

# Public Document Pack



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## CABINET Tuesday, 12th March, 2019

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The use of Welsh by participants is welcomed. If you wish to use Welsh please inform us by noon, two working days before the meeting

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### **S U P P L E M E N T A R Y P A C K**

<b>1.</b>	<b>LLANFYLLIN ALL-THROUGH SCHOOL</b>
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To consider a report by County Councillor Myfanwy Alexander, Portfolio Holder for Learning and Welsh Language.

(Pages 3 - 192)

<b>2.</b>	<b>BANW C.P. SCHOOL AND LLANERFYL C. IN W. (FOUNDATION) SCHOOL</b>
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To consider a report by County Councillor Aled Davies, Portfolio Holder for Finance, Countryside and Transport.

(Pages 193 - 500)

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**CYNGOR SIR POWYS COUNTY COUNCIL.****CABINET EXECUTIVE  
12 March 2019**

**REPORT AUTHOR:** County Councillor Myfanwy Alexander  
Portfolio Holder for Learning and Welsh Language

**SUBJECT:** Llanfyllin All-through School

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**REPORT FOR:** Decision

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**1. Summary**

- 1.1 Further to the decision made by Cabinet on the 18<sup>th</sup> September 2018, the Council has carried out consultation on the following proposals:
- To close Llanfyllin C.P. School and Llanfyllin High School
  - To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School
- 1.2 The purpose of this report is to inform Cabinet members of the responses received to the consultation and to determine whether or not to proceed with the statutory process to close Llanfyllin C.P. School and Llanfyllin High School and to establish a new all-through school on the current sites of Llanfyllin C.P. School and Llanfyllin High School through the publication of a Statutory Notice.
- 1.3 The proposed recommendation to Cabinet was discussed by Full Council on the 7<sup>th</sup> March 2019. A summary of the discussion, together with officer comments on the issues raised, are attached as Appendix E (to follow).
- 1.4 The report is supported by the following appendices:

- **Appendix A** – Consultation Document
- **Appendix B** – Consultation Report
- **Appendix C** – Minutes of meetings with School Councils, Governors and Staff
- **Appendix D** – Updated Impact Assessments
- **Appendix E** – Full Council discussion – 7<sup>th</sup> March 2019 (to follow).

**2. Proposal****Background****The Consultation Period**

- 2.1 On the 18<sup>th</sup> September 2018, Cabinet considered a report relating to establish an All-through School in Llanfyllin. At this meeting, Cabinet determined the following:
- 'To commence consultation in accordance with the requirements of the School Organisation Code on the amalgamation of Llanfyllin C.P. School and Llanfyllin High School, by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school on the current school sites. The target date is to close the two schools on the 31<sup>st</sup> August 2020 and to open the new all-through school on the 1<sup>st</sup> September 2020.'
- 2.2 Consultation on the proposal to amalgamate the two schools and establish a new all-through school commenced on the 27<sup>th</sup> November 2018 and ended on the 31<sup>st</sup> January 2019.
- 2.3 The consultation document was available on the Council's website throughout the consultation period. The document was also distributed to stakeholders as required by the School Organisation Code (2013). The consultation document that was issued is attached as Appendix A.
- 2.4 Consultees were asked to respond to the consultation by either completing the online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team, or by writing to the School Transformation Team.
- 2.5 During the consultation period, meetings were also held with the following:
- Staff of Llanfyllin C.P. School and Llanfyllin High School
  - Governors of Llanfyllin C.P. School and Llanfyllin High School
  - School council of Llanfyllin C.P. School
  - School council of Llanfyllin High School
- The minutes of these meetings are attached as Appendix C, and the issues raised in the meetings are included in the Consultation Report (Appendix B).
- 2.6 In addition, two drop in sessions were held during the consultation period, to give people the opportunity to discuss the proposals with officers and county councillors. One session was held in Llanfyllin C.P. School and the second was held in Llanfyllin High School.
- Consultation Responses
- 2.7 76 respondents completed the consultation response form which was included in the consultation document, including paper copies and responses submitted using the online response form. In addition, 4 other written responses were received.

- 2.8 The consultation response form asked respondents to answer a number of questions. The findings are provided in full on pages 5 and 6 of the Consultation Report (Appendix B).
- 2.9 The written responses received included a response by Estyn, which is provided on page 15 of the Consultation Report (Appendix B).

### Consultation Findings

- 2.10 As part of the consultation, a consultation response form was issued, which was completed by 76 respondents. 38% of respondents indicated that they were associated with Llanfyllin C.P. School, 55% indicated that they were associated with Llanfyllin High School, and 17% of respondents indicated that they were associated with another feeder school in the Llanfyllin catchment.
- 2.11 The consultation response form asked respondents whether or not they agreed with the proposal to establish a new all-through school in Llanfyllin. The findings are outlined in the full on pages 5-6 of the Consultation Report (Appendix B), and are also provided below:
3. *Do you agree with the current proposal to establish a new all-through school in Llanfyllin?*

Yes	40	63%
No	18	29%
<i>Don't know</i>	5	8%
<i>Total responses</i>	63	

4. *Do you think that the Council should be considering any other options for Llanfyllin instead of the proposal to establish a new all-through school?*

Yes	19	31%
No	28	45%
<i>Don't know</i>	15	24%
<i>Total responses</i>	62	

- 2.12 Written comments were also provided in the consultation response form. These comments, as well as issues raised in written responses and those raised in the consultation meetings, are listed in the Consultation Report (Appendix B) from page 18 onwards, along with the Council's response to these issues. The issues raised relate to the following headings:
1. General comments in support of the proposal
  2. General comments not in support of the proposal
  3. Issues relating to the impact on pupils
  4. Issues relating to the impact on staff

5. Queries regarding the impact on feeder schools
  6. Comments regarding the Welsh language / Welsh-medium provision
  7. Financial queries
  8. Need for investment in buildings
  9. Issues relating to post-16 provision
  10. Comments about Llanfyllin High School
  11. Reference to Council policies / priorities
  12. All-through School Model
  13. Comments about the Consultation Documentation
  14. Other options
  15. Other queries
- 2.13 The findings of the consultation, as summarised in 2.11 above, suggest that the respondents' preferred option is to proceed with the proposal to establish a new all-through school in Llanfyllin.

### The Proposal

- 2.14 Based on the findings of the consultation, the proposal to Cabinet is as follows:
- i) To receive the Consultation Report in respect of the proposal outlined in 1 above
  - ii) To approve the publication of a Statutory Notice proposing the following:
    - To close Llanfyllin C.P. School and Llanfyllin High School
    - To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School
- 2.15 The Consultation Document issued in respect of this proposal stated the following:

'The Council is currently carrying out a review of its fair funding formula, which is expected to be implemented from the 2019/20 financial year

As the outcome of the review of the fair funding formula is currently unknown, it is not possible to estimate what the financial impact would be. However, the new school would be expected to operate within the budget allocated to it based on the new fair funding formula.'

- 2.16 Details of the funding allocations under the new funding formula have now been released. Based on the new funding formula, the total funding to be provided to the two schools in 2019/20 is as follows:

Llanfyllin High School	£3,267,799
Llanfyllin C.P. School	£574,821
<b>Total</b>	<b>£3,842,620</b>

Should the Council proceed with the proposal to establish a new all-through school in Llanfyllin, the total funding that would be provided to the school based on the new funding formula 2019/20 figures is **£3,799,939**.

Funding provided to Llanfyllin High & C.P. School	£3,842,620
Funding provided to new all-through school	£3,799,939
<b>Estimated saving to the Council</b>	<b>£42,681</b>

Therefore, it is anticipated that implementation of the proposal would result in an annual saving to the Council of approximately **£42,681**.

- 2.17 Should the Council proceed with establishing an all-through school in Llanfyllin, the school would be funded in accordance with the new funding formula, and the new school would be expected to operate within the budget allocated to it. The new school's curriculum and staffing structure would be the responsibility of the temporary governing body, and the curriculum and staffing structure set by the temporary governing body would be expected to be within the budget available to the new school.
- 2.17 In line with the Council's Scheme for Financing Schools, should either school be in a deficit budget position on closure of the school, the deficit is written off.
- 2.18 It is anticipated that Statutory Notices will be published before the end of March 2019, and that a further report, summarising any objections received, will be considered by the Council's Cabinet before the end of the academic year.
- 2.19 The target would be for the new school to open in September 2020.

### **3. Options Considered / Available**

- 3.1 A number of options were considered in respect of Llanfyllin C.P. School and Llanfyllin High School. These are outlined in the consultation document in respect of this proposal (Appendix A).
- 3.2 A number of other options were suggested during the consultation. These are outlined in the Consultation Report (Appendix B).

### **4. Preferred Choice and Reasons**

- 4.1 As outlined in section 2 above, the outcome of the consultation exercise carried out suggests that the preferred option is to

amalgamate Llanfyllin C.P. School and Llanfyllin High School and to establish a new all-through school on the current sites of the two schools.

- 4.2 Therefore, the preferred choice is to proceed with amalgamating Llanfyllin C.P. School and Llanfyllin High School, and to establish a new all-through school on the current sites of the two schools.
- 4.3 The reasons for this are as follows:
  - To provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in Llanfyllin
  - To enable education in Llanfyllin to be provided more efficiently
  - To provide robust leadership to pupils in all phases of education
  - To improve the quality of education to pupils in all phases of education
  - To provide seamless progression through each key stage of education
  - The outcome of the consultation carried out suggested that this is the preferred option.

## **5. Impact Assessment**

- 5.1 Is an impact assessment required? Yes
- 5.2 If yes is it attached? Yes

A range of draft impact assessments were produced as part of the consultation documentation. These included a Single Integrated Impact Assessment, an Equalities Impact Assessment, a Community Impact Assessment and a Welsh Language Impact Assessment.

These draft impact assessments have been updated to reflect issues raised during the consultation period, and are attached in Appendix D.

## **6. Corporate Improvement Plan**

- 6.1 Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to ‘Improve our schools infrastructure’. In order to achieve this, ‘we will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.’

## **7. Local Member(s)**

- 7.1 Cllr Peter Lewis (Llanfyllin): It is excellent that in the consultation nearly two thirds of people support a Llanfyllin All Through School. This will

safeguard a Welsh and English Medium Education Provision at Llanfyllin after over 10 years of uncertainty for teachers, pupils and parents. I fully support this and ask the Cabinet to do so.'

Cllr Bryn Davies (Llanwddyn): Dydy'r tystiolaeth ddim yn gryf un ffordd neu'r llall. Gall fod yn llwyddiant ac mae manteision addysgiadol i'w canfod mewn ysgolion o'r fath ble mae'r nod ydy galluogi bob plentyn fod yn ddwyieithog.

Gall yr un manteision addysgiadol ddod i'r amlwg mewn ysgolion gydol oes uniaith Saesneg, ond yn amlwg dydy ysgolion o'r fath yn cyfrannu dim at ddwyieithrwydd y disgylion na'r ardal. Yn ysgol uwchradd Llanfyllin mae tua 80% o'r plant yn uniaith Saesneg a thua 20% yn ddwyieithog. Mae yna raniad yn yr ysgol gynradd hefyd.

Oni bai bod yna newid sylweddol yn agweddau/dealltwriaeth o'r hyn sydd ei angen i normaleiddio dwyieithrwydd, y tebygrwydd ydy bydd un corff llywodraethol ac un tim rheoli yn ceisio rhedeg pedair ysgol ar yr un safle.

Fel sydd wedi digwydd dros y degawdau fydd y blaenoriaeth ariannol llethol yn cael ei wario ar addysg sy'n sicrhau nad ydy'r plant yn datblygu eu gallu na'u hyder gyda'r iaith Gymraeg.

Mae angen blaenoriaethu addysg ddwyieithog i bawb gyda'r arbedion ariannol sylweddol uwchben yr arbrawf o redeg pedair ysgol gyda nodau gwahanol fel un ysgol.

Fe ddylai bod Fforwm Addysg Gymraeg yn bodoli i ystyried cynigion o'r fath.

Translation: Comments on the cabinet papers regarding establishing an all through school.

The evidence isn't compelling one way or another. It could be a success and there are educational advantages to be found in such schools where the aim is to enable every child to be bilingual.

The same educational advantages can emerge in English medium all through schools but obviously such schools do not contribute anything to the bilingualism of the pupils or the area.

In Llanfyllin high school about 80% of the children are English language only and about 20% bilingual. There is also a split in the primary school.

Unless there is a significant change in attitude/understanding of what is needed to normalise bilingualism, the likelihood is that there will be one governing body and one management team trying to run four schools on the one site.

As has happened over the decades, the greater part of the financial priority will be spent on education which ensures that children do not develop their ability or confidence in the Welsh language.

Bilingual education needs to be prioritised for everyone with the substantial financial savings unconnected to the experiment of running four schools with different goals as one school.

A Welsh Education Forum should exist to consider matters of this kind.

**8. Other Front Line Services**

Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

**9. Communications**

Have Communications seen a copy of this report? Yes/No

Have they made a comment? ‘This report is of public interest and requires a news release and use of appropriate social media to publicise Cabinet’s decision.’

**10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)**

10.1 Legal: The recommendations can be supported from a legal point of view

10.2 The Schools Finance Manager comments:

‘The All-through school model will provide opportunity for the school to work more effectively and efficiently as one school. Finance and Schools Service will continue to work closely with the schools to ensure the financial position of both schools is maintained within the requirements of the Scheme for Financing schools. Upon implementation of the All Through School the existing balances for each school will cease, and the balance will be retained / met by the authority. The current projected balance for March 2019 is Llanfyllin CP School = £4k. Llanfyllin High School = (£93k).

The All Through School will be funded in line with the new formula as two separate schools except for the following adjustments; Remove the minimum 0.2 Management time capacity (primary formula), and the ALNCo as one school. This will deliver a saving of £42,681.’

10.3 HR:

The Schools HR Team will continue to work with Headteachers, Staff, Governors, Trade Unions and other officers of Powys County Council

to ensure that any changes that are required will be made in line with the School's adopted policies and procedures.

**11. Scrutiny**

Has this report been scrutinised? No

**12. Statutory Officers**

The Head of Financial Services (Deputy Section 151 Officer) notes the comments of finance. It is critical that both schools manage their budget within the requirements of the scheme up to the point of the All Through School opening, to limit the impact of any remaining deficit on the Council.

The Solicitor to the Council (Monitoring Officer) commented as follows:  
"I note the legal comments and have nothing to add to the report."

**13. Members' Interests**

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
i) To receive the Consultation Report and the views of Full Council in respect of establishing an all-through school in Llanfyllin	To understand the issues raised during the consultation period.
ii) To approve the publication of a statutory notice to close both Llanfyllin C.P. School and Llanfyllin High School from the 31 <sup>st</sup> August 2020, and open a new bilingual all-through school for pupils aged 4-18 on the sites currently occupied by Llanfyllin C.P. School and Llanfyllin High School from the 1 <sup>st</sup> September 2020.	To provide stability and security of local provision.

<b>Relevant Policy (ies):</b>	School Organisation Policy		
<b>Within Policy:</b>	Y	<b>Within Budget:</b>	Y

<b>Relevant Local Member(s):</b>	Cllr Lucy Roberts – Llandrinio Cllr Arwel Jones – Llandysilio Cllr Emrys Jones – Llanfihangel Cllr Peter Lewis – Llanfyllin Cllr Aled Davies – Llanrhaeadr-ym-Mochnant /
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	<b>Llansilin</b> <b>Cllr Gwynfor Thomas – Llansanffraid</b> <b>Cllr Bryn Davies – Llanwddyn</b>
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<b>Person(s) To Implement Decision:</b>	<b>Marianne Evans</b>
<b>Date By When Decision To Be Implemented:</b>	<b>End of March 2019</b>

Contact Officer:	Sarah Astley
Tel:	01597 826265
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**Background Papers used to prepare Report:**

**CABINET REPORT TEMPLATE VERSION 5**



**POWYS COUNTY COUNCIL**

**CONSULTATION DOCUMENT**

**Establishment of a new All-through School for pupils aged 4-18  
in Llanfyllin**

**Consultation dates: 27<sup>th</sup> November 2018 – 31<sup>st</sup> January 2019**

# **Consultation on the establishment of a new all-through school for pupils aged 4-18 in Llanfyllin**

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This document is also available on the Council's website via the following link:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>

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

# **Consultation on the establishment of a new All-through School for pupils aged 4-18 in Llanfyllin**

## **Overview**

### **1. The Proposal**

Powys County Council is consulting on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31<sup>st</sup> August 2020, with the new school opening on the 1<sup>st</sup> September 2020.

### **2. How to respond to the consultation**

You can respond to this consultation by completing the online questionnaire which is available on our website:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>.

A paper copy of the questionnaire is also available at the back of this document. Alternatively, you can respond in writing using the contact details below.

All responses must be received by the **31<sup>st</sup> January 2019**.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

**Llanfyllin C.P. School**, Thursday 10<sup>th</sup> January 2019, 4 – 8pm  
**Llanfyllin High School**, Wednesday 16<sup>th</sup> January 2019, 4 – 8pm

### **3. Contact details**

All responses should be sent to the following address:

School Transformation Team  
Powys County Council  
County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

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

Phone: 01597 826265

#### **4. What will happen next**

Once the consultation period has ended, a consultation report will be produced which will outline the feedback received. The Council's Cabinet will consider the consultation report, and will consider whether or not they wish to proceed with either of the options outlined in the consultation document. This is expected to happen in the spring of 2019.

If the Cabinet decide to proceed with the proposals, a statutory notice would be published, and there would be a period of 28 days for people to submit objections. The Cabinet would then need to consider another report summarising any objections received, and decide whether or not to proceed with implementation.

It is anticipated that a final decision will be made by the end of the 2018/19 academic year at the latest.

## PART A THE CASE FOR CHANGE

**Powys County Council is consulting on the following proposals:**

- To close Llanfyllin Community Primary (C.P.) School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

**The current target date is to close the two schools on the 31<sup>st</sup> August 2020, with the new school opening on the 1<sup>st</sup> September 2020.**

### 1. BACKGROUND

Llanfyllin C.P. School and Llanfyllin High School are two bilingual (dual stream) schools located in the town of Llanfyllin, in north Powys. Llanfyllin C.P. School mainly serves the town of Llanfyllin, whilst Llanfyllin High School serves a wider, rural catchment area. The two schools are located on the same site.

The following table provides general information about the two schools:

School name and location	School Category	Language Category	Admission Number
Llanfyllin C.P. School, Llanfyllin, Powys, SY22 5BJ	Community Primary	Dual Stream (DS)	27
Llanfyllin High School, Llanfyllin, Powys, SY22 5BJ	Community Secondary	Bilingual Dual Stream – Category 2C	146

Current pupil numbers<sup>1</sup> at the two schools are as follows:

	R	1	2	3	4	5	6	Total
Llanfyllin C.P. School	18	19	19	28	16	21	26	147

	7	8	9	10	11	12	13	Total
Llanfyllin High School	101	96	118	137	142	56	57	707

<sup>1</sup> Teacher Centre, 4<sup>th</sup> October 2018

Whilst pupil numbers in Llanfyllin C.P. School are relatively stable, there has been a decrease in pupil numbers at Llanfyllin High School in recent years, and this is expected to continue in the coming years.

In March 2018, the Council's Cabinet agreed a new School Organisation Policy, which sets out the Council's aspiration for developing the educational infrastructure in Powys. The policy states the Council aim for 'secondary schools to become 'all-through schools', or part of multi-sited arrangements'.

Cabinet also approved a Delivery Plan for the period 2018-2021, which outlines three programmes of work for developing the Powys Schools Infrastructure during this period. One of these programmes is 'Secondary and Post 16 provision'.

Following Cabinet approval of the new Policy and Delivery Plan, representatives of the local authority were invited to attend a joint meeting of the governing bodies of Llanfyllin C.P. School and Llanfyllin High School, to discuss the new policy and the all-through school model in particular. The two governing bodies have subsequently facilitated a discussion workshop with all staff at the two schools on the principle of moving towards establishing an all-through school in Llanfyllin, and communication has been issued to parents informing them of the plans to move towards establishing an all-through school in the town.

In August 2018, the Council received a letter from the two governing bodies, requesting that the Council commence the statutory process to establish an all-through school in the town.

Following the initial meeting with the two governing bodies, the Council has carried out a review of the two schools, which has included the following steps:

- Discussions with the two governing bodies
- Options appraisal exercise
- Recommendation considered and agreed by Learning and Skills Board
- Recommendation considered and agreed by Cabinet

The recommendation agreed by Cabinet on the 18<sup>th</sup> September 2018 was as follows:

'To commence consultation in accordance with the requirements of the School Organisation Code on the amalgamation of Llanfyllin C.P. School and Llanfyllin High School, by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school on the current school sites.'

The target date is to close the two schools on the 31<sup>st</sup> August 2020 and to open the new all-through school on the 1<sup>st</sup> September 2020.'

## 2. THE STRATEGIC CONTEXT

In March 2018, Cabinet approved a new School Organisation Policy, which set out the Council's aspirations for the schools infrastructure in Powys. The policy states that:

'The Council aims to have an educational model which fulfils the following:

- Provides all learners with the opportunity to achieve their potential
- Has high quality, resilient leadership and management
- Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to operate effectively and efficiently within the funding available
- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity
- Has a high quality ICT infrastructure that will enable all schools to provide enhanced opportunities for learners
- Provides access to high quality early years provision
- Provides support for learners with additional learning needs which aligns with the requirements of the new Additional Learning Needs and Education Tribunal (Wales) Act
- Provides access to high quality post-16 provision in schools, which is attractive to learners, financially sustainable and minimises learner travel'

The policy also states that a Delivery Plan will be produced which sets out the Council's priorities:

'In order to move towards a more efficient schools network, a new Delivery Plan will be implemented with a greater focus on working in partnership with schools and the communities they serve, and on alternative models of delivering education, such as collaboration models, federation, multi-site schools and all-through schools.

The Council's Delivery Plan will focus on delivering the following priorities:

- Secondary schools to become 'all-through schools', or part of multi-sited arrangements
- Small primary schools<sup>2</sup> to be part of formal collaborations / federations / amalgamations
- Remove infant / junior split by creating 'all-through' primary schools
- New Welsh-medium provision to be established

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<sup>2</sup> The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

- Improvements to the Powys schools estate, either as part of the Welsh Government's 21<sup>st</sup> Century Schools Programme or as part of the Council's Asset Management Programme
- A new model for delivering post-16 provision to be implemented
- Transforming the delivery of support for pupils with additional learning needs

In addition to the above priorities, the Council will encourage all schools to:

- Identify areas where staff and / or services can be shared across more than one school in order to improve efficiency
- Develop the use of ICT links between school sites to provide distance learning opportunities'

The current proposals in respect of Llanfyllin C.P. School and Llanfyllin High School are in line with these priorities.

### **3. WHY CHANGE IS NEEDED IN LLANFYLLIN**

The current challenges facing the two schools in Llanfyllin are as follows:

#### **3.1 Decreasing pupil numbers, particularly in the secondary sector**

Total pupil numbers at the two schools over the last few years are as follows<sup>3</sup>:

	<b>Jan. 2013</b>	<b>Jan. 2014</b>	<b>Jan. 2015</b>	<b>Jan. 2016</b>	<b>Jan. 2017</b>	<b>Jan. 2018</b>
Llanfyllin CP School (R-Yr6)	176	164	166	156	157	153
Llanfyllin High School (Yr7-Yr13)	871	831	872	832	808	748
<b>TOTAL</b>	<b>1047</b>	<b>995</b>	<b>1038</b>	<b>988</b>	<b>965</b>	<b>901</b>

This shows that total pupil numbers across the two schools have decreased by 146 since January 2013. Whilst there has been a small decrease in pupil numbers at Llanfyllin C.P. School, the decrease in pupil numbers at Llanfyllin High School is much greater.

Pupil numbers are projected to continue to decrease over the coming years, as illustrated in the following table:

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<sup>3</sup> PLASC

	January 2019	January 2020	January 2021	January 2022	January 2023
Llanfyllin CP School	145	139	133	134	122
Llanfyllin High School	699	669	637	598	580
<b>TOTAL</b>	<b>844</b>	<b>808</b>	<b>770</b>	<b>732</b>	<b>702</b>

This table suggests that a further reduction of nearly 200 pupils is expected between January 2018 and January 2023.

### 3.2 Budget pressures

Similarly to many other schools across Powys and Wales, both schools are facing budgetary pressures, with Llanfyllin C.P. School currently projected to be in a deficit budget position by the 2019/20 financial year.<sup>4</sup>

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Llanfyllin CP School	(£18,788)	£2,338	(£1,488)	(£39,376)
Llanfyllin High School	£59,125	£57,133	£101,475	£39,816

The Council as a whole is facing significant financial pressure over the foreseeable future, which will continue to put pressure on school budgets. Schools expenditure is continuing to increase due to increases in pay which aren't matched by increases in funding, as well as other increases, such as utilities and exam fees. Schools are constantly needing to realign their budgets and produce efficiencies to ensure that they are being managed effectively.

### 3.3 Need to provide an attractive post-16 curriculum

The Council has seen a reduction in the number of pupils in its sixth forms over the last 5 years, which is making it increasingly difficult to provide a broad range of subjects to learners. The number of sixth form pupils at Llanfyllin High School has decreased over the last few years, as illustrated in the following table:

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<sup>4</sup> Updated position following autumn financial surgery session

	<b>Year 12</b>	<b>Year 13</b>	<b>Total</b>
2015/16	89	111	200
2016/17	72	75	147
2017/18	95	65	160
2018/19	51	55	106

In order to enable schools to meet the requirements of the Learning and Skills (Wales) Measure in terms of sixth form provision, the Council has developed a collaborative partnership between schools, where pupils can choose to travel to other schools to study particular subjects. The transport for this is funded by the Council, at a cost of approximately £240,000 per year. In addition, Llanfyllin High School along with Caereinion High School and Welshpool High School have formed a collaborative partnership called ‘Trisgol’, in order to provide a wider range of subjects to pupils.

Despite these initiatives, sixth form pupil numbers at Llanfyllin High School are expected to remain lower than the 2015/16 numbers over the coming years, as part of the projected overall reduction in pupil numbers at Llanfyllin High School. This, coupled with the expectation that sixth form funding will decrease over the next few years, will make it increasingly difficult for the school to provide an attractive post-16 curriculum.

### **3.4 Relatively small Welsh-medium stream in the secondary sector**

Both Llanfyllin C.P. School and Llanfyllin High School are bilingual dual stream schools. However, the proportion of Welsh-medium pupils varies significantly between the two schools, with the Welsh-medium stream being a much smaller proportion of Llanfyllin High School than Llanfyllin C.P. School. This can lead to challenges in providing a comprehensive Welsh-medium curriculum for learners, particularly as they move through the school.

Current Welsh-medium pupil numbers are as follows<sup>5</sup>:

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<sup>5</sup> Information provided by the school, 20<sup>th</sup> November 2018

	<b>Welsh-medium pupils</b>
<b>Year 7</b>	25
<b>Year 8</b>	23
<b>Year 9</b>	20
<b>Year 10</b>	33
<b>Year 11</b>	31
<b>Year 12</b>	9
<b>Year 13</b>	10
<b>Total</b>	<b>151</b>

### **3.5 Need to improve quality of provision**

Quality of provision at Llanfyllin C.P. School and Llanfyllin High School, as indicated by their most recent Estyn inspections, and the most recent School Categorisation exercise carried out during the 2017-18 academic year, is outlined below:

#### **i) Estyn**

The following table summarises the last Estyn inspections of the two schools:

	<b>Llanfyllin CP School</b>	<b>Llanfyllin High School</b>
<b>Date of Inspection</b>	October 2014	February 2016
<b>School's Current Performance</b>	Adequate	Adequate
<b>Prospects for Improvement</b>	Adequate	Adequate
<b>Follow Up Activity</b>	Estyn Monitoring  Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring	In need of Significant Improvement

## **ii) School Categorisation**

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Capacity</b>
<b>Llanfyllin CP School</b>	N/A	C	Amber
<b>Llanfyllin High School</b>	N/A	C	Amber

This information suggests that there is a need for improvement with regard to the quality of provision at both schools.

### **3.6 Difficulties with appointing a headteacher in the primary sector**

Despite several attempts to recruit a permanent headteacher, there has been no permanent headteacher at Llanfyllin C.P. School since the previous headteacher left in 2015.

Temporary arrangements are currently in place, however in order to ensure continued improvement in the primary provision offered in Llanfyllin, there is a need to secure permanent leadership arrangements.

## **4. OPTIONS CONSIDERED**

Initial discussions between the Council and the governing bodies of Llanfyllin C.P. School and Llanfyllin High School suggested that there was interest in moving towards an all-through delivery model in Llanfyllin. An options assessment exercise has been carried out in order to further explore ways in which this could be achieved.

The following options were considered:

<b>Option</b>	<b>Description</b>
1	Status quo – primary school and high school continue to operate independently
2	All-through federation – primary school and high school federate to create a federated all-through school in Llanfyllin
3	All-through school – primary school and high school amalgamate to create a new all-through school in Llanfyllin

SWOT analyses for each of these three options are provided below:

**Option 1: Status Quo – Llanfyllin C.P. School and Llanfyllin High School continue to operate as separate schools**

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- No disruption to pupils, parents and staff</li> <li>- Each school is well regarded locally</li> <li>- No additional travel</li> <li>- Retains primary and secondary Welsh-medium and English-medium provision in Llanfyllin</li> <li>- No detrimental impact on the local community from loss of provision</li> </ul>	<ul style="list-style-type: none"> <li>- There is currently no permanent leadership in place in the primary school</li> <li>- Would not lead to any financial efficiencies</li> <li>- Two separate schools, therefore there is no strategic overview of the provision of education in Llanfyllin</li> <li>- Less opportunity to improve quality and standards in education across both phases of education</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>- Opportunity for greater collaboration between the two schools</li> </ul>	<ul style="list-style-type: none"> <li>- Financial threat</li> <li>- Declining pupil numbers in the secondary school</li> <li>- Relatively small Welsh-medium stream in the secondary school</li> </ul>

**Option 2: All-through federation – primary school and high school federate to create a federated all-through school in Llanfyllin**

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Would provide improved opportunities for sharing staff expertise and good practice</li> <li>- Would provide opportunities for improved transition links between the primary and secondary schools</li> <li>- Minimal disruption to pupils, parents and staff</li> <li>- Potential for one headteacher across the two schools</li> <li>- The two schools would retain their individual identities</li> <li>- May be more acceptable to other primary schools in the catchment</li> </ul>	<ul style="list-style-type: none"> <li>- Would remain as two separate schools therefore there could be some tensions between the two schools</li> <li>- Federation is a less robust model than amalgamation</li> <li>- Parents may be unfamiliar with the concept of an 'all-through' school and may have concerns about the model</li> <li>- Other primary feeder schools may have concerns</li> </ul>

<ul style="list-style-type: none"> <li>- Potential to run more efficiently through shared staffing, shared resources etc.</li> <li>- One governing body which would have strategic overview over the two schools</li> <li>- Would be easier to dissolve a federation if the change was not working</li> <li>- No additional travel</li> <li>- Retains primary and secondary Welsh-medium and English-medium provision in Llanfyllin</li> <li>- No detrimental impact on the local community from loss of provision</li> </ul>	
Opportunities	Threats
<ul style="list-style-type: none"> <li>- Opportunity for improved collaboration between the two schools</li> <li>- Opportunity to run more efficiently</li> <li>- Opportunity to improve quality and standards in education across both phases of education</li> </ul>	

**Option 3: All-through school – Primary school and high school amalgamate to create a new all-through school in Llanfyllin**

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Would enable staff expertise and good practice to be shared across all key stages</li> <li>- Would improve transition between each key stage</li> <li>- Minimal disruption for pupils and parents</li> <li>- Improved ability to provide an appropriate curriculum to all pupils</li> <li>- Would enable the school to run more efficiently through shared staffing, shared resources etc.</li> <li>- One governing body would have strategic overview over the provision in all key stages</li> </ul>	<ul style="list-style-type: none"> <li>- Impact on staff as management of change process would need to take pace to allocate posts in the new school</li> <li>- Parents may be unfamiliar with the concept of an 'all-through' school and may have concerns about the model</li> <li>- Other primary feeder schools may have concerns</li> </ul>

<ul style="list-style-type: none"> <li>- One leadership team would have strategic overview over the provision for all key stages</li> <li>- Would provide permanent leadership arrangements to all pupils</li> <li>- No additional travel</li> <li>- Retains primary and secondary Welsh-medium and English-medium provision in Llanfyllin</li> <li>- No detrimental impact on the local community from loss of provision</li> </ul>	
<b>Opportunities</b> <ul style="list-style-type: none"> <li>- Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>- Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>- Opportunities to develop resilient leadership and management arrangements;</li> <li>- Opportunity to access capital investment in the future</li> <li>- Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners</li> <li>- Opportunity to streamline policies, procedures and schemes of work</li> <li>- Potential to share best practice between staff from Primary and Secondary sectors</li> <li>- Opportunity to develop a single culture and ethos</li> <li>- Opportunity to improve quality and standards in education across both phases of education</li> </ul>	<b>Threats</b> <ul style="list-style-type: none"> <li>- Transition process for pupils, staff and parents may cause uncertainty with a potential impact on pupil numbers, as parents choose other schools (potentially out of county)</li> <li>- Difficult to recruit staff in a period of instability</li> <li>- Instability could impact on the continued need to improve outcomes</li> </ul>

## 5. PREFERRED OPTION AND REASONS

Based on the SWOT analyses and an assessment of the three options carried out against a number of investment objectives and critical success factors, Option 1 and Option 2 have been discounted.

Option 1 (Status Quo – Llanfyllin C.P. School and Llanfyllin High School continue to operate as separate schools) has been discounted for the following reasons:

- There is currently no permanent leadership in place in the primary school
- Would not lead to any financial efficiencies
- Two separate schools, therefore there is no strategic overview of the provision of education in Llanfyllin
- Financial threat
- Declining pupil numbers in the secondary school
- Relatively small Welsh-medium stream in the secondary school

Option 2 (All-through Federation – Llanfyllin C.P. School and Llanfyllin High School federate to create a federated all-through school in Llanfyllin) has been discounted for the following reasons:

- Would remain as two separate schools therefore there could be some tensions between the two schools
- Federation is a less robust model than amalgamation

The preferred option is:

**Option 3 – All-through school – primary school and high school amalgamate to create a new all-through school in Llanfyllin**

This is the basis for the current proposal on which the Council is consulting. The proposal is further explored in the following section.

## PART B THE PROPOSAL

### 6. OVERVIEW

Powys County Council is consulting on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31<sup>st</sup> August 2020, with the new school opening on the 1<sup>st</sup> September 2020.

If the proposal was to be implemented, the following table provides details about the new school:

Name	The name of the new school would be proposed by the temporary governing body, and approved by the Portfolio Holder for Education
Proposed Admission number and admissions arrangements	Although the new school would be a 4-18 school, the Council would continue to separate the admission number between the primary and secondary phases. The primary admission number would be 27 and the secondary admission number would be 146.  Pupils living within the current catchment area of Llanfyllin High School that attend the primary phase of the school would automatically be allocated a place in the secondary phase of the school. Pupils from other primary schools wishing to join the school in year 7 would be required to apply for a place in accordance with the Council's admissions arrangements.
Age range	4 – 18
Pupil places capacity	The capacity will be split between the primary and secondary phases, and will be the same as the current capacities of the two schools. The capacity of the primary phase will be 185 + 26 nursery places. The capacity of the secondary phase will be 916.
Location	The new school will operate from the existing sites of Llanfyllin C.P. School and Llanfyllin High School
Category	Community School
Language category	Primary – Dual Stream Secondary – Dual Stream – Bilingual Category 2C

Details of proposed accommodation	The accommodation would remain the same as the current accommodation
Home to school transport arrangements	Home to school transport would continue to be provided in accordance with the Council's transport policy.

## 7. WHAT IS AN ALL-THROUGH SCHOOL?

An all-through school is a school which provides both primary and secondary education. The school is run by one headteacher and one governing body, and the school has one budget.

Whilst primary and secondary aged pupils would attend one educational establishment, and there would be some opportunity for sharing of facilities and resources, all-through schools continue to provide access to separate facilities for children of different ages. This would include separate teaching accommodation, as well as separate areas to use during break times.

There is already one mainstream all-through school in Powys – Ysgol Bro Hyddgen in Machynlleth, which was established in 2014 following the amalgamation of Machynlleth C.P. School and Ysgol Bro Ddyfi. It is a model which is becoming increasingly popular in Wales, particularly in rural areas where it is seen as a way of ensuring the continued provision of education.

The model also brings many benefits to pupils by providing seamless transition for pupils throughout all phases of education.

The following are some of the all-through schools currently operating in Wales:

- Abertillery Learning Community
- Ebbw Fawr Learning Community
- Idris Davies School
- St Bridgid's School
- Ysgol Bae Baglan
- Ysgol Bro Hyddgen
- Ysgol Bro Idris
- Ysgol Bro Teifi
- Ysgol Bro Pedr
- Ysgol Gymraeg Bro Morgannwg
- Ysgol Caer Elen
- Ysgol Bro Dur
- Ysgol Henry Richard
- Ysgol Llanharri
- Ysgol Gymraeg Gartholwg

## **8. REASONS FOR THE PROPOSAL**

The Council is proposing to establish a new all-through school in Llanfyllin for the following reasons:

- To improve educational outcomes
  - More opportunities for staff to move between key stages, to further develop expertise in specific areas
  - Opportunities for pupils in all key stages to benefit from staff expertise in specific subject areas
  - Improved curricular and extra-curricular opportunities for pupils in all key stages
- To improve educational provision
  - Opportunities to develop a broader curriculum to meet the needs of pupils in all key stages
  - Opportunity to improve the range and quality of facilities and learning resources available to the benefit of pupils in all key stages
  - Improved opportunities for continuity of support for vulnerable groups of pupils
  - Improved opportunities for more able and talented pupils
- To improve leadership and management
  - Opportunity for high quality, robust leadership across all key stages
  - Improved opportunities for the headteacher to distribute key leadership tasks to a greater number staff across all phases of education
  - Improved opportunities for the governing body to have strategic oversight of education for pupils from 5 – 18
- To improve efficiency in the delivery of education
  - Potential for the school to operate more efficiently through more efficient deployment of staff
  - Potential for sharing of resources across all key stages
- To provide more seamless transition between key stages
  - Opportunity to provide seamless progression between each phase of education
  - Improved opportunities for continuity of support for vulnerable groups of pupils throughout their school careers

## **9. ADVANTAGES AND DISADVANTAGES**

The advantages and disadvantages of the current proposal in respect of Llanfyllin C.P. School and Llanfyllin High School are summarised below:

<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"><li>- Would enable staff expertise and good practice to be shared across all key stages</li><li>- Would improve transition between each key stage</li><li>- Minimal impact on pupils and parents</li><li>- Would improve the ability to provide an appropriate curriculum to all pupils</li><li>- Would enable the school to run more efficiently through shared staffing, shared resources etc.</li><li>- One governing body which would have strategic overview over the provision for pupils/learners in all key stages</li><li>- One leadership team which would have strategic overview over the provision for pupils/learners in all key stages</li><li>- Would provide permanent leadership arrangements to all pupils</li></ul>	<ul style="list-style-type: none"><li>- Impact on staff as management of change process would need to take pace to allocate posts in the new school</li><li>- Parents may be unfamiliar with the concept of an 'all-through' school and may have concerns about the model</li><li>- Other primary feeder schools may have concerns</li></ul>

## **10. RISKS**

As with all school reorganisation proposals, there are risks associated with the current proposals relating to Llanfyllin C.P. School and Llanfyllin High School.

These are outlined below, along with suggested mitigating actions:

<b>Risk</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Mitigating Actions</b>
Parents don't want their children to attend an all-through school, so choose for them to move to alternative schools	Low	Low	Engagement with parents to take place throughout the process. Should the Cabinet decide to proceed with the proposal, opportunities to be provided for parents to contribute to the process

			of establishing the new school.
Lack of support from other schools in the Llanfyllin catchment area	Low	Low	Other primary schools in the Llanfyllin catchment to be fully engaged throughout the process.
Difficult for both current schools to focus on improving outcomes due to the uncertainty caused by the proposal – may affect standards	Medium	Medium	The Council will continue to provide advice and support to both schools and the shadow governing body of the new school to ensure that standards and performance continue to improve during the transition period
Negative impact on staff motivation during the transition period, may lead to some staff leaving before the new school is established	Low	Low	<p>It is hoped that transparency of the process and the ability of staff to participate in the consultation exercise will help to reduce the levels of demotivation.</p> <p>It is also hoped that the prospects of being part of a transformational development may help to mitigate this risk.</p> <p>Should the Proposal be implemented, the Council would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well.</p>
Changes resulting from new council initiatives e.g. new funding formula, ALN transformation	Medium	Medium	Support to be provided to the two schools during the transition period.

## **11. POTENTIAL IMPLEMENTATION TIMESCALE**

Should Cabinet decide to proceed with the proposals, potential implementation timescales are as follows:

Formal Consultation	27 <sup>th</sup> November – 31 <sup>st</sup> January 2019
Consultation Report to be published, and considered by Full Council and Cabinet	February / March 2019
<b>If Cabinet decide to proceed:</b>	
Publish Statutory Notice (28 days objection period)	April/May 2019
Objection Report to be published and considered by Cabinet	June/July 2019
<b>If Cabinet approves implementation:</b>	
Establish temporary governing body	September 2019
Appoint headteacher	By end of 2019
Develop and appoint to a new staffing structure	Spring 2020
Current schools close	31 <sup>st</sup> August 2020
New school opens	1 <sup>st</sup> September 2020

## **PART C      LIKELY IMPACT OF THE PROPOSAL**

### **12.    IMPACT ON PUPILS**

#### **i)    Pupils currently attending Llanfyllin C.P. School and Llanfyllin High School**

As implementation of the proposal would see the continuation of Welsh-medium and English-medium primary and secondary education in Llanfyllin, on the current sites of the two schools, it is anticipated that there would be very little change to pupils currently attending the two schools in Llanfyllin.

It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School. However, there would be improved opportunities for pupils to access facilities on both sites as appropriate. In particular, this would be beneficial for primary aged pupils, who would benefit from improved opportunities to access specialist facilities primarily used by secondary aged pupils.

Implementation of the proposal would also provide improved opportunities for pupils in all key stages to benefit from staff specialism throughout their time at the school, and to provide continuity in the support provided to vulnerable pupils throughout their time in the school. There would also be improved opportunities for more able and talented pupils.

It is also expected that implementation of the proposal would result in improved transition between educational phases, which should have a positive impact on the pupil well-being, and on their educational performance.

As education would continue to be provided on the current sites, it is not anticipated that there would be any additional home to school transport required for any pupils. Transport would continue to be provided in accordance with the Council's Home to School Transport Policy.

#### **ii)    Pupils attending other primary schools in the Llanfyllin catchment**

Llanfyllin High School operates as an area secondary school for pupils currently attending a number of primary schools in the catchment area in addition to Llanfyllin C.P. School. Should the Council proceed with a proposal to establish an all-through school in Llanfyllin, pupils from other primary schools in the catchment would continue to transfer to the school in year 7. Therefore, it is acknowledged that there would be an impact on these pupils, as they would be transferring into an all-through school rather than

transferring into a secondary school. However, it is not anticipated that the impact would be negative.

The transition arrangements for pupils attending other primary schools in the catchment area would need to be carefully managed, to ensure that the pupils are fully integrated into the school, and are not disadvantaged in any way compared with pupils that attended the primary phase of the all-through school.

The proposal to establish a new all-through school in Llanfyllin also provides an opportunity to strengthen the current relationship with other primary schools in the catchment area, in order to provide improved opportunities to pupils attending these schools, and to provide improved transition arrangements for these pupils.

**iii) Pupils attending primary or secondary schools not in the Llanfyllin catchment**

It is not anticipated that implementation of the proposal would impact on pupils attending primary or secondary schools not in the Llanfyllin catchment.

## **13. IMPACT ON QUALITY AND STANDARDS IN EDUCATION**

**i) Standards, wellbeing and attitudes to learning**

**Standards and progress overall, of specific groups and in skills**

The Council would expect implementation of the proposal to establish an all-through school to have a positive impact on standards and progress overall. The Council would hope that implementation of the proposal would lead to securing permanent leadership arrangements for all pupils in Llanfyllin, which should lead to improved standards across all ages.

It is anticipated that implementation of the proposal would have a positive impact on standards and progress overall for all pupils, including pupils belonging to specific groups such as English as an Additional Language, eligible for Free School Meals, Looked After Children, Additional Learning Needs. One learning continuum could be implemented across all age ranges, meaning that pupil progress could be monitored and supported more effectively throughout their school career. This would be particularly beneficial for pupils belonging to specific groups such as those outlined above, as there would be improved opportunities for sharing staff specialisms and expertise in working with these groups of pupils across all age ranges, ensuring that they can be more effectively supported throughout their time in the school.

It is also anticipated that implementation of the proposal would have a positive impact on the skills of all pupils, including literacy, numeracy and ICT, through improved opportunities to share staff expertise and resources across all age ranges, and through the ability to target across all phases of education.

### **Wellbeing and attitudes to learning**

Implementation of the proposal would mean that pupils in Llanfyllin would attend the same school throughout their school careers. This would avoid the transition difficulties which sometimes arise when pupils move from primary school to secondary school, and therefore would have a positive impact on pupil well-being.

Implementation of the proposal would also mean that pupils in the primary ages would have improved opportunities to access specialist facilities currently available at the high school, including PE, science, technology and drama facilities. It is hoped that this would have a positive impact on the opportunities available to them in the primary sector, and on their attitudes to learning.

## **ii) Teaching and learning experiences**

### **Quality of teaching**

The Council would expect implementation of the proposal to lead to improvements in the quality of teaching in Llanfyllin, due to the improved professional development and collaboration opportunities that could be offered to staff, for example cross phase working, peer to peer working, triad working, and sharing pedagogical principles.

### **The breadth, balance and appropriateness of the curriculum**

It is anticipated that establishment of a new all-through school would provide improved opportunities to provide a broad, balanced and appropriate curriculum for pupils in Llanfyllin.

Implementation of the proposal would also provide an opportunity to redesign the curriculum offer in Llanfyllin, in order to meet the requirements of the new curriculum for Wales, as outlined in ‘Our National Mission’, which sets out the ambition for all schools to develop as learning organisations.

Pupils would benefit from closer links between the various phases of education, and the opportunity to access specialist teachers. Primary aged pupils would also benefit from the opportunity to access specialist facilities located in Llanfyllin High School, which could include PE, science, technology and drama facilities.

## **The provision of skills**

It is anticipated that implementation of the proposal would have a positive impact on the skills of all pupils, including literacy, numeracy and ICT, through improved opportunities to share staff expertise and resources across all age ranges, and through the ability to target across all phases of education.

### **iii) Care support and guidance**

#### **Tracking, monitoring and the provision of learning support, personal development and safeguarding**

The Council would expect implementation of the proposal to lead to improvements in the care, support and guidance provided to pupils. Pupils would be part of one establishment throughout their school careers, which would result in improvements in the tracking and monitoring arrangements which could be put in place throughout their time in school, and would enable more effective transition arrangements to be implemented during the pupil's time in school.

Should the proposal be implemented, pupils would be part of a larger body of pupils, which would be expected to have a positive impact on their personal development and the opportunities available to them. As part of this, opportunities could be offered to older pupils to provide support to younger pupils.

### **iv) Leadership and management**

#### **Quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning**

It is anticipated that the establishment of a new all-through school in Llanfyllin would lead to improvements in terms of leadership and management. Llanfyllin C.P. School does not currently have a permanent headteacher, despite numerous recruitment attempts since the retirement of the previous headteacher in 2015. The Council would hope that implementation of the proposal would lead to securing permanent leadership arrangements for all pupils in Llanfyllin, which should lead to improvements in leadership arrangements across the school.

The establishment of a new all-through school would also provide more opportunities for distributed leadership across the primary and secondary sectors, and would provide enable middle leaders to be developed more effectively, and improved developmental opportunities for staff, including

increased opportunities to develop specialisms across the school, and to work across different key stages.

Should the proposal be implemented, one new governing body would replace the two current governing bodies, which should provide more robust governance arrangements.

Establishment of a new all-through school would provide improved opportunities to develop robust self-evaluation process which could be implemented across all key stages, resulting in improvements for learners, as well as improved opportunities to plan more effectively across all age ranges.

### **Professional learning**

Implementation of the proposal would provide improved professional learning opportunities for staff through greater opportunities for cross phase working, opportunities to develop leaders more effectively and more opportunities to develop middle leaders.

### **Use of resources**

Should a new all-through school be established, the school would be funded as one school, with one budget, and would be run by one governing body. This would enable the school to operate more efficiently compared with the current arrangements, and should result in some efficiencies through shared staffing and sharing of other resources.

v) **Impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage**

It is not anticipated that establishment of a new all-through school would have a negative impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage. The school would continue to operate from the current sites of Llanfyllin C.P. School and Llanfyllin High School, and no significant change would be expected in total pupil numbers across the two sites.

There could be a positive impact on the ability to deliver the full curriculum due to the opportunity to access staff specialisms across all age ranges and to share other resources as appropriate. There would also be an improved opportunity for primary aged pupils to benefit from specialist secondary facilities, such as science laboratories, which would provide improved opportunities to deliver the full curriculum to pupils.

**vi) Impact on other schools**

Should the proposal be implemented, it is possible that some pupils would choose to attend alternative schools instead of the proposed new all-through school, however it is unlikely that the numbers would be significant.

Therefore, it is unlikely that implementation of the proposals would impact on quality and standards in education at these schools, including standards, wellbeing and attitudes to learning, teaching and learning experiences, care support and guidance, leadership and management, nor on their ability to deliver the full curriculum at the foundation phase and in each stage of education.

**14. FINANCIAL IMPACT**

**i) Revenue funding**

Based on the Council's current funding formula for schools, the funding that would be provided to Llanfyllin C.P. School and Llanfyllin High School during 20/21 is as follows (based on **estimated** pupil numbers for both schools in September 2020):

Estimated secondary school funding 20/21	£2,998,279
Estimated primary school funding 20/21	£533,935
<b>Total</b>	<b>£3,532,314</b>

The Council is currently carrying out a review of its fair funding formula, which is expected to be implemented from the 2019/20 financial year.

As the outcome of the review of the fair funding formula is currently unknown, it is not possible to estimate what the financial impact would be. However, the new school would be expected to operate within the budget allocated to it in based on the new fair funding formula.

Regardless of whether or not implementation of the proposal would result in a financial saving to the Council, it is expected that establishment of a new all-through school would enable the school to make internal savings and to operate more efficiently, thereby maximising use of the funding provided by the Council.

If the proposal is implemented, the existing schools would only receive formula funding for the proportion of the financial year for which it is open, e.g. if a school closes on 31<sup>st</sup> August, it will only be resourced for the first 5 months of the financial year (5/12 of the formula allocation). When the school(s) close, any balance (surplus or deficit) will revert to the Council.

It is currently estimated that there would be a net deficit position of approximately £100k-£150k for both schools by September 2020, which

would need to be written off in line with the Council's Scheme for Financing Schools should the current proposal be implemented.

The Council provides funding to support schools during transition to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning, etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.

## **ii) Capital funding**

No capital funding would be required in order to implement the proposal. The new school would be located on the current sites of Llanfyllin C.P. School and Llanfyllin High School. The current accommodation can accommodate current and projected pupil numbers. Implementation of the proposal would not lead to any capital receipts.

## **15. IMPACT ON STAFF**

Should the proposal be implemented, Llanfyllin C.P. School and Llanfyllin High School would close, and a new school would be opened with a new governing body. Should the proposal proceed, a temporary governing body would be appointed for an interim period, until the new school were to open.

The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.

Implementation of the new staffing structure would be in accordance with the relevant HR Policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.

Should the proposal be implemented, all cleaning and catering staff that are currently employed centrally by the Council would be supported by the relevant HR policies for Council employees.

## **16. LAND AND BUILDINGS**

### **i) Impact on quality of accommodation for pupils**

As the proposal is to establish a new school on the current sites of Llanfyllin C.P. School and Llanfyllin High School, there would be no impact on the quality of accommodation for pupils.

**ii) Impact on buildings**

Should the proposal be implemented, the new school would be located on the current sites of Llanfyllin C.P. School and Llanfyllin High School. There would be no requirement for transfer or disposal of land.

**iii) Any building work necessary to ensure that transferred children can be accommodated**

All current pupils can be accommodated within the current accommodation. No building work would be necessary to be able to proceed with the proposal.

However, the Council is aware that there is a need to improve the quality of accommodation at both schools, and this will be considered in accordance with the process outlined in the Council's Schools Asset Management Plan 2018. This states that capital investment in schools is prioritised based on the following criteria:

- 'Condition; Suitability, Sustainability'
- 'Sufficiency; and'
- 'Health & Safety issues.'

*Consideration is also given to whether a school is part of a current or future strategic school reorganisation development<sup>6</sup>.*

If it is decided that capital investment is required, the Council would need to put forward a business case to the Welsh Government as part of the 21<sup>st</sup> Century Schools Programme.

## **17. TRAVEL AND TRANSPORT**

**i) Impact on pupils' journeys to school**

Should the proposal be implemented, Welsh-medium and English-medium primary and secondary provision would continue to be provided in the same location as it is currently provided. It is not anticipated that this would impact on pupils' journeys to school.

**ii) Impact on school transport costs**

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<sup>6</sup>

<https://powys.moderngov.co.uk/documents/s31000/Appendix%201%20SAMP%20FINAL%2025%20Sept%202019.pdf>

Should the proposal be implemented, home to school transport arrangements would continue to be in accordance with the Council's Home to School Transport Policy and the Learner Travel (Wales) Measure 2008. The Council's current Home to School Transport Policy is available on-line at <http://www.powys.gov.uk/en/schools-students/apply-for-school-transport>.

Should the proposal be implemented, Welsh-medium and English-medium primary and secondary education would continue to be provided in Llanfyllin. Therefore, it is not anticipated that any additional home to school transport would be required.

**iii) Walking routes to school**

Should the proposal be implemented, walking routes to the new school would be the same as the current walking routes to Llanfyllin C.P. School and Llanfyllin High School.

**18. SCHOOL ADMISSIONS**

Admissions for the two current schools are administered by the Council. Should the current proposal be implemented, admissions for the new school would continue to be administered by the Council in accordance with the Council's Admissions Policy, which is available on-line at: <https://customer.powys.gov.uk/article/1158/Applying-for-a-School-Place>.

Should the proposal be implemented, pupils currently attending the schools would be allocated places in the new all-through school. Pupils living within the current catchment area of Llanfyllin High School that attend the primary phase of the school would automatically be allocated a place in the secondary phase of the school when it was time for them to transfer to the secondary phase.

Pupils from other primary schools wishing to join the school in year 7 would be required to apply for a place in accordance with the Council's admissions arrangements.

New pupils wishing to attend the school would need to apply for a place in accordance with the Council's admissions arrangements.

**19. IMPACT ON GOVERNANCE ARRANGEMENTS**

Implementation of the proposal would result in the establishment of a new All-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School. A single governing body would be responsible for the school, which would replace the two existing governing bodies. A new Instrument of Government would be developed in accordance with The Government of Maintained Schools (Wales) Regulations 2005. This is likely to include the following number of governors:

<b>Category of governor</b>	<b>Number</b>
Parent Governor	6
LEA Governor	5
Teacher Governor	2
Staff Governor	1
Community Governors	5
Headteacher	1

If the proposal to establish a new 4-18 school is approved by the Council's Cabinet, a temporary governing body would initially be established to oversee the strategic and operational transition to the new school. The composition of the temporary governing body would be as per the table above.

The temporary governing body would be appointed from the current members of the two governing bodies. The temporary governing body would be responsible for appointing a Headteacher for the new school, and for developing a new staffing structure for the school in conjunction with the Headteacher.

A permanent governing body would be established upon the formal opening of the new school, based on the Instrument of Government outlined above.

The Welsh Government consulted on new regulations for the composition of governing bodies during 2017. Should any new regulations come into effect in the future, it is likely that changes would be required to the composition of the governing body.

## **20. WELSH IN EDUCATION STRATEGIC PLAN (WESP)**

The Council's Welsh in Education Strategic Plan (WESP) for 2017-20 sets out the Council's aim to provide equality of provision for Welsh-medium learners in Powys, and its commitment to developing 'an infrastructure that will enable all pupils to access full provision in either Welsh or English throughout all stages of education'.

Implementation of the proposal would ensure continued access to Welsh-medium and English-medium primary and secondary education in Llanfyllin by continuing with the current dual stream model. It is anticipated that the Welsh-medium provision in the new school would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin High School, and would also

provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities.

Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.

## **21. EQUALITY, COMMUNITY AND WELSH LANGUAGE IMPACT ASSESSMENTS**

Draft impact assessments have been carried out in respect of the proposal. These will be updated following the consultation period to reflect any additional issues raised. The assessments are available on the Council's website:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>

A summary of the assessments are provided below:

### **i) Equalities impact assessment**

The proposal aims to improve the educational opportunities offered to all pupils in Llanfyllin, including any pupils that belong to the protected characteristic groups. Whilst the proposal would impact on some pupils belonging to these groups, primary and secondary Welsh-medium and English-medium provision would be retained in Llanfyllin, therefore it is not anticipated that the proposal would have a negative impact.

### **ii) Impact on the community**

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, it is not anticipated that the proposal would have a significant impact on the community.

### **iii) Impact on the Welsh language**

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.

It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.

## PART D CONSULTATION DETAILS

### 22.1 Who will we consult with?

The Council will consult with a range of stakeholders as required by the School Organisation Code, which include the following:

- Parents, governors and staff of Llanfyllin C.P. School and Llanfyllin High School
- Parents at all feeder schools for Llanfyllin High School
- Pupils at Llanfyllin C.P. School, Llanfyllin High School and all feeder schools for Llanfyllin High School
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education & Skills
- Neighbouring Local Authorities
- Local Powys Councillors
- Town and Community Councils in the local area
- The AM for Montgomeryshire and regional AMs for the area
- The MP for Montgomeryshire
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner
- Nursery providers in the local area
- The Powys Children and Young People's Partnership
- NPTC College
- Welsh Language Commissioner

Consultation with pupils will take place in accordance with the children and young people's participation standards for Wales<sup>7</sup>.

### 22.2 The consultation period

The consultation period will commence on the 27<sup>th</sup> November 2018 and will end on the 31<sup>st</sup> January 2019.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

**Llanfyllin C.P. School**, Thursday 10<sup>th</sup> January 2019, 4 – 8pm  
**Llanfyllin High School**, Wednesday 16<sup>th</sup> January 2019, 4 – 8pm

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<sup>7</sup> <https://gov.wales/topics/people-and-communities/people/children-and-young-people/rights/ParticipationforChildrenandYoungPeople/?lang=en>

## **22.3 The statutory process**

Consultation on this proposal will follow the guidelines set out by the Welsh Government in the revised School Organisation Code which became operational on the 1<sup>st</sup> November 2018. The process is summarised below:

### **i) Consultation**

Consultation will start on the 27<sup>th</sup> November 2018 and will end on the 31<sup>st</sup> January 2019. Feedback from the consultation will be collated and summarised, and a consultation report will be produced and shared with stakeholders.

As part of the Council's approach towards school reorganisation proposals, all consultation reports are considered by the full Council prior to consideration by Cabinet. Therefore, the Consultation Report in respect of this consultation will need to be considered by the Full Council.

After the report is considered by the Full Council, the Council'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.

It is anticipated that the Consultation Report will be considered by Full Council and the Cabinet in February / March 2019.

### **ii) Statutory notice**

If the Cabinet decides to proceed with the proposal, statutory notices would be published after the Cabinet meeting. There would then be a period of 28 days for people to submit written objections.

If there were objections, the Council would publish an objection report providing a summary of the objections and the Council'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 as objections and included in this report. Comments submitted as part of the consultation period would not be counted as objections. Should stakeholders wish their consultation responses to be considered as objections, they would need to be re-submitted in writing during the statutory notice period.

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

It is anticipated that a final decision would be made by the end of the 2018/19 academic year at the latest.

### **iii) Implementation**

If the Council's Cabinet were to approve the proposal, it would be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

#### **22.4 How to respond to the consultation**

A consultation response form is attached to this document. An online version is also available on the Council's website:

<https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>

Alternatively, you can respond in writing.

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

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

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

All correspondence should be received by the **31<sup>st</sup> January 2019**.

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

## APPENDIX A        KEY DATA

### Llanfyllin C.P. School and Llanfyllin High School

Key data about the two schools is provided below:

#### General information

School Name	School Category	Language Category	Admission Number
Llanfyllin C.P. School	Community Primary	Dual Stream (DS)	27
Llanfyllin High School	Community Secondary	Bilingual Dual Stream - Category 2C	146

#### Pupil numbers

##### i) Current pupil numbers<sup>8</sup>

	R	1	2	3	4	5	6	Total
Llanfyllin C.P. School	18	19	19	28	16	21	26	147

	7	8	9	10	11	12	13	Total
Llanfyllin High School	101	96	118	137	142	56	57	707

##### ii) Historical pupil numbers<sup>9</sup>

	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Llanfyllin CP School (R-Yr6)	176	164	166	156	157	153
Llanfyllin High School (Yr7-Yr13)	871	831	872	832	808	748
<b>TOTAL</b>	<b>1047</b>	<b>995</b>	<b>1038</b>	<b>988</b>	<b>965</b>	<b>901</b>

<sup>8</sup> Teacher Centre, 18 Medi 2018

<sup>9</sup> PLASC

### iii) Projected pupil numbers

	January 2019	January 2020	January 2021	January 2022	January 2023
Llanfyllin CP School	145	139	133	134	122
Llanfyllin High School	699	669	637	598	580
<b>TOTAL</b>	<b>844</b>	<b>808</b>	<b>770</b>	<b>732</b>	<b>702</b>

### Building Capacity and Condition

The following table provides information about the capacity and condition of the two schools:

	Capacity	Condition	Suitability
Llanfyllin CP School	185 + 26 nursery	C	B/C
Llanfyllin High School	916	C	B/C

### Quality and standards of education

#### i) Estyn

The following table summarises the last Estyn inspections of the two schools:

	Llanfyllin CP School	Llanfyllin High School
Date of Inspection	October 2014	February 2016
School's Current Performance	Adequate	Adequate
Prospects for Improvement	Adequate	Adequate
Follow Up Activity	Estyn Monitoring  Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring	In need of Significant Improvement

## ii) School Categorisation

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Capacity</b>
Llanfyllin CP School	N/A	C	Amber
Llanfyllin High School	N/A	C	Amber

## Budgetary position

	<b>2017/18 Actual Cumulative Outturn</b>	<b>2018/19 Budget</b>	<b>2019/20 Budget</b>	<b>2020/21 Budget</b>
Llanfyllin CP School	(£18,788)	£2,338	(£1,488)	(£39,376)
Llanfyllin High School	£59,125	£57,133	£101,475	£39,816

## Equalities information<sup>10</sup>

### i) National identity

(Pupils aged 5 or over on the 31<sup>st</sup> August 2017)

	<b>British</b>	<b>English</b>	<b>Irish</b>	<b>Scottish</b>	<b>Welsh</b>	<b>Other</b>	<b>Not supplied</b>	<b>Refused</b>	<b>Total pupils</b>
Llanfyllin C.P. School	41 (26.8%)	35 (22.9%)	0 (0.0%)	1 (0.7%)	69 (45.1%)	6 (3.9%)	0 (0.0%)	1 (0.7%)	153
Llanfyllin High School	278 (37.2%)	199 (26.6%)	2 (0.3%)	3 (0.4%)	252 (33.7%)	11 (1.5%)	1 (0.1%)	2 (0.3%)	748

<sup>10</sup> PLASC January 2018

**ii) Ethnic Group**

(Pupils aged 5 or over on the 31<sup>st</sup> August 2017)

	<b>White British</b>	<b>Other known ethnicity</b>	<b>Information not yet obtained</b>	<b>Total pupils</b>
Llanfyllin C.P. School	95.4%	3.9%	0.7%	153
Llanfyllin High School	97.7%	2.0%	0.3%	748

**iii) English as an Additional Language**

	<b>NOR</b>	<b>% EAL</b>	<b>% EAL A/B/C</b>
Llanfyllin C.P. School	153	3.9%	3.9%
Llanfyllin High School	748	1.1%	0.4%

**iv) Free School Meals**

	<b>Not eligible for FSM</b>	<b>Eligible for FSM</b>	<b>Total pupils</b>	<b>% Eligible for FSM</b>
Llanfyllin C.P. School	123	16	139	11.5%
Llanfyllin High School	560	44	604	7.3%

**v) Looked after children**

	<b>Looked after children</b>
Llanfyllin C.P. School	0 (0%)
Llanfyllin High School	7 (0.9%)

**vi) Additional Learning Needs (ALN)**

	<b>None</b>	<b>School Action</b>	<b>School Action Plus</b>	<b>Statement</b>	<b>Total Pupils</b>	<b>% ALN</b>
Llanfyllin C.P. School	132 (86.3%)	17 (11.1%)	4 (2.6%)	0 (0.0%)	153	13.7%
Llanfyllin High School	565 (75.5%)	140 (18.7%)	35 (4.7%)	8 (1.1%)	748	24.5%

## APPENDIX B        RESPONSE FORM

### LLANFYLIN C.P. SCHOOL AND LLANFYLIN HIGH SCHOOL

Powys County Council is consulting on the following proposals relating to education in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The current target date is to close the two schools on the 31<sup>st</sup> August 2020, with the new school opening on the 1<sup>st</sup> September 2020.

A consultation document which provides more information about the proposals is available on the Council's website at <https://customer.powys.gov.uk/article/5267/Llanfyllin-C.P.-School-and-Llanfyllin-High-School>. This consultation response form gives you the opportunity to let us know your view on the Council's proposal. The response form can also be completed online – a link to the online form is available by following the link above.

The closing date for this consultation is the **31<sup>st</sup> January 2019**. All responses must be received by this date.

All information received via this survey will be administered under the rules of the General Data Protection Regulation Act. For full details of how Powys County Council works to these rules, visit <http://www.powys.gov.uk/en/information-mangement/data-protection-and-privacy/>

#### Part 1 – About You

1. Please indicate how you are associated with the schools affected by this consultation:

Parent, carer or guardian	<input type="checkbox"/>	Member of staff	<input type="checkbox"/>
Prospective parent, carer or guardian	<input type="checkbox"/>	Member of the community	<input type="checkbox"/>
Governor	<input type="checkbox"/>	No association	<input type="checkbox"/>
Other (Please specify)	<input type="checkbox"/>	<hr/>	

2. Please specify which school you are associated with:

Llanfyllin C.P. <input type="checkbox"/>	Llanfyllin High <input type="checkbox"/>	A feeder school <input type="checkbox"/>	apart from Llanfyllin <input type="checkbox"/>	No association with any school <input type="checkbox"/>
School	School	C.P. School		

If you are associated with a feeder school of Llanfyllin High School apart from Llanfyllin C.P. School, please specify which school: 

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3. Please provide your postcode 

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## **Part 2 – Consultation Response**

Please indicate your responses to the questions below.

4. Do you agree with the current proposal to establish a new all-through school in Llanfyllin?

Yes

No

Don't know

Please provide any additional comments:

5. Do you think that the Council should be considering any other options for Llanfyllin instead of the proposal to establish a new all-through school?

Yes

No

Don't know

Please provide any additional comments, including a description of the option(s) you think the Council should be considering:

## **Other comments**

6. Please provide any other comments in the space below:

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7. At the end of the Consultation Period, the Council will publish a Consultation Report, summarising the issues raised in the consultation responses received and providing the Council's response to these issues.

Would you like to be informed of the publication of the consultation report?

Yes  No

If you answered 'Yes', please provide an e-mail address or postal address:

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## **Part 3 – Equalities Information (Optional)**

We want to ensure that we include all sectors of the community in our consultation, and are requesting that you provide this information to enable us to identify whether the consultation has been inclusive.

However, these questions are optional. We will take all responses into consideration when determining how to proceed, regardless of whether or not this information has been provided.

8. Can you understand, speak or write Welsh?

Yes  No  Don't want to say

9. If you have school-aged children, are they entitled to receive free school meals?

Yes  No  Don't want to say

10. If you have school-aged children, do they have any additional learning needs?

Yes  No  Don't want to say

11. Do you consider yourself to be disabled?

Yes  No  Don't want to say

12. What is your ethnic group?

White  Mixed or multiple ethnic groups

Asian or British Asian  Black, African, Caribbean or Black British

Any other ethnic group  Don't want to say

Thank you for completing this questionnaire.

Completed questionnaires should be sent to the following address, to arrive **no later than the 31<sup>st</sup> January 2019:**

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

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



# **Establishment of a new All-through School for pupils aged 4-18 in Llanfyllin**

## **Consultation Report**

**February 2019**

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## **CONSULTATION ON THE ESTABLISHMENT OF A NEW ALL-THROUGH SCHOOL FOR PUPILS AGED 4-18 IN LLANFYLIN**

### **1. OVERVIEW OF THE CONSULTATION**

Powys County Council consulted on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals were as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School.

The consultation took place from the 27<sup>th</sup> November 2018 to the 31<sup>st</sup> January 2019.

#### **1.1 Consultation methods**

The consultation documentation was available on the Council's website throughout the consultation period, and was distributed to stakeholders, as required by the School Organisation Code (2013). A separate version for primary and secondary aged pupils was also available and distributed to pupils, and was also available on the Council's website throughout the consultation period.

Consultees were invited to respond to the consultation by either completing an online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team at County Hall, or by e-mailing / writing to the School Transformation Team.

Informal drop in sessions were held to give parents the opportunity to discuss any queries with officers / county councillors. These were held in Llanfyllin C.P. School on Thursday 10<sup>th</sup> January 2019 (4-8pm) and in Llanfyllin High School on Wednesday 16<sup>th</sup> January 2019 (4-8pm). Approximately 9 attended the session in Llanfyllin C.P. School, and approximately 10 attended the session in Llanfyllin High School.

In addition, meetings were held with the following:

- Staff of Llanfyllin C.P. School and Llanfyllin High School – 17<sup>th</sup> December 2018
- Staff of Llanfyllin C.P. School and Llanfyllin High School – 17<sup>th</sup> December 2018
- School Council of Llanfyllin C.P School – 10<sup>th</sup> January 2019
- School Council of Llanfyllin High School – 16<sup>th</sup> January 2019

## **1.2 Responses received**

A total of 76 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

In addition, 4 written responses were received. These included responses from the following:

- Estyn
- UCAC
- RhAG – Rhieni dros addysg Gymraeg

The response received from Estyn is provided on page 15, in-line with the requirements of the School Organisation Code.

## **1.3 Summary of issues raised**

The issues raised in the consultation responses are listed in detail in section 6 on page 18. This includes the Council's response to each issue.

However, the following is a summary of the issues raised:

1. General comments in support of the proposal
2. General comments not in support of the proposal
3. Issues relating to the impact on pupils
4. Issues relating to the impact on staff
5. Queries regarding the impact on feeder schools
6. Comments regarding the Welsh language / Welsh-medium education
7. Financial queries
8. Need for investment in buildings
9. Issues related to post-16 provision
10. Comments about Llanfyllin High School
11. Reference to Council policies / priorities
12. All-through School Model
13. Comments about the Consultation Documentation
14. Other options
15. Other queries

## **2. CONSULTATION RESPONSE FORM**

76 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

The quantitative findings of the questionnaire are summarised below. Written comments were also provided in the consultation response forms, the issues raised in these comments are included in Section 6 of this report.

### **Section 1 – About you**

1. Please indicate how you are associated with Llanfyllin C.P. School and/or Llanfyllin High School:

Parent, carer or guardian	40	53%
Prospective parent, carer or guardian	11	14%
Governor	13	17%
Member of staff	3	4%
Member of the community	16	21%
No association with either school	1	1%
Other	10	13%
<b>Total responses<sup>1</sup></b>	<b>76</b>	

2. Please specify which school you are associated with:

Llanfyllin C.P. School	29	38%
Llanfyllin High School	42	55%
A feeder school, apart from Llanfyllin C.P. School	13	17%
No association with any school	11	14%
<b>Total responses<sup>2</sup></b>	<b>76</b>	

### **Section 2 – Consultation Response**

3. Do you agree with the current proposal to establish a new all-through school in Llanfyllin?

Yes	40	63%
No	18	29%
Don't know	5	8%
<b>Total responses</b>	<b>63</b>	

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<sup>1</sup> Some respondents provided more than one response to this question therefore the total percentage is higher than 100%.

<sup>2</sup> Some respondents provided more than one response to this question therefore the total percentage is higher than 100%.

4. Do you think that the Council should be considering any other options for Llanfyllin instead of the proposal to establish a new all-through school?

Yes	19	31%
No	28	45%
Don't know	15	24%
Total responses	62	

### **3. CONSULTATION WITH PUPILS**

Officers from the local authority met with the School Council of Llanfyllin C.P. School and Llanfyllin High School to get their views on the proposals. The notes of these meetings are provided below:

#### **i) Llanfyllin C.P. School**

Officers from the School Transformation Team met with Llanfyllin C.P. School Council on 10<sup>th</sup> January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 15 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School.

The pupils were asked a number of questions and their responses are summarised below:

#### **1. What do you like about Llanfyllin C.P. School?**

- We have a fun education
- We can learn new things
- We have good teachers
- We can make lots of friends
- We have lots of opportunities – school trips, opportunities to take part in sport.

#### **2. Is there anything you dislike about Llanfyllin C.P School?**

- Issues with the building
  - There is sellotape on the carpet
  - The door doesn't shut properly so there is lots of mud in our classroom
  - People pick the paint off of the walls
  - The toilets
  - Corridors where the pegs are haven't been painted for a long time
  - The plaster is coming off of the walls
  - We had a burst water pipe in the library

- Would like to be able to do more games, e.g. basketball, ballet, drama club, acrobatics
- There is hardly any Wi-Fi in the school

Pupils were asked if they had any further comments/questions. The following comments were asked:

- ***Will it be one building or two separate schools?***  
It was explained that they would be separate to start with – primary pupils would continue to go to Llanfyllin Primary School, and secondary pupils would continue to go to Llanfyllin High School. However, there could be opportunities to share some facilities – for example, primary pupils could use some of the facilities in the high school, such as science labs.
- ***Would the high school pupils be able to come down and look after primary children?***  
Yes, it is likely that there would be opportunities for high school pupils to come and work with younger children if that was agreed with the Headteacher.
- ***Would school dinners be at the same time? The high school have burgers on the menu?***  
The temporary governing body for the new school would need to decide what the arrangements for school dinners would be.
- ***Where will primary school pupils go at break time? Will they stay as they are?***  
Yes, they will probably continue to have separate areas for break times, in order to keep everyone safe.
- ***What will happen with assemblies? Will we have assemblies together?***  
This will need to be decided by the temporary governing body / Headteacher of the new school. However, there probably wouldn't be room for the whole school to have assemblies together
- ***Would we have our own Headteacher?***  
There would probably be one Headteacher for the whole school. The temporary governing body would need to appoint the Headteacher.
- ***When would the change happen?***  
The current intention is that the new school opens in September 2020, so for example, pupils in year 4 now would be starting year 6.

- **What would the name of the new school be?**

The temporary governing body would need to decide the name of the new school. However, it was explained that there would be opportunities for pupils to take part in this.

Pupils were asked what they thought about the idea of establishing a new all-through school in Llanfyllin. They were asked to put their hands up if they thought establishing a new all-through school was a good idea. Most agreed that it was a good idea, 2 thought it was a bad idea, 2 were unsure.

**The following advantages were noted:**

- It won't be so confusing when pupils go to high school as they will know where to go
- Year 6 can go to the high school to have lessons so they will know where to go when they go to high school
- It would be good if primary pupils could go up to the high school to use their facilities to do PE
- We could save money as we didn't have to buy things the high school already has
- There could be more clubs – we could go and use the gym for Dragon Sports if it was raining

**The following concerns were raised:**

- Concern about high school children being mean to primary school children
- Unsure how it would work
- Some pupils might get lost
- Concern about what would happen to staff
- Concern about bullying

**The following suggestions were also made:**

- Maybe we could connect the two schools to make one big school
- Perhaps there could be a competition to name the school

To conclude the session, the officers explained that the consultation will close on the 31<sup>st</sup> January, and if pupils have any further comments, they were encouraged to write them down and hand them to their teachers, who would ensure that they were passed on to the Council/School Transformation Team.

**ii) Llanfyllin High School**

Officers from the School Transformation Team met with Llanfyllin High School Council on 16<sup>th</sup> January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 12 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The School Council were asked whether they had any questions on the proposal. The following questions were raised:

- **Would we all share a building?**

Not at the moment. The current proposal is that the primary pupils would continue to go to the primary school and secondary pupils would continue to go to the secondary school. However, there would be an opportunity to share facilities, so primary pupils may have the opportunity to use the facilities at the secondary school for some subjects.

- **Would pupils that go to other primary schools in the area still be able to come to the school?**

Yes, pupils from the feeder schools would still be able to join the school in year 7 as they do now.

- **What would happen when Estyn come to inspect the schools?**

It would be one school so there would be one inspection – the whole school, including primary and secondary, would be inspected at the same time.

- **Would everyone have the same uniform?**

This would be a decision for the temporary governing body, which would need to be set up to oversee transition to the new school. They would need to think about the school name, logo, uniform etc.

However, there would be opportunities for pupils to contribute to these discussions.

- **Where would the Headteacher's office be? Would there be an impact on the other site if the Headteacher wasn't there?**

The Headteacher would probably have space on both sites. However, here you are on one campus, so the Headteacher would be on the campus anyway.

The pupils were asked to consider the Strengths and Weaknesses of the proposal. The following were suggested:

### **Advantages / Strengths:**

- The primary school has been unable to recruit a Headteacher, so this proposal would mean that they would have a permanent Headteacher. The acting head would be able to teach more. Hopefully this would lead to better teaching and learning
- There could be an opportunity for older pupils to work with younger pupils for some things
- Could be useful for students that want to do teaching, social work or work with children in other ways to have a direct link with the primary school
- More opportunities for years 5 and 6 – they would be able to use facilities such as science labs in the high school
- Transition from year 6 to 7 would be easier for pupils in Llanfyllin Primary School
- Wouldn't be much change for staff, but they could come together for staff meetings etc.
- Younger pupils would feel more comfortable moving into secondary as they would know their teachers already, and teachers would already know the children
- It could reduce the number of pupils that move from Welsh-medium to English-medium when they move into high school, and also during their time in high school.
- Can involve the primary schools in extra-curricular activities e.g. Lonely Tree, the primary pupils always come and watch the plays, so would be able to get them involved in the plays.
- Opportunity for older pupils to run extra-curricular activities with younger pupils
- Primary pupils could use the sports hall at the high school as it is bigger than the hall in the primary school
- More opportunity for the primary school to come and practice their concerts in the hall
- Could be an advantage for pupils with ALN that they could have the same tutors supporting them throughout their time in school

### **Disadvantages / Weaknesses:**

- Concern about the impact on feeder schools – children from the other schools in the catchment might not feel as comfortable when they start here
- Some of the older pupils might be scary to the primary pupils
- Security / safeguarding concerns due to the open nature of the campus – may be more problematic if it was a shared campus
- Concern about different groups of pupils wanting to use facilities at the same time e.g. if year 11 wanted to use the drama studio but primary pupils wanted to use it at the same time – concern about the operational management
- Not sure what it would solve – can see the benefits for the primary school but not sure what the benefits would be for the high school. But at the same time, there aren't really many negatives for the high school – don't think there would be that much change.
- Concern about putting more pressure on teachers if they were expected to teach in the primary and secondary phases

It was also noted that there were some opportunities linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Opportunity to work more with primary aged pupils, in particular with regard to options e.g. for DT could make something for primary aged pupils
- Opportunity to work with primary aged pupils would be good for older pupils to be able to put on their CV
- Opportunity to start learning languages sooner – for example French, pupils could start learning when they are still in the primary phase
- Opportunity to improve the links with other feeder primary schools
- Opportunity to have responsible for areas of work across the whole age range
- More opportunities for the sixth form to gain experience

It was also noted that there were some concerns / threats linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Concern about overstretching staff by adding to their workload by being subject leaders across the all-through school
- Concern about putting more pressure on teachers generally by adding to their teaching timescale to teach primary pupils too

The following general comments were also made on the proposal:

- We already have a good relationship with the primary school – for example, they use our facilities. Making it an all-through school wouldn't be too much of a jump – it's more behind the scenes things that would change.
- In terms of the impact on pupils with ALN, whilst there could be a benefit in terms of having one tutor throughout their time in school, they can also be supported successfully by transferring information from one school to the next. There is already quite a strong SEN hub in the school, so teachers can work with pupils from an earlier age. Would like this to continue and to be developed.

The pupils were thanked for their contributions. It was explained that the consultation period ends on the 31<sup>st</sup> January, and if pupils have any further comments, they were encouraged to submit them before the closing date.

#### **4. CONSULTATION MEETINGS WITH STAFF AND GOVERNORS**

Consultation meetings were held with the staff and governors of both schools. The issues raised at these meetings are summarised below:

**i) Consultation meeting with Staff of Llanfyllin C.P. School and Llanfyllin High School – 17<sup>th</sup> December 2019**

- Will the change happen from September 2019?
- How much will the staffing change – have you got an idea of how many staff will be needed?
- There has been talk in the past about a new build, and possible 21<sup>st</sup> Century Schools funding. Is there a possibility of money coming to help with the schools coming together?
- The catering staff at Llanfyllin High School are currently employed by the school, not by Powys Catering. Would the catering have to go back to Powys Catering?
- Will staff jobs be ring-fenced as part of the process?
- LSAs are employed on temporary contracts, which only become permanent after 2 years – would they lose this security when moving to the new school?
- Could LSA's be put on a short term contract?
- Are secondary teachers likely to be teaching primary pupils and vice versa?
- Would you build in support for staff to work together during 2019-20 to work towards the new curriculum, changes in ALN etc.
- Would be interested to see how through schools have incorporated the new curriculum across the school – would you be able to recommend schools where this has been done well that we could go to?
- Has there been any feedback to the consultation from feeder primary schools?
- Why isn't there an invitation for some of the other feeder schools to join in this amalgamation?
- Is there going to be a feasibility study on the impact on feeder schools?
- Concern that some parents may think the all-through school may become oversubscribed, and so may want to get the children in early – this would have an impact on the small schools
- What will be the make up of the governing body – how many members will there be?
- The two schools have governing bodies that know their schools well, would be a shame to lose this expertise.

**ii) Consultation meeting with Governors of Llanfyllin C.P. School and Llanfyllin High School – 17<sup>th</sup> December 2019**

- Could you share some information with us about the themes raised in the meeting with staff held earlier today?
- Many are concerned that the primary school is currently more Welsh than the high school. We don't want to lose the Welsh ethos of the

primary school. The consultation document mentions ‘improve the ethos’, but doesn’t say how.

- Propose that more Welsh is offered in the primary phase – that all children are taught in Welsh – this could be implemented gradually over 5-10 years. All children in the area would then have the opportunity to be bilingual. This would ensure a stronger Welsh stream in the secondary phase
- Have some concerns about the finances, viability of the proposition – still waiting for the new formula to come through
- Concerned that we’re not being ambitious enough – need to look beyond 5-18 education and look to encompass more, as this would bring more funding in from other areas
- Suggestion that the school could look at offering apprenticeships, could run libraries within the cluster, could work with social services to provide services
- Should be looking at something more transformational in Llanfyllin which also serves the surrounding villages
- As governing bodies, have capacity now to start taking forward some of these elements before the new school potentially opens in September 2020
- Would be useful for governors to visit some schools that are doing this kind of thing very well – would be useful if you could let us have a list
- The governing body will need support from the local authority and the transformation lead to move forward
- Suggestion that the governing bodies could work with local communities to sell their vision whilst the consultation is ongoing
- Concern that some catchment schools won’t contribute to this consultation, however it’s important that we do get them to contribute
- What will happen with transition arrangements if a decision is made to proceed with the proposal?
- Will there be another round of VSS?
- Everything we as a governing body are talking about sits within the School Organisation Plan and the Delivery Plan
- The status quo is unsustainable – post-16 for example is a concern. There has always been strong sixth form provision in Llanfyllin, we need to maintain this
- From a Welsh language perspective, the document talks about provision being no worse than it is now – that isn’t good enough.
- The aim for us as governing bodies is to improve bilingual education – whether that is the quality or the quantity
- What is the timescale for the fair funding formula? When will we know the outcome?

## **5. ESTYN**

Estyn's response to the consultation is provided below:

### **Estyn's response to the proposal to close Llanfyllin C.P. School and Llanfyllin High School, and establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia, which deliver school improvement services to the schools within the proposal.

#### **Introduction**

This proposal is submitted by Powys County Council to close Llanfyllin C.P. School and Llanfyllin High School, and establish a new bilingual allthrough school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School.

#### **Summary/Conclusion**

The proposer has provided useful information that explains the rationale behind this proposal. This proposal corresponds with the county's School Organisation Policy and Secondary and Post-16 Delivery Plan. The primary and secondary schools' governing bodies have facilitated the discussion and are keen to implement the proposal of establishing a new bilingual all-through school by 01 September 2019.

Estyn is of the opinion that the proposal is likely to maintain the current standards in terms of education, provision, and leadership and management.

#### **Description and benefits**

The rationale for this proposal is coherent and the considerations are identified clearly. Evidence is based on facts and valid considerations.

The proposer has identified the expected advantages and disadvantages in comparison with the status quo. They have considered:

1. The status quo – the primary school and secondary school continue to operate independently
2. All-through federation – the primary school and secondary school federate to create a federated all-through school in Llanfyllin

3. All-through school – the primary school and secondary school amalgamate to create a new all-through school in Llanfyllin.

Officers from Powys County Council have conducted a SWOT analysis of these three proposals. The result of this activity is that the first two proposals have been disregarded, and the third option provides the best standards, provision and leadership for the two existing schools.

The advantages of this proposal, namely the third of the proposals above, outline important issues, which include improving educational outcomes, educational provision, and leadership and management, to ensure more efficient educational provision and provide a seamless transition between the two key stages. Overall, the considerations are firmly in favour of this proposal.

The disadvantages of not accepting this proposal include important issues, such as a significant decrease over time in pupil numbers, challenging financial pressures, the need to provide attractive post-16 education, a relatively small Welsh-medium stream in the secondary sector, the need to improve the quality of education, in addition to difficulties appointing a headteacher in the primary sector. These issues are key and ones that are in need of an immediate response. This proposal responds well to these issues.

The proposer has outlined the profound challenges both schools face currently, and the prospects that are based on sound facts do not provide a valid solution for the future. The strengths of this proposal outweigh its weaknesses consistently with nearly all considerations. However, all stakeholders would need further information in order to ensure that the two schools merge smoothly.

### **Educational aspects of the proposal**

The proposer has given appropriate consideration to the proposal's effect on the quality of outcomes, provision, and leadership and management.

### **Educational Aspects of the proposal**

The proposer suggests that there will not be much change for pupils who attend the two schools currently, as they will continue to be taught in the same buildings. There would be better opportunities to use facilities on both sites and the use of staff expertise would be beneficial to pupils' educational experiences. The school would continue to provide a broad curriculum, from the foundation phase throughout all stages at the school.

It is suggested that there would not be a negative effect on pupils from other primary schools in the catchment area who would attend the all-through school in Year 7. There would be no unnecessary disruption and the transition process would be co-ordinated carefully and sensitively.

Overall, the proposer suggests that the standards and progress of all pupils, including those who belong to specific groups, would improve and would have a positive effect over time.

It is suggested that the proposal complies with the Council's Welsh in Education Strategic Plan for 2017-2020 and provides continuous access to Welsh-medium and English-medium primary and secondary education in Llanfyllin. It is anticipated that Welsh-medium provision at the new school would be at least as good as the existing

provision in the two schools, as a result of the potential to share resources, staff and specialist facilities between the key stages. Implementing the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational stages and improve the secondary school's Welsh language ethos.

The proposer states that the governing body of the new all-through school would appoint a headteacher, who would then appoint the school's teaching and support staff. As part of this process, the governing body would have an opportunity to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance. The new staffing structure would be implemented in line with the relevant Human Resources policies for all members of staff. However, there is not enough rigorous information with a tight timescale about the way in which this proposal will affect all staff, particularly the teaching staff.

It appears that this proposal would save a deficit of approximately £100k - £150k for both schools by 2020. Such a total is not sustainable and does not align with the county's financial policies. The result of establishing an all-through bilingual school would be to ensure one budget that would be run by one headteacher and one governing body. This would enable the school to operate more effectively in comparison with the current arrangements, and this should lead to financial savings by sharing staffing and other resources.

It is suggested that there would be no need for any construction work in the short term, as pupils would be taught in the current buildings. It is identified that the quality of the buildings would need to be improved in the long term, in line with the process that is outlined in the county's Asset Management Plan 2018.

In terms of transport, it is claimed that the Home to School Transport Policy would continue to operate, and it is anticipated that no changes or adaptations would be needed in order to implement this proposal.

Both schools are in the amber category in terms of support capacity. Estyn judged outcomes to be 'Adequate' (Llanfyllin C.P. School – October 2014, Llanfyllin High School – February 2016), and both schools were placed in followup categories. Ysgol Gynradd Llanfyllin was removed from Estyn monitoring in January 2016. However, Llanfyllin High School continues to be in need of significant improvement.

No pupil attainment data was included for either school as part of this consultation.

## **6. ISSUES RAISED DURING THE CONSULTATION PERIOD**

The following tables list the issues raised during the consultation period, and provides the local authority's response to these issues.

<b>1. GENERAL COMMENTS IN SUPPORT OF THE PROPOSAL</b>	
<b>1.1 Would ensure continued provision in Llanfyllin</b>	
1.1.1	I believe the proposal will secure primary and secondary education in the area
1.1.2	An extremely positive step which will secure dual stream education for 4-18 year olds in the area.
1.1.3	The proposal will secure secondary education in Llanfyllin, and will ensure the provision of Welsh education in the area
1.1.4	The proposal would secure Welsh secondary education in the catchment
1.1.5	Feel that this is the only option we have to safeguard the schools in Llanfyllin – something must be done or we will lose them altogether, which would be devastating for the town, community and surrounding villages and towns in the catchment area.
1.1.6	Hope the through school will strengthen the 2 schools and secure their future
1.1.7	The proposal will ensure continued secondary provision in Llanfyllin, which is important.
1.1.8	An all-through school will provide greater security through greater numbers

1.1.9	Vital to maintain 4-18 education in Llanfyllin, in whatever form	
1.1.10	Proposal is positive in terms of securing the future of Llanfyllin High School and ensuring that the provision for bilingual education remains local to the community served by the school	
1.1.11	A sensible solution in view of lower pupil numbers	
<b>1.2 Opportunity to improve provision</b>		
1.2.1	Could offer excellent opportunities for shared resources and maximising funding	The Council notes these comments which supports the establishment of an all-through school in Llanfyllin.
1.2.2	Through school could be constructive if done well, supported with time and money to make it a positive growing experience for the school, not a negative cut money saving exercise.	
1.2.3	An all-through school will help with the new Donaldson Curriculum	
1.2.4	The primary school has been unable to recruit a Headteacher, this proposal would mean that they would have a permanent Headteacher.	
<b>1.3 Support for the all-through school model</b>		
1.3.1	It won't be confusing when pupils go to high school as they will know where to go	The Council notes these positive comments regarding the all-through school model.
1.3.2	Year 6 can go to the high school to have lessons so they will know where to go when they go to high school	
1.3.3	It would be good if primary pupils could go to the high school to use their facilities e.g. for PE	

1.3.4	Could save money as wouldn't need to buy things the high school already has	
1.3.5	There could be more clubs – primary pupils could use the gym for Dragon Sports if it was raining	
1.3.6	There is already a good relationship between the primary school and the secondary school – the primary school already use the high school's facilities. Making it an all-through school wouldn't be too much of a jump – it's more behind the scenes things that would change	
<b>1.4 Would offer more choice to parents</b>		
1.4.1	Would help to provide more choice to parents – the current choice for primary schools in the catchment are one village school or another, the only real choice is Welsh or English medium – an all through school would add to the choice	The Council notes this comment with supports the establishment of an all-through school in Llanfyllin.
<b>1.5 General comments</b>		
1.5.1	A positive step for our area and our children	The Council notes these comments which support the establishment of an all-through school in Llanfyllin.
1.5.2	Generally in favour of the proposal	
1.5.3	This is an exciting proposal	
1.5.4	Wonderful news for the education system in the area	
1.5.5	Makes total sense	
1.5.6	Look forward to continuing to champion and support Llanfyllin as a Through School and to celebrating its success and innovative approach as it becomes a centre for authentic lifelong bilingual education that offers and creates opportunities for all	

1.5.7	Hope that these plans will lead to a bright future for Welsh-medium education in the area and an increase in the number of Welsh speakers in the area.	
1.5.8	If this doesn't go through, there will be no focus to improve things in the future	
1.5.9	The status quo is unsustainable – post-16 for example is a concern	Comment noted. It is acknowledged that the two schools in Llanfyllin are currently facing a number of challenges, as outlined in the Consultation Document.
1.5.10	Provides opportunities to access capital investment	<p>The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, therefore no capital investment is required in order to implement the proposal.</p> <p>However, as outlined in the Consultation Document:</p> <p>'The Council is aware that there is a need to improve the quality of accommodation at both schools, and this will be considered in accordance with the process outlined in the Council's Schools Asset Management Plan 2018. This states that capital investment in schools is prioritised based on the following criteria:</p> <ul style="list-style-type: none"> <li>- <i>'Condition; Suitability; Sustainability'</i></li> <li>- <i>'Sufficiency; and'</i></li> <li>- <i>'Health &amp; Safety issues.'</i></li> </ul> <p><i>Consideration is also given to whether a school is part of a current or future strategic school reorganisation development'.</i></p>

	If it is decided that capital investment is required, the Council would need to put forward a business case to the Welsh Government as part of the 21 <sup>st</sup> Century Schools Programme.'
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<b>2. GENERAL COMMENTS NOT IN SUPPORT OF THE PROPOSAL</b>	
<b>2.1 Doubts that the proposal will lead to improvements</b>	
2.1.1	<p>Concern that this will be done as a cost cutting exercise rather than with the aim of improving the education offered to pupils</p> <p>The proposal is not a cost cutting exercise. The reasons for the proposal are outlined on page 19 of the Consultation Document. The first reason listed is</p> <p>'To improve educational outcomes</p> <ul style="list-style-type: none"> <li>○ More opportunities for staff to move between key stages, to further develop expertise in specific areas</li> <li>○ Opportunities for pupils in all key stages to benefit from staff expertise in specific subject areas</li> <li>○ Improved curricular and extra-curricular opportunities for pupils in all key stages.'</li> </ul>
2.1.2	Joining the schools will not solve the problem – dual stream schools are the most expensive, this model will not change that Comment noted.
2.1.3	I'm not sure that the proposal does what it claims it will do – save money (how?), increase pupil numbers (how?), strengthen the Welsh ethos and Welsh-medium education (how?). The consultation does not claim that the proposal will save money for the Council, or increase pupil numbers in Llanfyllin. However, as indicated on page 28 of the Consultation Document, 'it is expected that establishment of a new all-through school would enable the school to make internal savings and to operate more efficiently, thereby maximising use of the funding provided by the Council.'

		<p>In respect of the Welsh ethos and Welsh-medium education, as outlined on page 33 of the Consultation Document in the summary of the Welsh language impact assessment carried out:</p> <p>'As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.</p> <p>It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.'</p> <p>The Welsh language impact assessment will be updated to reflect comments received during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p>
2.1.4	Concerned that there will not be enough money, there will be no new buildings, there will be no development of Welsh-medium education and the high school's English ethos will damage the Welsh ethos which exists in the primary school.	Comment noted.
<b>2.2 Concerns about the all-through school model</b>		
2.2.1	Strongly disagree with it – do not like the idea of young children being surrounded by teenagers	The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and

		Llanfyllin High School, and as outlined on page 23 of the consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.' Therefore, it is unlikely that young children would find themselves surrounded by older children.
2.2.2	Concern that there will be less resources to share between all ages and departments	Implementation of the proposal would enable the new school to operate more efficiently compared with the current arrangements, and should result in some efficiencies through shared staffing and sharing of other resources. The ability to use resources across the whole school should mean that there are more resources available, and that in particular, primary pupils can access specialist secondary facilities and resources.
2.2.3	Some parents will take their children out of Llanfyllin schools if this goes ahead – don't want 4 year old children going to school with children up to the age of 18.	Comment noted. The Council identified 'Parents don't want their children to attend an all-through school, so choose for them to move to alternative schools' as a Risk on page 20 of the Consultation Document.  Should the Council proceed with the proposal to establish a new all-through school in Llanfyllin, it would hope that pupils currently attending Llanfyllin C.P. School and Llanfyllin High School would transfer to the new school. However, ultimately, this is a decision for parents. Parents are entitled to apply for a place for their child in any school they choose, and the Council will deal with any applications for places in other schools in accordance with the Council's Admissions Policy.
2.2.4	Concern about high school aged pupils being mean to primary aged pupils	The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, and as outlined on page 23 of the

2.2.5	Concern about bullying	consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.'
2.2.6	Concern that some pupils might get lost	
2.2.7	Unsure how the model would work	<p>Comment noted. Should an all-through school be established in Llanfyllin, it is acknowledged that this would be a new model for Llanfyllin, however this is a model which is operating successfully in other areas, and is growing in popularity across Wales.</p> <p>An overview of the all-through school model is provided on page 18 of the Consultation Document, as well as examples of some all-through schools currently operating in Wales.</p>
2.2.8	Concern about the operational management – what would happen if different groups of pupils wanted to use the facilities at the same time e.g. primary pupils wanted to use the drama studio at the same time that year 11 pupils wanted to use it	Comment noted. Should the proposal be implemented, the operational management of the school and the facilities would be a matter for the school's Headteacher and Leadership Team.
<b>2.3 Concern about the impact on the Welsh language / Welsh-medium education</b>		
2.3.1	Concern that changes will damage the Welsh language in the local area	The Council notes these concerns in relation to the impact of the proposal on the Welsh language / Welsh-medium education.
2.3.2	This is an attempt by the Council to keep things exactly as they are in terms of Welsh-medium provision	The Council carried out a draft Welsh language impact assessment which was published as part of the consultation. As indicated on page 33 of the Consultation Document, this assessment concluded that:
2.3.3	The scheme does not understand the needs of Welsh-medium education	'As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a

		<p>significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.</p> <p>It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.'</p> <p>This draft impact assessment will be updated to reflect comments raised during the consultation period, and will be considered by Cabinet when determining how to proceed in respect of this proposal.</p>
<b>2.4 No need to change the current model</b>		
2.4.1	Current situation works well and contributes to a vibrant community	Llanfyllin C.P. School and Llanfyllin High School have successfully delivered primary and secondary provision in Llanfyllin over a number of years. However, similarly to other schools across Powys, these two schools are currently facing a number of challenges, which are outlined on pages 8-12 of the Consultation Document. The Council's view is that a new all-through school will be better equipped to meet these challenges, and will be better placed to continue to improve the educational opportunities that can be offered pupils in Llanfyllin.
2.4.2	Think this is the worst thing you could do to the school and would 100% ruin it	
2.4.3	Another sorry day for rural education	

<b>3. ISSUES RELATING TO THE IMPACT ON PUPILS</b>	
<b>3.1 Positive impact on pupils currently attending the two schools</b>	
3.1.1	A positive step for our children
3.1.2	Will be a great benefit to the pupils
3.1.3	Proposal will assist children to achieve a smooth transition from primary to secondary and allow increased integration and interaction
3.1.4	An all-through school will help with primary to secondary transition
3.1.5	All-through school will enable primary pupils to access subject expertise
3.1.6	All-through school will help with ALN
3.1.7	Going forward, felt that an ATS will enable and ensure that pupils have a high quality learning environment
3.1.8	Opportunity for older pupils to work with younger pupils on some things – would be especially useful for students wanting to do teaching, social work or work with children in other ways
3.1.9	Opportunity to work with primary aged pupils would be good for older pupils to be able to put on their CV
3.1.10	Opportunity for older pupils to run extra-curricular activities with younger pupils
3.1.11	More opportunities for the sixth form to gain experience

3.1.12	Opportunities for years 5 and 6 – they could use facilities such as science labs in the high school.	
3.1.13	Transition from year 6 to 7 would be easier for pupils in Llanfyllin Primary School.	
3.1.14	Younger pupils would feel more comfortable moving into secondary as they would know their teachers already, and teachers would already know the children.	
3.1.15	Opportunity for primary schools to take part in extra-curricular activities e.g. Lonely Tree – the primary pupils could be involved in the plays	
3.1.16	Could be an advantage for pupils with ALN that they could have the same tutors supporting them throughout their time in school	
3.1.17	Opportunity for pupils to start learning languages sooner – for example, pupils could start learning French when they are still in the primary phase	
<b>3.2 Negative impact on pupils currently attending the two schools</b>		
3.2.1	Concern about the impact on current pupils during the transition phase	These comments regarding the impact of implementation of the proposal on pupils currently attending the two schools during the transition period are noted. As the proposal is to establish the new school in the buildings currently occupied by the two schools, it is anticipated that there would be very little change to pupils currently attending the two schools during the transition phase.  The Council would work with the temporary governing body throughout the transition process, with aim of ensuring that any impact on pupils during the transition period is minimised.
3.2.2	Concern about impact on children's education during the transition phase, as my children will be in critical years of their education.	

3.2.3	Concern about young children being surrounded by hundreds of teenagers, some of which are troublesome and use foul language.	<p>The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, and as outlined on page 23 of the consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.' Therefore, it is unlikely that young children would find themselves surrounded by older children.</p> <p>However, one benefit of an all-through school is the ability for pupils from the primary sector to use facilities in the secondary school and primary pupils would be fully supervised at all times.</p>
3.2.4	It would be terrifying for younger pupils to be around so many 'big' children.	
3.2.5	Some of the older pupils might be scary to the younger pupils.	
3.2.6	Classrooms will be double the size, which will mean less attention to each individual child.	Should the Council proceed with the proposal to establish a new all-through school in Llanfyllin, the new school's class structure would be determined by the temporary governing body. However, as the proposal is to merge one primary school with one high school, it is unlikely that class sizes would be significantly different to their current sizes.
3.2.7	Concern that our children won't have the care nurturing and attention that they need to help them grow into the amazing adults they will surely become.	The proposal is to merge one primary school and one high school to create one all-through school in the buildings currently occupied by the two current schools. It is not anticipated that this will have a negative impact on the care and nurturing provided to pupils. Implementation of the proposal could also have a positive impact on the care provided to pupils, as they will be supported by and have links to the same staff throughout their time in school.
<b>3.3 Impact on pupils attending other primary schools in the Llanfyllin catchment</b>		

3.3.1	Hope that opportunities for primary aged pupils to access more specialised areas of the curriculum can also be extended to other primary school children within catchment schools.	<p>The Council acknowledges on pages 23-24 of the Consultation Document that implementation of the proposal would impact on pupils attending other primary schools in the Llanfyllin catchment as they would be transferring to an all-through school in year 7 rather than transferring to a high school. However, the Council does not anticipate that the impact on them would be negative.</p> <p>As indicated in the Consultation Document:</p> <p>'The transition arrangements for pupils attending other primary schools in the catchment area would need to be carefully managed, to ensure that the pupils are fully integrated into the school, and are not disadvantaged in any way compared with pupils that attended the primary phase of the all-through school.'</p> <p>The proposal to establish a new all-through school in Llanfyllin also provides an opportunity to strengthen the current relationship with other primary schools in the catchment area, in order to provide improved opportunities to pupils attending these schools, and to provide improved transition arrangements for these pupils.'</p>
3.3.2	Understand the benefits of the all-through school model, but what about pupils attending the other feeder primaries?	
3.3.3	Some concern as a parent of a pupil attending a feeder school in the catchment – don't see any benefits for pupils in the feeder schools, in fact I am concerned that our children will be under a disadvantage compared with primary pupils in Llanfyllin.	
3.3.4	Must have strong support in place for children coming to the high school from feeder primary schools – the children already attending the all through school will be settled and used to school practices, which will be daunting for some children from the feeder schools integrating into a larger school	
3.3.5	Whilst the high school already works closely with other primary schools in the cluster to provide an excellent transition experience, this might need to be developed further so that pupils joining the ATS in year 7 don't lose out compared with those already in the school	
3.3.6	Important that consideration is given to all feeder schools so that there is no perception that the primary aged pupils at the all through school have advantages denied to pupils at other feeder schools	
3.3.7	Concern that pupils attending other schools in the catchment might not feel as comfortable when they start in the school	
3.3.8	Would pupils that go to other primary schools in the area still be able to come to the school?	

3.3.9	Opportunity to improve links with other feeder schools	The Council agrees that implementation of the proposal would provide an opportunity to improve links with other feeder schools.
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<b>4. ISSUES RELATING TO THE IMPACT ON STAFF</b>		
<b>4.1 Positive impact on staff</b>		
4.1.1	Acknowledge the opportunities for teachers to develop their teaching skills in different sectors or in new curricular areas	Comment noted.
4.1.2	Wouldn't be much change for staff, but would be opportunities for them to come together for staff meetings etc.	Comment noted.
4.1.3	Would provide opportunities for staff to have responsibility for areas of work across the whole age range	Comment noted.
<b>4.2 Negative impact on staff</b>		
4.2.1	Concern about putting more pressure on teachers if they were expected to teach in the primary and secondary phases	Should the proposal be implemented, no staff member would be expected to teach beyond their level of expertise. In accordance with the Education Workforce Council Code of Professional Conduct and Practice, Registrants are required to take responsibility for maintaining the quality of their practice, including seeking support, advice and guidance where necessary.
4.2.2	Concern about overstressing staff by adding to their workload if they were subject leaders across the all-through school	As above, staff need to seek support, advice and guidance where necessary. The school would be signposted to the Estyn publication "Reducing Workload – A Guide for Teachers and Headteachers" to support managing workloads for teachers.

4.2.3	Concern about putting more pressure on teachers generally by adding to their teaching timescale to include teaching primary pupils too	It is intended that teachers working across both campuses would be doing so in the interests of their own development.
<b>4.3 Queries about the impact on staff</b>		
4.3.1	How much will the staffing change – have you got an idea of how many staff will be needed?	It is not anticipated that there would be big changes to the numbers and types of staff needed for the new school, especially amongst teachers and teaching assistants. There may be some small changes in staffing for administrative and leadership staff.
4.3.2	Will staff jobs be ring-fenced as part of the process?	This would be a decision for the Temporary Governing Body once it was established.
4.3.3	LSAs are employed on temporary contracts, which only become permanent after 2 years – would they lose this security when moving to the new school?	Any temporary staff with two or more years' service would be treated the same as permanent staff. Service with predecessor schools would count as continuous service with the new school.
4.3.4	Could LSA's be put on a short term contract?	There may be some fixed term posts in the new structure (e.g. to cover maternity leave or grant funded posts), however the majority of posts would be permanent. Staff not successful in gaining a permanent post in the new structure may consider a temporary role as suitable alternative employment and would retain any redundancy rights in this situation.
4.3.5	Are secondary teachers likely to be teaching primary pupils and vice versa?	Teachers would undertake the majority of their teaching role in the area they have qualified for. However, some "cross teaching" is envisaged as a development opportunity for interested staff.
4.3.6	Will there be another round of VSS?	There have been initial discussions about the potential for a further wave of VSS, and this may be taken forward during the 2019/20 financial year. It is too soon to know whether there

		will be a wave operating in 2020/21. It is important to note that a member of staff can only be released under VSS where the post is being made redundant and there is no suitable alternative employment available for the member of staff. It is anticipated that there would only be a small number of redundancies as a result of the establishment of the new school.
4.3.7	Would welcome confirmation that all teachers in the two schools will keep their jobs in the new school, and will continue with continuous service within the authority	Arrangements for the appointment of staff to the new structure would be agreed by the Temporary Governing Body once established. All members of staff appointed to posts within the new school would have their continuity of service protected.
4.3.8	The catering staff at Llanfyllin High School are currently employed by the school, not by Powys Catering. Would the catering have to go back to Powys Catering?	This would be a decision for the Temporary Governing Body.
4.3.9	How will high school staff feel about working some of their time in primary?	Some “cross teaching” is envisaged as a development opportunity for interested staff.
<b>4.4 Other comments regarding impact on staff</b>		
4.4.1	Restructure should be done in consultation with staff	Should the Council proceed with the proposal, consultation would be carried out with staff, which would include an opportunity for staff to comment on the proposed structure for the school.
4.4.2	Any restructure should be done sensitively	The Council agrees. During each stage of a School Transformation review, the Local Authority pledges to take all reasonable steps to ensure that this process is managed sympathetically, fairly and in a way that minimises disruption and uncertainty to staff, governors, pupils and the community.
4.4.3	Any redundancies should be voluntary if possible	The Council agrees. Measures will be introduced to avoid or minimise compulsory redundancy.

4.4.4	Concern that it will be harder to find staff – especially a headteacher	It is anticipated that many staff will see greater development opportunities within a Through School and this, together with the safeguarding of local education provision the proposal would bring, is expected to improve recruitment and retention of staff rather than having a negative impact.
4.4.5	The schools employ extremely dedicated staff that deserve a successful future as well as the students.	The Council agrees. Both existing governing bodies have acknowledged the professionalism and excellence of the current staff.
4.4.6	New head could have extra support staff with extra responsibility	The staffing structure (including the leadership team structure) will be developed by the Temporary Governing Body.
4.4.7	Important that teachers receive full support, appropriate training and the necessary resources to develop their careers to teach different age groups of different areas of the curriculum	See answer to 4.2.1 above.
4.4.8	If the Council establishes a school for pupils aged 3 to 18, important that the school's leadership has specialism in the primary and secondary sectors	The Council agrees. This will be aspect to be considered by the Temporary Governing Body when establishing the staffing structure for the new school.

## 5. QUERIES REGARDING THE IMPACT ON FEEDER SCHOOLS

5.1	Concern about potential impact of the ATS on other primary schools in the cluster	The Council notes these concerns about the impact of establishing an all-through school on other primary schools in the Llanfyllin catchment.
5.2	Ultimately this will bring about the demise of other local primaries	There is currently one other all-through school in Powys – Ysgol Bro Hyddgen in Machynlleth. Establishment of this school has not had a negative impact on pupil numbers at other primary schools in the catchment.
5.3	A number of other feeder schools feed the current high school, any plans will need to safeguard these schools to ensure that enough pupils transfer to the secondary sector in Llanfyllin.	

		Any changes to the organisation of any other schools in the catchment area would be subject to the requirements of the School Organisation Code, including the appropriate consultation and decision-making processes.
5.4	Has there been any feedback to the consultation from feeder primary schools?	Information about the consultation was provided to all feeder primary schools. Some feedback was received from stakeholders associated with these schools, the issues raised in these responses are reflected in this report.
5.5	Concern that some catchment schools won't contribute to this consultation, however it's important that they contribute.	
5.6	Is there going to be a feasibility study on the impact on feeder schools?	
5.7	Why isn't there an invitation for some of the other feeder schools to join in this amalgamation?	<p>As outlined in the Consultation Document, the proposal was developed following an invitation from the governing bodies of Llanfyllin C.P. School and Llanfyllin High School for the Council to meet with them to discuss the all-through school model. No requests were received to extend these discussions to other schools in the catchment.</p> <p>Should any feeder schools express a wish to be part of the all-through school model, the Council would consider any such requests. However, the Council's current focus is on working with communities to develop proposals.</p>
5.8	Concern that some parents may think the all-through school may become oversubscribed, and so may want to get the children in early, so they will want their children to attend the primary phase of the all-through school not the other feeder schools in the area – this would have an impact on the small schools	This concern is noted, however this does not reflect what happened in the Bro Hyddgen area. In that area, numbers in the two smallest schools in the catchment have increased since the establishment of an all-through school in Machynlleth.

<b>6. COMMENTS REGARDING THE WELSH LANGUAGE / WELSH-MEDIUM EDUCATION</b>		
<b>6.1 Need to retain dual stream provision in Llanfyllin</b>		
6.1.1	Some years ago a survey was carried out to get a better understanding of the communities preference in terms of Welsh-medium education – in Llanfyllin most families expressed a preference for dual stream education	Comments noted. The proposal is to establish a new dual stream all-through school in Llanfyllin, which would continue to provide access to Welsh-medium and English-medium primary and secondary provision in the town.
6.1.2	Essential to reflect the bilingual nature of the local population – the Council must avoid any move towards a single medium school	
6.1.3	The Council must avoid any move towards any single medium education in Llanfyllin	
6.1.4	Need to maintain dual stream education at both schools – I do not want my daughter taught in Welsh.	
6.1.5	Support trying to encourage parents and pupils to learn through the medium of Welsh, but fear that lack of choice, particularly at secondary level, might drive some potential pupils over the border	
6.1.6	Llanfyllin is a bilingual area and bilingual education is needed in the town (possibly with the aid of Triskol for A levels)	
<b>6.2 All Foundation Phase / Primary pupils should be taught in Welsh</b>		
6.2.1	Every child in the Llanfyllin Through School should benefit from the opportunity to be fully bilingual through an education that begins in the pre-school provision and continues throughout the school. This would link with Welsh Government target to increase the number of Welsh speakers to one million by 2050. Such provision could be introduced over a number of years to steadily increase the number of fully bilingual places being offered in the foundation phase, so that eventually the school becomes fully bilingual	<p>The Council fully recognises that early immersion in the Welsh language is the best way of creating fluent Welsh speakers.</p> <p>The Council currently has no plans to introduce bilingual foundation phase classes across Powys. Should the Council wish to introduce this provision, either across the whole of Powys or in some areas, this would need to be approved by Cabinet, and the Council would need to carry out the statutory</p>

		process as outlined in the School Organisation Code.
6.2.2	The primary school should be fully bilingual which would feed into the high school and increase numbers there – this would benefit the children, parents and the area generally.	
6.2.3	Focussing the efforts of staff, governors and officers on providing bilingual education i.e. Welsh-medium education for all children in Llanfyllin primary school would save more money (cheaper than maintaining dual stream), would increase learning standards (easier for teachers to prepare lessons for a smaller age range) and would improve social unity.	
6.2.4	Need to normalise bilingualism urgently, and Welsh-medium education for all starting in the early years is the only way to ensure this.	
6.2.5	Should use this as an opportunity to put right the situation where a huge number of children in Powys have very little knowledge or experience of the Welsh language because their parents and schools withhold this opportunity from them.	
6.2.6	Opportunity for the new school to play a key role in revitalising the bilingual nature of Montgomeryshire, whilst reducing the polarity between people who do and do not speak Welsh	
<b>6.3 References to ‘Trochi’ provision</b>		
6.3.1	Trochi model was successful in increasing the number of Welsh speakers in the High School when it had been in operation, would be a good model to use in encouraging pupils coming from English-medium primary schools to speak Welsh.	Comment noted. The Trochi provision at Llanfyllin High School was previously funded by the Welsh in Education Grant, however this grant ended some years ago.  The Council’s WESP for 2017-20 includes a commitment to ‘identify opportunities to establish late immersion provision’. Whilst there are no definite plans for this as yet, consideration
6.3.2	Stopping the Trochi provision was a huge backwards step as it took away the opportunity for children to access the Welsh	

	language unless they were already fluent in Welsh before they were 11 years old.	will be given to the need to reintroduce provision in Llanfyllin when planning this.
6.3.3	Need strengthen the Welsh stream by reintroducing Trochi – this should be a priority and central to any developments you take forward	
<b>6.4 Reference to the Welsh language in the area</b>		
6.4.1	Statistics for the school's catchment area show that the status quo is having a very negative impact on the number of Welsh speakers in the area – in order to maintain the number of Welsh speakers, all pupils need to have the opportunity to be bilingual, and only 'Welsh medium education' offers this opportunity.	Comments noted.
6.4.2	Census figures show that the percentage of Welsh speakers in the catchment have decreased from 44% to 33% in 20 years – if the decline continues at this rate, nobody will be able to speak Welsh in the area in less than 60 years. The decline has been greater in areas where the Welsh language was strongest.	
6.4.3	Concern that changes would damage the Welsh language in the local area	The Council notes this concern about the proposal's impact on the Welsh language. However, as outlined on page 32 of the Consultation Document:  ‘It is anticipated that the Welsh-medium provision in the new school would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin high School, and would also provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities. Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.’

#### **6.5 Concern about the impact on primary provision**

6.5.1	The primary school is strong in promoting use of the Welsh language as first and second language, concern that this may become diluted.	<p>The Council notes this concern about the proposal's impact on the Welsh language in the primary sector. However, as outlined on page 32 of the Consultation Document:</p> <p>'It is anticipated that the Welsh-medium provision in the new school would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin High School, and would also provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities. Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'</p> <p>In addition, as outlined on page 33 of the Consultation Document:</p> <p>'It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.'</p>
6.5.2	All staff in the primary school are Welsh speaking and the school has a Welsh ethos – concern that this will be weakened by merging	
6.5.3	The primary school is currently more Welsh than the high school – we don't want to lose the Welsh ethos of the primary school.	
<b>6.6 The proposal won't improve Welsh-medium provision</b>		
6.6.1	The quality of the Welsh medium provision won't change just by adding on the primary school	Comment noted.
6.6.2	Concern that the Welsh language will suffer – there is no vision in the plan as it is that the proposal will strengthen the Welsh stream.	<p>The Council notes this comment regarding the proposal's impact on the Welsh language. However, the Council's view is that the proposal is also an opportunity to develop Welsh-medium education in the area. Should the Council proceed with implementation of the proposal, the Council would encourage individuals who are concerned about the impact on Welsh-medium education to engage with the new school in</p>
6.6.3	The authority has acknowledged for a number of years that improvement is needed to Welsh-medium provision in Llanfyllin, this raises doubts about the value and purpose of the proposed	

	plan to establish an all-through school, as there are no details about how this will improve the provision	order to encourage the further development of Welsh-medium education in the school.
6.6.4	Need a more ambitious vision to increase the number of pupils that are fully bilingual when leaving education in Powys	The Council's view is that the proposal does provide an opportunity to develop Welsh-medium education in the area. Should the Council proceed with implementation of the proposal, the Council would encourage individuals who are concerned about the impact on Welsh-medium education to engage with the new school in order to encourage the further development of Welsh-medium education in the school.
6.6.5	The new governing body will be responsible for Welsh-medium primary education as well as secondary – this is a huge threat to the future of Welsh-medium education in Llanfyllin due to the lack of understanding of Welsh-medium education shown by the governing body of Llanfyllin High School.	Should the proposal be implemented, one new single governing body would be responsible for the school, which would replace the two existing governing bodies.  A temporary governing body would initially be established to oversee the strategic and operational transition to the new school. The temporary governing body would be appointed from the current members of the two governing bodies, and every effort would be made to ensure a balance in terms of representation from the two current governing bodies.
6.6.6	The council and the Llanfyllin governors want to keep the situation as it is, meaning that it will never be possible for Welsh-medium pupils to achieve their full potential.	Following the establishment of any new school, a permanent governing body would be established, and governors would be appointed in accordance with The Government of Maintained Schools (Wales) Regulations 2005.  The Council notes the comments which suggest that implementation of the proposal would be a threat to the future of Welsh-medium education, however the Council's view is that this is also an opportunity to develop Welsh-medium education in the area. Should the Council proceed with the proposal to establish an all-through school in Llanfyllin, the Council would encourage individuals who are concerned about the impact on Welsh-medium education to engage with

		the new school, and to take any opportunities to be a member of either the temporary governing body or the permanent governing body.
<b>6.7 Opportunity to improve Welsh-medium provision</b>		
6.7.1	An opportunity to strengthen and improve the provision of a fully bilingual education for all pupils.	Comment noted.
6.7.2	The ATS could lead to an improvement in the provision of an ethos around Welsh-medium provision in the secondary phase as it would be able to learn from and replicate the success achieved at primary level by the existing primary school.	Comment noted. The Council agrees that implementation of the proposal could improve the Welsh ethos in the secondary sector – as outlined on page 33 of the Consultation Document, ‘It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.’
6.7.3	An opportunity to increase the provision of education through the Welsh language from reception through to Sixth Form	Comment noted.
6.7.4	Hope that the plans will increase the numbers transferring from the primary sector to the Welsh stream in the high school – this could lead to a more Welsh ethos in the school	Comment noted. The Council’s aim is that implementation of the proposal would provide an opportunity to improve this – as indicated on page 33 of the Consultation Document,
6.7.5	It could reduce the number of pupils that move from Welsh-medium to English-medium when they move into high school, and also during their time in high school.	<p>‘Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases’</p> <p>and</p> <p>‘It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to</p>

		access Welsh-medium provision on transfer from the primary sector to the secondary sector.'
<b>6.8 Need to increase Welsh-medium pupil numbers</b>		
6.8.1	Need to strengthen the Welsh stream in Llanfyllin by increasing the number of primary aged children educated in Welsh	Comment noted.
6.8.2	Numerous pupils currently move from the bilingual stream to the English stream when transferring to secondary school because there are more opportunities available to them in the English stream.	<p>Comment noted. The Council's aim is that implementation of the proposal would provide an opportunity to improve this – as indicated on page 33 of the Consultation Document,</p> <p>'Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases'</p> <p>and</p> <p>'It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.'</p>
<b>6.9 Reference to benefits of Welsh-medium education</b>		
6.9.1	The opportunity to speak Welsh opens up incredible cultural, social and work opportunities and is within all or most children's capabilities	Comment noted.
<b>6.10 General comments about the impact on Welsh-medium education</b>		
6.10.1	Concern that people's understanding of 'bilingual' school varies – for some it means a Welsh language school where English is taught as a second language, for others it is dual stream.	Comment noted.

6.10.2	Not felt that the ATS would have a negative impact on the Welsh language provision within the schools	<p>Comment noted.</p> <p>As indicated on pages 32-33 of the Consultation Document, the Council's view is that the Welsh-medium provision in the new school 'would be at least at the same level as the current provision in Llanfyllin C.P. School and Llanfyllin High School, and would also provide improved opportunities for sharing resources between educational phases, sharing of staff and sharing of specialist facilities. Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'</p>
6.10.3	Welsh language and Welsh medium teaching need to be considered in the decision making process	Impact on the Welsh language and Welsh-medium education is one of a range of issues to be considered by Cabinet when determining how to proceed in respect of this proposal.
<b>6.11 Criticism of the dual stream model</b>		
6.11.1	Dual stream schools are the most expensive, this model will not change that	<p>The dual stream model is an integral part of the authority's provision of Welsh-medium education, and many pupils have benefitted from being part of this system over a number of years.</p> <p>However, the Council recognises that the model does cause some difficulties, and states in its WESP for 2017-20 that 'the current method of delivering Welsh-medium education in Powys has led to a situation where access to this provision is a 'postcode lottery', where the type and level of provision available to pupils at each phase of their education varies significantly depending on where they live. This does not provide equality for Welsh-medium learners compared with English-medium learners.'</p> <p>The WESP goes on to state that 'The authority fully agrees</p>
6.11.2	The dual stream model does not work – either make it English and stop pretending that children are getting a truly bilingual education or make it possible to do most or all subjects in Welsh at all levels	
6.11.3	The Powys policy of community dual stream schools is not sustainable, financially or educationally	

		<p>with the view of Welsh Government that pupils are more likely to become fully bilingual after attending Welsh-medium schools, particularly when they come from non-Welsh speaking homes, and acknowledges that designated Welsh-medium schools are the preferred model of delivery for Welsh-medium education.</p> <p>The Council has also recognised that ‘it is desirable to establish a category 2A school’, and work is proceeding towards achieving this, as outlined in the Council’s Welsh in Education Strategic Plan for 2017-20.</p> <p>However, even if a category 2A school was established, it is not anticipated that this would replace the current dual stream provision, and dual stream schools would continue to be an important element of the Welsh-medium provision offered in Powys. The Council and the Welsh Government’s intention is that all schools develop along the Welsh language continuum, therefore the expectation is that all schools, in particular dual stream schools, would continue to develop their Welsh language provision in order to provide the best possible opportunities to pupils. Funding will be provided to support this provision in accordance with the new funding formula.</p>
6.11.4	Powys’ policy of providing Welsh-medium secondary education in community dual stream schools is a way of maintaining pupil numbers in less viable schools for the benefit of English-medium pupils at the cost of Welsh-medium pupils by offering them a limited inferior provision in a school with an English ethos, and that this is acceptable because it is a community school.	Comment noted. The Council acknowledges in its Welsh in Education Strategic Plan for 2017-20 that ‘the current method of delivering Welsh-medium education in Powys has led to a situation where access to this provision is a ‘postcode lottery’, where the type and level of provision available to pupils at each phase of their education varies significantly depending on where they live. This does not provide equality for Welsh-medium learners compared with English-medium learners.’
6.11.5	Welsh-medium all-through schools want to protect pupils’ linguistic standards during transition from KS2 to KS3. However, the small	The Council notes this concern, and acknowledges that the proposal to establish an all-through school in Llanfyllin would

	<p>Welsh stream in Llanfyllin does and will ‘lead to a challenge in terms of providing a comprehensive Welsh-medium curriculum to learners, particularly when they move through the school’ (page 10) – here is the authority acknowledging that they know that the situation is totally different, and that the comparison with other all-through schools is not valid.</p>	<p>not change the number of pupils currently being educated through the medium of Welsh and English. The consultation document outlines a number of challenges currently facing the schools in Llanfyllin, and whilst it is acknowledged that implementation of the proposal would not address all of these challenges, the Council’s intention would be that implementation of the proposal would enable the more efficient delivery of education in Llanfyllin.</p>
6.11.6	<p>The main problem in terms of failure to provide full Welsh-medium and English-medium education is that Llanfyllin is a ‘community’ dual stream school with a small number of pupils, and creating a dual stream all-through community school won’t make any difference.</p>	<p>Implementation of the proposal could also have a positive impact on the number of Welsh-medium pupils in the secondary phase in particular, as it could lead to a reduction in the number of pupils transferring to the English-medium stream on transition between Key Stage 2 and Key Stage 3.</p>
<b>6.12 Criticism of the Council’s actions regarding Welsh-medium education</b>		
6.12.1	<p>Powys has made numerous promises to parents of Welsh-medium pupils over the years, and the statutory requirements following the introduction of the Education Act 2013 show the authority’s failure to show that it is serious.</p>	<p>The Council is committed to developing and improving access to Welsh-medium education in Powys, as outlined in its Welsh in Education Strategic Plan (WESP). The Council’s latest WESP for 2017-20 was prepared in accordance with Welsh Government requirements, and was approved by the Welsh Government in March 2018.</p>
6.12.2	<p>Concern that the council’s officers said during the consultation event on the school site that subject specialism wasn’t important for key stage 3 teachers. With the difficulty to provide some Welsh-medium subjects because of a lack of teachers, the school and the authority are obviously willing to accept that any teacher who can speak Welsh is acceptable – this isn’t the way to improve the quality of education.</p>	<p>It is not true that the school and the authority are willing to accept that ‘any teacher who can speak Welsh is acceptable’. Schools are currently planning for the introduction of the new curriculum, which will see the introduction of 6 areas of learning, including areas such as humanities and science &amp; technology. This will provide opportunities for experienced and qualified teachers to teach across subjects within these areas, particularly in key stage 3. This would apply to teachers teaching through the medium of Welsh and teachers teaching through the medium of English.</p>

		<p>Even when a teacher has a particular specialist subject which was the focus of their own studies, they often have second or third subjects which they are also qualified to teach, and it is not uncommon for teachers in secondary schools to teach more than one subject – this applies to teachers teaching through the medium of Welsh and teachers teaching through the medium of English.</p>
6.12.3	Unacceptable that Council officers think it's acceptable that Powys' plans means that not all pupils will have a practical opportunity to attend a Welsh-medium secondary school	<p>Powys is the only area in Wales where pupils are unable to access designated Welsh-medium secondary provision in Powys. The Council has acknowledged that this is an issue, and is working on plans to establish provision in Powys.</p> <p>There are a number of considerations with regard to where this provision should be located, however unfortunately, given the size and rurality of Powys, it will be impossible to establish a single provision in a location which will be convenient for all Powys pupils.</p> <p>Based on the current timescales, it is anticipated that provision could be established by approximately 2022/2023.</p> <p>Should Welsh-medium secondary provision be established in Powys, consideration would then need to be given to any further opportunities to develop this provision, to ensure that it becomes more accessible to pupils across Powys.</p>

## 7. FINANCIAL QUERIES

<b>7.1 Reference to need for transition funding</b>		
7.1.1	Sufficient funding needs to be provided for the transition period	As indicated on page 29 of the Consultation Document, 'The Council provides funding to support schools during transition to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning, etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.'
7.1.2	SLT of both schools will need to devote time to planning and preparation work as soon as plans are approved, therefore funding will be needed for backfilling.	
7.1.3	The success of the ATS will be dependent on having sufficient transition funding to support heads and other members of the SLTs who will need to invest significant time in setting up the new school, so their current posts would need backfilling.	Support would also be provided by HR, finance and other service areas as appropriate.
7.1.4	Given that the proposal is in line with the Council's School Organisation Policy and Delivery Plan 2018-21, hoped that adequate funding will be provided to support the schools during transition to new governance models and to support the additional work needed to develop new staffing structures and curriculum planning, especially in view of the wholesale changes in the curriculum facing the schools.	
7.1.5	Funding for any restructuring will need to be identified and additional support from PCC might be required to cover issues such as finance and HR.	
<b>7.2 Reference to need for financial support</b>		
7.2.1	Proposal needs to be supported with time and money to make it a positive growing experience for the school, not a negative money saving exercise.	The Council does not consider this proposal to be a money saving exercise, although should the proposal be implemented, the Council would expect the school to be able to operate more efficiently compared with the current arrangements.
7.2.2	Need money and resources to create quality bilingual education.	
7.2.3	Support the proposal as long as it is constructively done with funding	As indicated on page 29 of the Consultation Document, 'The Council provides funding to support schools during transition

7.2.4	Hope that the Council will provide the funding and resources needed over a number of years to ensure the success of these plans.	to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning, etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.'
7.2.5	Would you build in support for staff to work together during 2019-20 to work towards the new curriculum, changes in ALN etc.?	Support would also be provided by HR, finance and other service areas as appropriate.  Whilst temporary transitional funding would be provided to support transition to the new model, the school would be expected to operate within the budget allocated to it based on the new fair funding formula.
<b>7.3 Reference to new funding formula</b>		
7.3.1	Many questions remain unanswered re the move to the new fair funding formula	It is expected that the funding to be provided based on the new formula will be released to schools before the end of the February 2019 half term break. Llanfyllin C.P. School and Llanfyllin High School will each receive information on the funding that would be provided to them based on the new formula.
7.3.2	A comparison of the new fair funding formula with existing budgets for both schools would be useful	
7.3.3	Would like to see the fair funding formula run for both schools independently and compared with existing budgets to gauge the degree of challenge the new school would face in staying within budget	Once the figures have been released to schools, the Council will re-run the new formula based on establishing an all-through school in Llanfyllin. This information will be included in the report considered by Cabinet when determining whether or not to proceed with this proposal.
7.3.4	Would be helpful if the implications for each school in financial terms of the Fair Funding Formula review could be provided at the earliest opportunity as well as the figures based on the ATS proceeding – this will enable detailed budget and financial planning to happen at the earliest opportunity, avoiding difficulties or queries at a later stage.	

7.3.5	Have some concerns about the finances, the viability of the proposition – still waiting for the new formula to come through	
7.3.6	What is the timescale for the fair funding formula? When will we know the outcome?	
<b>7.4 References to cost cutting</b>		
7.4.1	Concern that this will be done as a cost cutting exercise	This proposal is not a cost cutting exercise. The 'financial impact' section on pages 28-29 of the Consultation Document does not refer to any anticipated savings to the Council from implementing this proposal, however the Council is currently carrying out a review of its fair funding formula, and as stated in the document: 'As the outcome of the review of the fair funding formula is currently unknown, it is not possible to estimate what the financial impact would be.'
7.4.2	Seems like another LEA cost cutting exercise	The Consultation Document goes on to state that 'Regardless of whether or not implementation of the proposal would result in a financial saving to the Council, it is expected that establishment of a new all-through school would enable the school to make internal savings and to operate more efficiently, thereby maximising use of the funding provided by the Council.'
<b>7.5 Other queries</b>		
7.5.1	More information regarding finances is needed sooner rather than later	Comment noted.
7.5.2	Concerns from the high school about lack of knowledge of the primary school's current financial status	As indicated on page 9 of the Consultation Document, Llanfyllin C.P. School is projected to be in a deficit budget position by the 2019/20 financial year.

		Should the Council proceed with the establishment of a new all-through school in Llanfyllin, any budget deficits would be written off in line with the Council's Scheme for Financing Schools, therefore any deficit in the budget of either school would not be carried over to the new school. However, the new school would be expected to operate within the budget allocated to it based on the new fair funding formula.
7.5.3	Reassurance needed that any deficit budgets the individual existing schools have if the ATS proceeds will be written off by the Council	As indicated on pages 28-29 of the Consultation Document, 'It is currently estimated that there would be a net deficit position of approximately £100k-£150k for both schools by September 2020, which would need to be written off in line with the Council's Scheme for Financing Schools should the current proposal be implemented.'
7.5.4	5.2 has to be reviewed in the context of Brexit and revoked by the Council as it clearly impacts on numbers and therefore budget and quality of provision at secondary level	The Scheme for Financing Schools is regularly reviewed as required.

<b>8. NEED FOR INVESTMENT IN BUILDINGS</b>		
8.1	Current primary building is in poor condition, this is an opportunity to invest for the future.	The current proposal is to establish a new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, therefore as indicated on page 29 of the Consultation Document, 'no capital funding would be required in order to implement the proposal'.
8.2	Issues with the primary school building e.g. sellotape on the carpet, doors don't shut properly, paint being picked off the walls, issues with the toilets, plaster coming off the walls, had a burst water pipe in the library	However, the Council also acknowledges that there is a need to improve the quality of accommodation at both schools, particularly the primary school. As outlined on page 30 of the Consultation Document:
8.3	Issues with Primary and Secondary building condition	

8.4	Concern that the school buildings, particularly on the primary school site, are not fit for purpose, and that some capital investment is essential	<p>'The Council is aware that there is a need to improve the quality of accommodation at both schools, and this will be considered in accordance with the process outlined in the Council's Schools Asset Management Plan 2018. This states that capital investment in schools is prioritised based on the following criteria:</p> <ul style="list-style-type: none"> <li>- <i>'Condition; Suitability; Sustainability'</i></li> <li>- <i>'Sufficiency; and'</i></li> <li>- <i>'Health &amp; Safety issues.'</i></li> </ul> <p><i>Consideration is also given to whether a school is part of a current or future strategic school reorganisation development'.</i></p> <p>If it is decided that capital investment is required, the Council would need to put forward a business case to the Welsh Government as part of the 21<sup>st</sup> Century Schools Programme.'</p>
8.5	Primary school is barely fit for purpose and the high school needs updating.	
8.6	Hoped that PCC will provide funding for a new primary school building which could be incorporated into the high school site.	
8.7	Imperative that funding is provided for a new primary school due to the condition of the present buildings	
8.8	Acknowledge that the primary school needs capital investment, consultation document also acknowledges the need to improve the quality of accommodation at both schools.	
8.9	Would like to know whether either school will be invested in – new buildings and refurbished	
8.10	Need money to sort building/heating issues	
8.11	Hoped that the ATS will be able to work with the Council to seek to access capital investment in line with the Council's schools asset management plan priorities as detailed in the consultation, in particular as the proposed ATS would be part of a strategic school reorganisation development.	
8.12	Whilst no capital funding is required to implement the proposal, hoped that the ATS may be able to take advantage of the Council's Delivery Program priority of improving the schools estate using 21 <sup>st</sup> Century Schools Welsh Government funding programme and the County's Asset Management programme.	

8.13	Would wish to work with the Council to put forward a business case to Welsh Government as part of the 21 <sup>st</sup> Century Schools programme.	
8.14	There has been talk in the past about a new build, and possible 21 <sup>st</sup> Century Schools funding. Is there a possibility of money coming to help with the schools coming together?	
8.15	Whilst investment in the primary school is the most urgent, piecemeal developments can lead to future problems and consideration needs to be given to further development of buildings and facilities at the high school – will need a long term view with well thought out plans for the future	Comments noted.
8.16	Appreciate that funding for building work on the High School might not be immediately available, however hope that plans can be drawn up for the whole site which would take account of potential future needs and prevent buildings being incorrectly sited.	
8.17	Security / safeguarding concerns due to the open nature of the campus – may be more problematic if it was a shared campus.	The Council notes these concerns regarding the open nature of the campus.

## 9. ISSUES RELATING TO POST-16 PROVISION

### 9.1 Opportunity to improve post-16 provision

9.1.1	Would hope that the ATS would provide education right through to post 16, and are interested in providing a wide ranging curriculum that might include some less academic subjects for post 16 where there is an identified demand.	Comment noted.
9.1.2	Aim that the ATS would offer access to high quality post 16 provision, which expands the existing provision and could be	Comment noted.

	extended to HE provision locally, including vocational subjects, working in partnership and minimising learner travel and retaining young learners in the county.	
9.1.3	The proposal will provide an opportunity for the new school to explore more post 16 qualifications and to become a centre for learning for all in North Montgomeryshire	Comment noted.
9.1.4	Post-16 collaborative working arrangements already exist, but felt that these can be developed further in conjunction with existing partnership schools and other partners, including private sector business to ensure that the Council's stated priority can be met within the catchment.	Comment noted.
9.1.5	Desire to explore the use of IT (distance learning) to increase the range of subjects available	The Council is in the process of developing a digital learning strategy for all schools in Powys, which will enable courses to be taught via technology.
<b>9.2 Don't agree that the all-through school should include post-16 provision</b>		
9.2.1	Agree with forming a 3-16 all-through school for Llanfyllin, however the 6 <sup>th</sup> form component should align with the outcome of the current strategic study	The current proposal is to establish an all-through school for pupils aged 4-18 in Llanfyllin, which would continue to provide access to sixth form provision in Llanfyllin.
9.2.2	Don't agree that the school should be up to 18 – the figures show clearly that post 16 education is not sustainable at Llanfyllin – the 4-16 element is fine.	However, a key priority of the Council's School Organisation Delivery Plan is to 'Develop a new county-wide sixth form delivery model...'
9.2.3	The current proposal includes a small (and decreasingly small) 6 <sup>th</sup> form – to continue with all secondary phase schools having separate 6 <sup>th</sup> forms is economically eroding the system, is not competitive with out of county schools, and is denying our A level students the breadth and quality of education they deserve.	Should any changes to sixth form provision across Powys be proposed in the future which would affect the provision in Llanfyllin, these would be subject to a separate consultation exercise.

9.2.4	The proposal was developed without a coherent view of the whole structure – the inclusion of post 16 education is ridiculous.	
<b>9.3 Other comments / queries regarding post-16 provision</b>		
9.3.1	There has always been a strong sixth form provision in Llanfyllin, we need to maintain this	The proposal is to establish a new all-through school providing education for pupils aged 3-18, therefore continuing to provide access to sixth form provision in Llanfyllin.
9.3.2	Will there be less security for sixth form?	
9.3.3	Pupils attending Llanfyllin High School often travel an hour or more before they reach the school campus, to travel further for post-16 education is completely impractical.	Comment noted. The proposal is to establish a new all-through school providing education for pupils ages 3-18, which would continue to provide access to post-16 education in Llanfyllin, therefore there would be no requirement to travel any further.

<b>10. COMMENTS ABOUT LLANFYLLIN HIGH SCHOOL</b>		
<b>10.1 Comments outlining challenges faced by Llanfyllin High School</b>		
10.1.1	Pupil numbers at the high school dropped due to the bus fiasco, and the fact that The Marches is now an academy and offering A levels instead of North Shropshire	Comment noted. It is acknowledged that these factors have contributed to the decrease in pupil numbers at Llanfyllin High School.
10.1.2	Dropping numbers is cited as a major reason for combining the schools. However, this is at least in part due to the uncertainty which has hung over the high school for many years, and the implementation of 5.2 which has been detrimental to all years but particularly the sixth form	Decreasing pupil numbers is listed in the Consultation Document as one of 6 challenges facing the two schools in Llanfyllin to explain why change is needed in Llanfyllin. It is acknowledged that a number of factors have contributed to the decrease in pupil numbers at Llanfyllin High School.
<b>10.2 Criticism of Welsh-medium provision at Llanfyllin High School</b>		

10.2.1	The current ethos of Llanfyllin High School is English – no Welsh is spoken by pupils in the corridors, and Welsh-medium pupils are heard answering questions asked by staff in Welsh in English.	Comment noted. The Council's view is that establishment of a new all-through school in Llanfyllin provides an opportunity to improve the Welsh ethos across the school – as indicated on page 33 of the Consultation Document, 'It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage of Welsh-medium pupils than Llanfyllin High School.'
10.2.2	Welsh-medium provision in the high school has gone backwards over the last decade – this is seen by the reduction in the number of Welsh-medium lessons in key stage three, the fact that there is no choice of subjects to be studied through the medium of Welsh for GCSE and the fact that there are almost no A level subjects available fully through the medium of Welsh.	The Council notes these concerns about the current Welsh-medium provision at Llanfyllin High School.
10.2.3	Acknowledge that the current leadership at Llanfyllin High School wish to reverse the decline in Welsh-medium provision at Llanfyllin High School, it is important that they are fully supported with this.	Comment noted.
10.2.4	The influence of English has an impact on the deterioration of pupils' standards in Welsh within one term of starting at the high school in year 7 – this isn't the type of transition seen in single stream all-through schools.	Comment noted. The Council's view is that the establishment of a new all-through school in Llanfyllin provides an opportunity to improve transition between key stages, to ensure that pupils' Welsh language skills continue to improve throughout their time in the school. As indicated on page 33 of the Consultation Document, 'Implementation of the proposal would also provide an opportunity to strengthen the linguistic continuum between the educational phases.'
10.2.5	How many Welsh-medium teachers in Llanfyllin have specialist qualifications to teach Welsh subjects? Using Welsh speaking teachers without specialist qualifications will impact on the quality of provision.	All teachers in Llanfyllin High School are appropriately qualified.

<b>10.3 Comments about Llanfyllin High School's Governing Body</b>		
10.3.1	For decades, Llanfyllin's governors have not shown that they can offer true support for Welsh-medium education	
10.3.2	Governors of Llanfyllin High School have used incorrect information to claim that the Welsh-medium provision at Llanfyllin High School is much better than it is	
10.3.3	The lack of information, understanding and prioritisation of Llanfyllin High School's governors is evidence that the future of Welsh-medium education won't be safe in their hands	
10.3.4	Llanfyllin High School's governors aren't qualified to be responsible for Welsh-medium education	
<b>10.4 Other comments / queries</b>		
10.4.1	The canteen at Llanfyllin High School is run by the school not by Powys catering – this is the major asset of the school and should continue.	Comment noted. Whether or not the canteen is run by the school or Powys Catering would be a decision for the temporary governing body of the new school.

<b>11. REFERENCE TO COUNCIL POLICIES / PRIORITIES</b>		
<b>11.1 School Organisation Policy and Delivery Plan</b>		
11.1.1	The proposal for an All Through School sits within the Council's School Organisation Policy and its aspiration for developing	Comment noted. It is true that the proposal meets the Council's aspirations for the schools infrastructure in Powys,

	educational infrastructure in Powys together with the Delivery Plan for 2018-21 adopted by Cabinet and the Council.	as outlined in the School Organisation Policy, and the priorities outlined in the Council's School Organisation Delivery Plan, which are outlined on pages 7 and 8 of the Consultation Document.
11.1.2	Long term aim that the ATS will be able to be assessed as condition A or B, will enable improved access to early years provision, and enable high quality post 16 provision to be offered, which meets the aspirations outlined in the School Organisation Policy	
11.1.3	Proposal allows communities to take advantage of the Council's priority as outlined in the Delivery Plan of placing a greater focus on working in partnership with schools and the communities they serve, enabling the ATS model to capitalise on and expand the support and collaboration with the catchment schools within the cluster and progress towards a new localised and sustainable Post 16 and Early Years provision.	Comment noted.
<b>11.2 Reference to Welsh in Education Strategic Plan</b>		
11.2.1	The Council's WESP for 2014-17 reported that the intention was that high schools like Llanfyllin would offer 80% of Welsh-medium subjects in key stages 3 and 4 by 2020, however this was not achieved and there is no reference to it in the document – the WESP was misleading and the authority failed to acknowledge the problem.	<p>It is true that the Council's WESP for 2014-17 included a Strategic Aim to 'provide robust linguistic continuity of Welsh-medium provision across all key phases of education', and stated that 'Within the current context of secondary education in the county, it is expected that all six dual-stream schools will maximise their Welsh-medium provision, with the aim that they will all become Category 2B schools by 2020 in order to ensure that Welsh-medium pupils have an equal choice of subjects as English-medium pupils.'</p> <p>However, this became increasingly challenging due to the financial pressures faced by the Council, and it became necessary to identify alternative options in order to improve the opportunities available to Welsh-medium and English-medium pupils through all stages.</p>

	<p>In March 2015, the Council's Cabinet agreed a new Secondary Reorganisation Programme, which would be taken forward based on four priorities, one of which was 'Review of Secondary Education in North Powys, with a focus on Welsh medium provision'. Initial work on this took place during the summer of 2015, and in September 2015, Cabinet determined that it was 'desirable to establish a bi-lingual, category 2A school or schools in North Powys'. The Council's latest WESP, for 2017-20, reflects this aim.</p> <p>The WESP for 2017-20 was produced in accordance with Welsh Government guidelines, and was approved by Welsh Government in March 2018.</p>
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<b>12. ALL-THROUGH SCHOOL MODEL</b>		
<b>12.1 Queries about the model</b>		
12.1.1	Can't see what would change apart from having 1 headteacher	
12.1.2	Will there be separate areas and facilities for different aged children?	<p>The proposal is to establish the new all-through school in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, and as outlined on page 23 of the consultation document, 'It is anticipated that pupils would continue to be educated in their current building – i.e. pupils up to year 6 would be educated on the current site of Llanfyllin C.P. School, whilst pupils from year 7 onwards would be educated on the current site of Llanfyllin High School.'</p> <p>Therefore, whilst it is likely that there would be some opportunities for primary aged pupils to access specialist</p>

		secondary facilities, they would mainly be in separate areas and have access to separate facilities.
12.1.3	Will the school be on one building or two separate schools	They will be on separate sites – primary pupils would continue to go to Llanfyllin Primary School and secondary pupils would continue to go to Llanfyllin High School. However, there could be opportunities to share some facilities – for example, primary pupils could use some of the facilities in the high school.
12.1.4	Would high school pupils be able to come down and look after primary children?	Yes, it is likely that there would be opportunities for high school pupils to come and work with younger children if that was agreed with the Headteacher.
12.1.5	Would school dinners be at the same time? The high school have burgers on the menu	The temporary governing body for the new school would need to decide what the arrangements for school dinners would be.
12.1.6	Where will primary school pupils go at break time? Will they stay as they are?	Yes, they will probably continue to have separate areas for break times, in order to ensure that everyone is safe.
12.1.7	Will we have assemblies together?	This would need to be decided by the temporary governing body / Headteacher of the new school. However, there probably wouldn't be room for the whole school to have assemblies together.
12.1.8	Would there be one Headteacher or two Headteachers?	There would probably be one Headteacher for the whole school. The temporary governing body would need to appoint the Headteacher.
12.1.9	What would happen when Estyn come to inspect the schools?	It would be one school so there would be one inspection – the whole school, including primary and secondary, would be inspected at the same time.
12.1.10	Would everyone have the same school uniform?	This would be a decision for the temporary governing body, which would need to be set up to oversee transition to the

		<p>new school. They would need to think about the school name, logo, uniform etc. However, there would be opportunities for pupils to contribute to these discussions.</p>
12.1.11	Where would the Headteacher's office be? Would there be an impact on the other site if the Headteacher wasn't there?	<p>The Headteacher would probably have space on both sites. However, as the schools are on one campus, the Headteacher would be on the campus anyway.</p>
<b>12.2 Reference to other all-through schools</b>		
12.2.1	Cannot compare the all-through schools listed in the consultation document to Llanfyllin as they are all either English-medium schools or schools with a majority of Welsh-medium pupils – with only approximately 20% Welsh-medium pupils in Llanfyllin High School, there are different implications	<p>Comment noted. It is acknowledged that the linguistic make up of Llanfyllin High School is different to the schools listed on page 18 of the consultation document, however some dual stream schools are included on the list.</p>
12.2.2	Single stream Welsh-medium or English-medium all-through schools provide transition benefits and seamless progression for pupils between key stages 2 and 3, however there is no evidence that this would happen in Llanfyllin because the English stream in the high school is so much bigger than the Welsh stream.	<p>Establishing an all-through school in Llanfyllin will provide an opportunity to shape the school which meets the needs of pupils in Llanfyllin, and the Council will work with the temporary governing body to ensure that consideration is given to the needs of Welsh-medium pupils.</p>
12.2.3	Would be interested to see how other through schools have incorporated the new curriculum across the school – would you be able to recommend schools where this has been done well that we could go to?	<p>It is agreed that it would be useful for stakeholders associated with the school to visit other through schools across Wales and further afield. Should the Council proceed with implementation of the proposal, the Council would make suggestions to the school.</p>
12.2.4	Would be useful for governors to visit some schools that are doing this kind of thing very well – request for the local authority to provide a list.	

<b>13. COMMENTS ABOUT THE CONSULTATION DOCUMENTATION</b>		
<b>13.1 General comments about the Consultation Document</b>		
13.1.1	ATS option as outlined in the consultation document provides an opportunity to access capital investment, develop and inclusive model and share best practice for and in accordance with the reasons set out in section 8.	Comment noted.
13.1.2	As outlined in the document, pleased to note that if Cabinet proceeds with the proposals, opportunities will be provided for parents to contribute to the process of establishing the ATS, and that other primary schools will be fully engaged in the process.	Comment noted.
13.1.3	Both governing bodies are keen to ensure that the risks identified in Section 9 are mitigated or avoided entirely.	Comment noted.
13.1.4	Assurances in the consultation document that the Council will continue to provide advice and support to both schools and the shadow governing body to ensure continued improvements in standards and performance during the transition process is reassuring – it is assumed that funding is available within the Council's central budget to achieve this in accordance with its stated priorities and policies.	Comment noted. As outlined on page 29 of the Consultation Document: 'The Council provides funding to support schools during transition to new governance models to support the additional work that is required when developing new staffing structures, curriculum planning etc. Should the Council proceed with the proposal, the amount of transitional funding to be provided would be agreed with the temporary governing body.'
13.1.5	Establishment by the Council of a 'Management of Change' workstream as detailed in the consultation document is welcomed as part of this support – adequate funding for these areas is crucial if the Council wishes such proposals to be brought forward and successfully progressed in accordance with their stated priorities.	Comment noted.
<b>13.2 Queries about the rationale for the proposal</b>		

13.2.1	The rationale for change does not marry up with the apparent drivers for change	Section 3 of the Consultation Document, 'Why Change is Needed in Llanfyllin', outlines the current challenges facing the two schools in Llanfyllin – 6 challenges are listed, which are as follows:
13.2.2	The document presents 4 reasons why the all-through scheme was presented, however the document doesn't explain how the plan will address the issues raised	<ul style="list-style-type: none"> <li>i) Decreasing pupil numbers, particularly in the secondary sector</li> <li>ii) Budget pressures</li> <li>iii) Need to provide an attractive post-16 curriculum</li> <li>iv) Relatively small Welsh-medium stream in the secondary sector</li> <li>v) Need to improve quality of provision</li> <li>vi) Difficulties with appointing a headteacher in the primary sector</li> </ul> <p>The Council does not claim that implementation of the current proposal would address all of the challenges outlined in section 3.</p> <p>The reasons for the proposal are outlined on page 19 of the Consultation Document:</p> <ul style="list-style-type: none"> <li>- To improve educational outcomes</li> <li>- To improve educational provision</li> <li>- To improve leadership and management</li> <li>- To improve efficiency in the delivery of education</li> <li>- To provide more seamless transition between key stages</li> </ul>
13.2.3	The strategic introduction refers to 'increasing demand for Welsh-medium education' and states that one of the Council's priorities is to 'establish new Welsh-medium provision', however there is nothing in the document that explains how the authority will implement this or offering a strategy to meet these strategic promises.	The 'Strategic Context' outlined on page 7 outlines the aspirations set out in the Council's School Organisation Policy, as well as the priorities outlined in the Council's Delivery Plan. It is true that these include 'Increases demand for Welsh-medium provision...' and 'New Welsh-medium

		<p>provision to be established'. However, not all proposals will reflect all of the aims / priorities.</p> <p>The move towards establishing an all-through school in Llanfyllin was initiated by the governing bodies of the two current schools following the introduction of the new School Organisation Policy and Delivery Plan. This proposal is focussed on the Delivery Plan priority of: 'Secondary schools to become 'all-through schools', or part of multi-sited arrangements'.</p> <p>The Council's priorities for developing Welsh-medium education are outlined in its Welsh in Education Strategic Plan for 2017-20. It is acknowledged that the current plans do not outline any specific plans for the Llanfyllin catchment, however the need to develop Welsh-medium provision in this area will be considered the Council's next WESP.</p>
13.2.4	<p>Any plan of any substance must consider the implications on the English stream and the Welsh stream. As the consultation document doesn't do this, it is not valid.</p>	<p>The consultation document has been written in accordance with the requirements of the School Organisation Code (2018).</p> <p>Whilst the document doesn't specifically refer to Welsh-medium or English-medium pupils, the Council's view on the impact of the proposal considers the impact on all pupils attending the two schools.</p> <p>In addition, for proposals affected schools which provide teaching through the medium of Welsh, the School Organisation Code requires proposers to carry out an assessment of the impact of proposals on the Welsh language and an explanation of how the proposal forms part of the WESP.</p>

		<p>A draft Welsh language impact assessment was carried out and published with the consultation documentation. This will be updated to take account of the issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p> <p>How the proposal forms part of the Council's WESP is outlined in section 20 on pages 32-33 of the consultation document.</p>
13.2.5	The arguments presented in favour of an all-through school are so poor, inconsistent, incorrect, unfair that I am astonished that the Council has been so cheeky as to present them in the same document as the strategic promises.	<p>The reasons for the proposal are outlined on page 19 of the Consultation Document:</p> <ul style="list-style-type: none"> <li>- To improve educational outcomes</li> <li>- To improve educational provision</li> <li>- To improve leadership and management</li> <li>- To improve efficiency in the delivery of education</li> <li>- To provide more seamless transition between key stages</li> </ul> <p>The Council's view is that implementation of the proposal would lead to these outcomes.</p>
<b>13.3 Impact on Welsh stream / Welsh-medium provision</b>		
13.3.1	Apart from section (20) Welsh in Education Strategic Plan, there is no reference to Welsh-medium education or the existence of the Welsh stream in Llanfyllin High School in the consultation document between pages 11 and 46. The authority is ignoring the reality of the situation because it doesn't have the answers.	<p>The consultation document has been written in accordance with the requirements of the School Organisation Code (2018).</p> <p>Whilst the document doesn't specifically refer to Welsh-medium or English-medium pupils, the Council's view on the impact of the proposal considers the impact on all pupils attending the two schools.</p>

		<p>In addition, for proposals affected schools which provide teaching through the medium of Welsh, the School Organisation Code requires proposers to carry out an assessment of the impact of proposals on the Welsh language and an explanation of how the proposal forms part of the WESP.</p> <p>A draft Welsh language impact assessment was carried out and published with the consultation documentation. This will be updated to take account of the issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p> <p>How the proposal forms part of the Council's WESP is outlined in section 20 on pages 32-33 of the consultation document.</p>
13.3.2	The document refers to the school's pupils as though streaming of two languages doesn't exist in the school – for example 'Opportunity to create one culture and ethos' on page 15	The Consultation Document makes clear on page 5 that 'Llanfyllin C.P. School and Llanfyllin High School are two bilingual (dual stream) schools located in the town of Llanfyllin, in north Powys.' This is also noted in the table on page 5, which specifies that the language category of Llanfyllin C.P. School is 'Dual Stream' and the language category of Llanfyllin High School is 'Bilingual Dual Stream – Category 2C'.
13.3.3	By presenting the arguments on the basis of the existence of a community school, the authority has avoided giving any serious consideration in the consultation document to the rights and needs of Welsh-medium pupils in Llanfyllin.	<p>The consultation document has been written in accordance with the requirements of the School Organisation Code (2018).</p> <p>Whilst the document doesn't specifically refer to Welsh-medium or English-medium pupils, the Council's view on the impact of the proposal considers the impact on all pupils attending the two schools.</p>

		<p>In addition, for proposals affected schools which provide teaching through the medium of Welsh, the School Organisation Code requires proposers to carry out an assessment of the impact of proposals on the Welsh language and an explanation of how the proposal forms part of the WESP.</p> <p>A draft Welsh language impact assessment was carried out and published with the consultation documentation. This will be updated to take account of the issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p> <p>How the proposal forms part of the Council's WESP is outlined in section 20 on pages 32-33 of the consultation document.</p> <p>A meeting with the School Council of both schools took place during the consultation period. Pupils from both the Welsh-medium stream and the English-medium stream were represented at both of these meetings.</p>
13.3.4	The consultation document mentions 'improve the ethos' with regard to Welsh language, but it doesn't say how.	As stated on page 33 of the Consultation Document, 'It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.'
13.3.5	The consultation document talks about provision being no worse than it is now – that isn't good enough.	Comment noted.
<b>13.4 Reference to impact assessments</b>		

13.4.1	<p>Disappointing to see that the Equality Impact Assessment (21.i) considers maintaining Welsh-medium and English-medium education as ‘equality’. Equality is ensuring that all children can access fluency in both languages, and can choose which language to use in life, not be limited to using one language because the child can only speak one language or because one of the audience only speaks one language. To provide equality, you must have bilingual education for all – this means Welsh-medium education for all in the early years, because the school is the only place in the lives of the majority of children in the area where the Welsh language can hold its ground.</p>	<p>The full draft equalities impact assessment, which was published with the consultation documentation, considers the proposal’s impact on pupils belonging to the protected characteristic groups, which are as follows: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation.</p> <p>As outlined on page 33 of the consultation document, the assessment concluded as follows:</p> <p>‘The proposal aims to improve the educational opportunities offered to all pupils in Llanfyllin, including any pupils that belong to the protected characteristic groups. Whilst the proposal would impact on some pupils belonging to these groups, primary and secondary Welsh-medium and English-medium provision would be retained in Llanfyllin, therefore it is not anticipated that the proposal would have a negative impact.’</p>
13.4.2	<p>Community impact assessment (21.ii) – chapels and societies that operate in Welsh are declining because of a lack of numbers of people that can speak Welsh. Clubs that claim to be bilingual actually operate in English.</p>	<p>Comment noted. The draft community impact assessment which was published with the consultation documentation will be updated to take account of issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p>
13.4.3	<p>Welsh language impact assessment (21.iii) – Llanfyllin High School’s catchment area was expanded to attract pupils that would have previously attended high schools in Welshpool or Oswestry. The school grew from 500 to well over 800. Although the Welsh-medium/bilingual stream grew, the school’s Welsh ethos didn’t. Concern that the deterioration seen over the last few years in the Welsh medium provision reflects the priorities of the high school governors – much more emphasis is given to English-medium education than Welsh-medium education. Concern that merging</p>	<p>Comment noted. The draft Welsh language impact assessment which was published with the consultation documentation will be updated to take account of issues raised during the consultation period, and an updated version will be considered by Cabinet when determining how to proceed.</p>

	the two schools now will mean that the high school's ethos of maintaining the status quo of dual stream education in the primary school will prevail, rather than developing bilingual education for all.	
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<b>14. OTHER OPTIONS</b>		
<b>14.1 Status Quo</b>		
14.1.1	Remain the same with better funding, wide creative curriculum, strong leadership	Llanfyllin C.P. School and Llanfyllin High School have successfully delivered primary and secondary provision in Llanfyllin over a number of years. However, similarly to other schools across Powys, these two schools are currently facing a number of challenges, which are outlined on pages 8-12 of the Consultation Document. The Council's view is that a new all-through school will be better equipped to meet these challenges, and will be better placed to continue to improve the educational opportunities that can be offered pupils in Llanfyllin.
14.1.2	Improved funding for the high school	
14.1.3	Funding to be made available so that more subjects can be taught through the medium of Welsh at the High School, including GCSE and A level.	
14.1.4	Maintain the status quo without consistently undermining the high school with threats to its future (main school and sixth form) with regard to consulting on mergers and closures and with regard to undermining student numbers with a farcical bus policy.	'Status Quo' is considered as an option in the Consultation Document, however as indicated on page 16:
14.1.5	Leave it as it is	'Option 1 (Status Quo...) has been discounted for the following reasons:
14.1.6	It's perfect as it is, it needs to be left alone	<ul style="list-style-type: none"> <li>- There is currently no permanent leadership in place at the primary school</li> <li>- Would not lead to any financial efficiencies</li> <li>- Two separate schools, therefore there is no strategic overview of the provision in Llanfyllin</li> <li>- Financial threat</li> <li>- Declining pupil numbers in the secondary school</li> </ul>

		- Relatively small Welsh-medium stream in the secondary school'
<b>14.2 More use of technology</b>		
14.2.1	Use of technology to deliver lessons across multiple school sites where class sizes don't allow delivery of subjects that would be uneconomic, and avoid transporting children miles across country at huge cost in terms of finance, time and the environment	The Council is in the process of developing a digital learning strategy for all schools in Powys, which will enable courses to be taught via technology.
<b>14.3 Need a more ambitious plan</b>		
14.3.1	The simple and binary plan to establish an all-through school is not transformational or ambitious enough to secure quality bilingual education in North Powys. The Council should consider a hub (on the Llanfyllin site) catering for and addressing social, community and educational needs from birth to death. This should include, but not be limited to, pre & anti natal support, nursery, early years, vocational training, distance learning (including and beyond post-GCSE & tertiary education), libraries, Welsh language courses, social care and services all beyond the normal school day and terms (ie breakfast/lunch clubs and community learning during non-term periods)	Comments noted.
14.3.2	New all-through school should become a centre for lifelong learning, providing education for post-16 and into adulthood – the school campus is spacious, and although it requires investment to realise such plans, it is geographically convenient for a huge part of North Powys.	
14.3.3	Would be fantastic to see an extension of the all through school model to incorporate nursery provision and post 16 education (other than A levels) for young people who are on apprenticeships and currently travelling long distances for the 'classroom' components.	

14.3.4	Include the youth and community centre as part of the plans, ensuring the future of early years education and the library services.	
14.3.5	We're not being ambitious enough – need to look beyond 5-18 education and look to encompass more, as this would bring more funding in from other areas	
14.3.6	The school could look at offering apprenticeships, could run libraries within the cluster, could work with social services to provide services	
<b>14.4 Changes to 6<sup>th</sup> form provision</b>		
14.4.1	A decent 6 <sup>th</sup> form in the north of the county on a single site	The current proposal is to establish an all-through school for pupils aged 4-18 in Llanfyllin, which would continue to provide access to sixth form provision in Llanfyllin.
14.4.2	Formation of a 3-16 school is fine, but there are better options for regional provision of 6 <sup>th</sup> form education, of which Llanfyllin may or may not be a part	However, a key priority of the Council's School Organisation Delivery Plan is to 'Develop a new county-wide sixth form delivery model...'
14.4.3	Should be 4-16 only, not up to 18.	Should any changes to sixth form provision across Powys be proposed in the future which would affect the provision in Llanfyllin, these would be subject to a separate consultation exercise.
<b>14.5 Increase Welsh-medium pupil numbers</b>		
14.5.1	Primary school has been successful in offering Trochi type opportunities for pupils from non Welsh speaking homes – many have become fluent in Welsh. This is not available at all feeder schools. Funding should be made available for Trochi classes at	The Council's WESP for 2017-20 includes a commitment to 'identify opportunities to establish late immersion provision'. Whilst there are no definite plans for this as yet, consideration will be given to the need to reintroduce provision in Llanfyllin when planning this.

	the High School for those pupils who wish to transfer to Welsh medium education later in their school career.	
14.5.2	Need to increase the number of Welsh-medium pupils to ensure the development of Welsh-medium provision at Llanfyllin HS – need to start in the primary school. It would be good if Powys were to provide support for Welsh-medium pre school provision, and that Llanfyllin Primary School became a Welsh-medium school. Then there would be growth in numbers, and more demand for Welsh-medium secondary education.	Comment noted.
<b>14.6 Introduce bilingual foundation phase / primary</b>		
14.6.1	Focus on making primary education bilingual for all	The Council fully recognises that early immersion in the Welsh language is the best way of creating fluent Welsh speakers – this is acknowledged in the Council's Welsh in Education Strategic Plan for 2017-20, which states that: 'The authority fully agrees with the view of Welsh Government that pupils are more likely to become fully bilingual after attending Welsh-medium schools, particularly when they come from non-Welsh speaking homes, and acknowledges that designated Welsh-medium schools are the preferred model of delivery for Welsh-medium education.'
14.6.2	Offering bilingual education for all would save money which is being wasted every year subsidising English medium streams – all children in Powys should have the opportunity to be bilingual.	
14.6.3	Need to concentrate on creating a stronger foundation for the Welsh/bilingual stream first. Need to prioritise the whole foundation phase being fully bilingual before moving on to the rest of the primary school – Powys County Council could be innovating, and setting an example for other counties. This is the only way to safeguard the Welsh language in our communities.	<p>The WESP also outlines the Council's objectives in order to develop Welsh-medium education during the period 2017-20, which include establishing Welsh-medium provision in the primary and secondary sectors.</p> <p>The Council currently has no plans to introduce bilingual foundation phase classes across Powys. Should the Council wish to introduce this provision, either across the whole of Powys or in some areas, this would need to be approved by Cabinet, and the Council would need to carry out the statutory process as outlined in the School Organisation Code.</p>

		The Council would be happy to work with the governing body of any new all-through school established in Llanfyllin to work towards increasing the bilingual teaching in the foundation phase, if that was the wish of the new school's governing body.
<b>14.7 Establish Welsh-medium schools</b>		
14.7.1	Welsh medium secondary for north Powys – Grangetown in Cardiff recently opened its most recent Welsh medium school! The quality and accessibility of proper Welsh medium education in Powys is shameful	Since 2016, the Council has recognised that 'it is desirable to establish a category 2A school', and work is proceeding towards achieving this, as outlined in the Council's Welsh in Education Strategic Plan for 2017-20.
14.7.2	There is no consideration of a designated Welsh-medium school in the document – this is the option that would best meet the needs of Welsh-medium pupils, especially pupils from non Welsh speaking homes	The options considered were based on establishing an all-through school model in Llanfyllin, and not a change of language category. If there was a need to change language category, this would be subject to another consultation.
14.7.3	Alternative proposal that the Welsh-medium stream of Llanfyllin Primary School becomes a Welsh-medium primary school, and the English-medium stream of Llanfyllin Primary School merges with Llanfechain to create a new English-medium primary school	Llanfechain Primary School is not currently under review, and has recently federated with another nearby Church in Wales School.
<b>14.8 Should include other feeder schools</b>		
14.8.1	Should be looking at something more transformational in Lanfyllin which also serves the surrounding villages	As outlined in the Consultation Document, the proposal was developed following an invitation from the governing bodies of Llanfyllin C.P. School and Llanfyllin High School for the Council to meet with them to discuss the all-through school model. No requests were received to extend these discussions to other schools in the catchment.  Should any feeder schools express a wish to be part of the all-through school model, the Council would consider any such

		requests. However, the Council's current focus is on working with communities to develop proposals.						
<b>14.9 Other</b>								
14.9.1	Not all options have been considered as consideration has only been given to community schools	As both current schools are community schools, this was considered to be the most suitable category for the proposed new school. The alternative would be to have proposed opening a new Voluntary Aided or Voluntary Controlled School, however schools of these categories are usually Church in Wales schools.						
<b>15. OTHER QUERIES</b>								
15.1	What will happen to the provision for the playgroup and the cylch who have recently moved into the primary school to deliver early years education from age 3?	Any decision to establish an all-through school in Llanfyllin would not directly impact the current arrangements for early years provision, which would continue as per the existing contract.						
15.2	Request for confirmation of the timelines for key decisions within the process	<p>The Council is continuing to work to the indicative timescale outlined in the Consultation Document:</p> <table border="1"> <tr> <td>Consultation Report to be published, and considered by Full Council and Cabinet</td> <td>February / March 2019</td> </tr> <tr> <td colspan="2"><b>If Cabinet decide to proceed:</b></td></tr> <tr> <td>Publish Statutory Notice (28 days objection period)</td> <td>April / May 2019</td> </tr> </table>	Consultation Report to be published, and considered by Full Council and Cabinet	February / March 2019	<b>If Cabinet decide to proceed:</b>		Publish Statutory Notice (28 days objection period)	April / May 2019
Consultation Report to be published, and considered by Full Council and Cabinet	February / March 2019							
<b>If Cabinet decide to proceed:</b>								
Publish Statutory Notice (28 days objection period)	April / May 2019							

		Objection Report to be published and considered by Cabinet	June / July 2019
<b>If Cabinet approves implementation:</b>			
	Establish temporary governing body	September 2019	
	Appoint headteacher	By end of 2019	
	Develop and appoint to a new staffing structure	Spring 2020	
	Current schools close	31 <sup>st</sup> August 2020	
	New school opens	1 <sup>st</sup> September 2020	
15.3	Will the change happen from September 2019?	The current proposal is to establish the new school from September 2020.	
15.4	What will be the make up of the governing body – how many members will there be?	<p>As indicated on page Consultation Document, the new Governing Body is likely to include the following number of governors:</p> <p>Parent Governor – 6            LEA Governor – 5            Teacher Governor – 2            Staff Governor – 1            Community Governors – 5            Headteacher – 1</p>	

15.5	The two schools have governing bodies that know their schools well, it would be a shame to lose this expertise.	<p>Should the proposal to establish an all-through school proceed, a temporary governing body would initially be established. The temporary governing body would be formed from current members of the two governing bodies, which would ensure that the expertise of current members of the two governing bodies is retained.</p> <p>A permanent governing body would be established once the new school was open, and members would be appointed in accordance with the Regulations. However, there is no reason why current members of the two governing bodies could not be members of the new school's governing body, should they wish.</p>
15.6	What would the name of the new school be?	<p>The temporary governing body would need to decide the name of the new school. However, it is likely that there would be opportunities for pupils to take part in this.</p>

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## **Appendix C - Minutes of meetings with Staff, Governors and School Councils**

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## **1. Meeting with staff of Llanfyllin C.P. School and Llanfyllin High School**

### **Consultation meeting with staff of Llanfyllin CP School and Llanfyllin High School**

**17<sup>th</sup> December 2018**

#### **Present**

##### **Staff:**

##### **Llanfyllin CP School:**

Ann Davies  
Beth E. Jones  
Bethan Jones  
Emma Richardson  
Elin Roberts  
Martin Roberts  
Rhian Tomlinson

##### **Llanfyllin High School:**

Jean Brown	Dewi Owen
Sally Browne	Rob Parry
Jennifer Hughes	Ann Roberts
Carys Jones	Kirsten Roberts
Ceri Jones	Mel Roberts
Rachel Jones	Lindsey Watson
Rhiannon Molyneux-Tyler	Lauren Williams
Brenda Morris	

(The number of staff in attendance at the meeting was greater than the number listed below, therefore it is likely that not all staff present signed the attendance sheet)

##### **Officers:**

Dr Alec Clarke, Head of Learning  
Marianne Evans, Senior Manager School Transformation  
Richard Waggett, Schools Finance Manager  
Catherine Cottle, HR Business Partner  
Sarah Astley, Programme Manager, School Transformation

Dr Alec Clark welcomed everyone to the meeting, and explained that he was representing the Challenge Advisors, who were attending training today and therefore unable to attend, and also Ian Budd, Director of Education, who is unavailable.

Alec thanked everyone for coming, and explained that this meeting is an opportunity for staff to ask any questions about the process, and what might happen.

Marianne explained that consultation on a proposal to merge Llanfyllin C.P. School and Llanfyllin High School started at the end of November, and will continue until the 31<sup>st</sup> January 2019. This meeting with staff will be followed by a meeting with governors, then 2 drop in sessions will be held in January for anybody who wants to attend. Views can also be submitted via the online questionnaire or in writing. At the end of the consultation period, the team will pull together the responses, and will produce a consultation report which includes the issues raised and the council's response to them. The consultation report will be presented to full council, probably in March, then to Cabinet, who will decide whether or not to proceed with the proposal. The next stage of the process would be to publish a statutory notice, and there would be 28 days for people to submit objections. Then a report will be produced outlining the objections received, and there will be a final decision making point when Cabinet will make a decision on whether or not to implement. If they approve this, we would then move into the implementation phase.

Catherine Cottle explained that she had produced a flowchart summarising the process for staff, from where we are now to where we hope to get to if the process goes ahead. Some staff will have been involved in the restructure process before, and will know that consultation takes place as part of those processes. However, this isn't that sort of consultation. If the proposal were to go ahead, that sort of consultation would happen later on. This current stage is the public consultation stage, which is to get feedback from everyone involved as to whether the proposal is a good idea or not. We want to hear what you think about these plans, because you are the experts – you are educating the children. The purpose of this meeting is to get your feedback as professionals on whether this is a good thing for the school or not.

Marianne invited questions on the proposal.

**Question: Do you envisage this happening from September this year?**

Catherine Cottle – the expectation is that the new school would be implemented from September 2020 not September 2019. It takes a long time to go through the various processes. The temporary governing body, who would be responsible for the staffing processes, can only be formed once a final decision has been made, and time would then be needed to go through the staffing processes.

**Question: How much do you see the staffing changing? Have you got an idea of how many staff will be needed?**

Richard Waggett – the purpose of the proposal is not a cost saving exercise. However, it is likely that you will be able to realise some efficiencies as you come together.

Alec Clark – there is a change in terms of children aged 10-14 years under the new curriculum. The new curriculum will affect pupils of those ages in particular, so there is an opportunity to use staff to their strengths in that age range. In terms of the financial impact, we will have a new funding formula, which will be auditable and within what the Welsh Government expects. Going forward, it should be easier for governing bodies to work within this formula. However, this is not a cost saving exercise. In terms of the staffing structure of the new school, this would be determined by the temporary governing body.

**Question: There has been talk in the past about a new build, and possible 21<sup>st</sup> Century Schools funding. Is there a possibility of money coming to help with the schools coming together?**

Marianne Evans – In the consultation document, we say that the all-through school can happen here without any building work and without spending money on the buildings. However, that is not to say that there would be no investment here in the future. As part of our 21<sup>st</sup> Century Schools programme, we rank schools on their condition – Llanfyllin High School and Llanfyllin Primary School are both not in the best of conditions, particularly the primary school, so we would want to help to facilitate the development of an all-through school by putting money in to improve the stock. With all-through schools, we do think they work better when the whole school is on one site. So in the future, we would be looking at how to make an all-through school work more effectively, with some shared resources and shared areas.

There is no money allocated for this yet – to access funding, we would have to make a case to Welsh Government for 21<sup>st</sup> Century Schools funding. 21<sup>st</sup> Century Schools is part funded by Welsh Government and part funded by Powys County Council. Currently, funding is available until 2025-6, and at the moment Welsh Government want to continue with this programme beyond that. However, a lot is changing politically.

If we wanted to go forward with capital investment in Llanfyllin, we would want to bring in our property colleagues to look at what would be needed, by commissioning some early feasibility work. This isn't a guarantee of funding, however the schools in Llanfyllin do meet the criteria in terms of the condition of the buildings – particularly the primary school.

Alec Clark – With a £10 million build, we would also need Councillors within Powys to agree to a spend of £3.5 million. It's no secret that Powys has a financial problem, so your local politicians would need to support this and make a case. What you have done by coming to us to move forward with merging the two schools is a good thing – it's better when these things grow organically rather than being forced on schools. You tick a lot of boxes in terms of population numbers, Welsh language, rurality.

Marianne Evans – when we are looking at which capital projects to fund, we look at a number of things, including condition, sufficiency, sustainability and also health and safety. We have talked before about issues with the openness of the campus. Also the other criteria is whether the project is linked to any school organisation proposals. So you are meeting many criteria.

Dewi Owen (Headteacher – Llanfyllin High School) – We have had a meeting with Dave Thompson on the openness of the campus, however we are still waiting for barriers to be installed – we have now had to pay for this ourselves. I am concerned about how long it would take for the feasibility etc to happen – I would like some reassurance that the feasibility work would happen quickly.

Marianne Evans – The plan is that the feasibilities happen soon – in the new year. The schools in Llanfyllin are number one on the list of schools to be remodelled.

**Question: The catering staff at Llanfyllin High School are currently employed by the school, not by Powys Catering. Would we have to go back to Powys Catering?**

Catherine Cottle – That would be a decision for the temporary governing body. In most schools in Powys, catering staff are employed by Powys Catering. The temporary governing body would need to look at the pros and cons of each solution. What is the arrangement for the primary school?

A response was received that the catering staff at the primary school are employed by Powys Catering, and that Llanfyllin High School is the only school where catering isn't provided by Powys Catering.

Catherine Cottle – In that case, this is probably something the temporary governing body would want to look at fairly quickly, and a decision would need to be made as to what model best meets the needs of the school going forward.

Alec Clark – there is nothing stop to the staff continuing to be employed by the school rather than Powys Catering. However, that is a decision for the Temporary Governing Body – they will still be able to make their own arrangements as Llanfyllin High School do currently if they choose to do so.

Catherine Cottle – If I was you, I would start to think about what the benefits are to the school of having the staff employed by the school rather than Powys Catering, so that when someone asks, you have a list. The same for the primary school – if you think it's better to be part of the central Powys Catering, you can also start to think about why.

**Question: A lot of staff are wondering about job security – will jobs be ringfenced as part of the process or not?**

Catherine Cottle – That would be a decision for the temporary governing body. There are regulations regarding appointments of the Headteacher and Deputy Headteacher – these make it very clear that schools that are part of any reorganisation process can elect to either ringfence or advertise nationally for head and deputy roles. There is nothing in the regulations about all other staff. However, my experience of managing transformation in schools is that the authority is accepting to a degree that a Governing Body may want to test the market nationally for a Headteacher and Deputy, but the local authority would be very much encouraging the temporary governing body to ringfence the rest of the posts to existing staff. One reason for this is that it makes good business sense – you are experienced staff who know the pupils, the area etc. Why would anyone want to unsettle that? There would be concern from the local authority and from Trade Union representatives if posts weren't ringfenced.

**Question: LSAs are employed on temporary contracts, which only become permanent after 2 years. Would we lose this security when moving to the new school?**

Catherine Cottle – No you wouldn't. Your contract is with Powys County Council, and your contract would continue to be with Powys County Council, so all of the continuous service would still count.

Alec Clark – the continuous service would still count if you moved to any local authority school, even if the school wasn't in Powys. Although you would be taking a new role, the continuous service would continue.

**Question: Could LSAs be put on a short term contract?**

Catherine Cottle – No. If you're on a permanent contract now, this would continue. The only situation I can think of where you could be offered a short term contract would be a situation where you were unsuccessful in securing employment in the new school initially when ringfencing for jobs was being carried out, and someone who was successful was going on maternity leave. You could then be offered this short term maternity cover post rather than redundancy. But even then, you would still be entitled to redundancy based on your full continuous service at the end of the fixed term period. There is no proposal to make everyone redundant and give everyone short term contracts.

Alec Clark – We're not in an area where it's that easy to recruit. It would be very foolish to suggest starting again from scratch, as you may not get enough people to fill the posts.

**Question: Are secondary teachers likely to be teaching primary pupils and vice versa?**

Alec Clark – In the all-through schools I know of, this happens to some extent. If I was headteacher of an all-through school, I can't see why this wouldn't happen. There is a lot of crossover, particularly between years 4 to 8. But this isn't something I would want to force on a headteacher anywhere – it is a decision for the head / governing body to make. Having said that, I know of primary staff who could successfully transfer to teach secondary aged pupils and vice versa. I wouldn't expect a Headteacher to totally rule this out, however I also wouldn't expect a Foundation Phase teacher to be teaching Year 11 any time soon.

Catherine Cottle – When we met in the summer, there was discussion about maybe years 5 and 6 having the opportunity to use some of the specialist secondary facilities e.g. science labs – to share resources in the best way for everyone.

Marianne Evans – There is a lot of good practice out there that you can go out and look at – to learn from existing all-through schools. There is a list of all-through schools in the consultation document. We have had discussions with many of these. There is a Wales All-through Schools Forum which we have attended. There are a number of different models within All-through schools, and a lot of talking to each other and learning from each other. We already have one all-through school in Powys, Ysgol Bro Hyddgen in Machynlleth. When the school was established, the majority of secondary staff stayed in secondary and vice versa. However, as time has gone on, there is more overlap now, with some secondary teachers teaching in the primary phase and vice versa. For example, the assistant head in charge of the primary phase is a former secondary teacher and former head of 6<sup>th</sup> form. There are cross phase leadership roles, e.g. ALNCo, Leader of Literacy etc.

If the proposal for Llanfyllin goes forward, I would suggest going to visit some of the schools that are already operating as all-through schools, and also bringing people here to see what you are doing in Llanfyllin.

Alec Clark – We have changes in ALN coming as well, which will put a lot more pressure on the ALNCo across the school. So there is an opportunity that you could increase capacity, and have a more freed up role to carry out this more substantial role.

**Question: Would you build in support for staff to work together during 2019-20 to work towards the new curriculum, changes in ALN etc.?**

Alec Clark – Not a lot has been said yet about additional inset days to work towards these changes – if you’re not a pioneer school, not much money has come in to free up time. However there definitely needs to be opportunities. Now isn’t a bad time to considering merging schools so that you can work through these things organically now.

**Question: I had the opportunity to go to the teaching and learning conference held by Anwen Orrells. I came away thinking that what we are looking to do here is the magic answer. However, I would be interested to see how through schools have incorporated the new curriculum across the school – nobody seems to have done this. I was impressed with the presentation from Ysgol Bro Hyddgen – this was the most advanced in terms of ‘middle school’. If we were going out to schools to see where this has been done well, would you be able to recommend schools to go to?**

Alec Clark – there are some other through schools that aren’t named in the document. But yes, we would certainly be able to recommend schools to you.

Marianne Evans – with regard to Ysgol Bro Hyddgen. They are currently located on separate primary and secondary sites, however they will soon be moving to one new campus, which will be phased – early years, foundation phase, middle school, and the more senior pupils. By coming together and being physically located in one place, this will help with advancing the thinking around the curriculum.

Alec Clark – some of these changes can be scary. However, it’s an exciting time. And being in one school will help with this. As an all-through school, you would be inspected as one school and governed as one school. There is much more collective responsibility when you are all part of one school. I think all-through schools are the most interesting and have the highest chance of success.

**Question: Has there been any feedback to the consultation from feeder primary schools?**

Marianne Evans – not yet, but I would expect there to be some concerns. There are always concerns from the other schools, these concerns include being seen as second class, and concerns about the impact on their pupils. I don’t think these concerns are insurmountable. It’s an opportunity to develop the relationship with the feeder schools – I know Bro Hyddgen do a lot with their feeder schools, bringing the children in very early to take part in joint projects. However, Bro Hyddgen has a much smaller catchment – yours is much larger. You already have a relationship with your feeder schools, however there is an opportunity to develop that further.

**Question: Why isn’t the invitation out there for some of the other feeder schools to join in this amalgamation?**

Alec Clark – If the heads of any of those feeder schools approached us and said that they wanted to be part of this, I think we would probably be open to this.

Marianne Evans – In some circumstances, all-through schools have been established by closing a number of small schools, in order to build a new school. However this was often hard, and was difficult for the communities involved. The process we are required to go through already takes a long time, even though we are in a situation where the two governing bodies are supportive of the proposal. In the past, we have been in a position

where the local authority has wanted to go in and force changes on communities. Now, we want to work with communities to develop proposals. That's not to say that things won't change in the future due to the challenging financial situation the council is in, but that's where we are now.

**Question: Is there going to be a feasibility study on the impact on feeder schools? Some parents may think the all-through may become oversubscribed, and so they may want to get the children in early – this would have an impact on the small schools.**

Marianne Evans – this hasn't happened in Bro Hyddgen. In that area, numbers in the two smallest schools in the catchment have increased. What would encourage parents to move their children would be if the quality of education was much better. I daresay that we will receive responses from feeder schools raising these queries as part of the consultation. These concerns will then be reflected in the consultation report, and considered by Cabinet when deciding whether to proceed.

**Question: What will be the make up of the new governing body? How many members will there be? The two schools have governing bodies that know their schools well, it would be a shame to lose this expertise.**

Catherine Cottle – The temporary governing body would be made up of existing governors. It does set out on page 32 of the consultation document what the make up of the temporary governing body would be. Not all current governors at both schools would be able to be part of the temporary governing body for the new school. However, we do try to get a reasonable representation of the two schools – sometimes the Chair of the temporary governing body will be from one school, with the Vice Chair being from another school. All current governors would be written to, to ask whether they would be interested in being part of the temporary governing body. However, the temporary governing body wouldn't be established until September 2019.

Marianne Evans – it's incredible how quickly the two governing bodies become one and come together, even in circumstances where the governing bodies have been totally against each other, and against the proposal. Within a couple of meetings, the focus changes from 'we don't want this to happen' to 'I'm part of this now, I want to make this happen'. Once this happens, the business for the temporary governing body comes quite quickly – there is a job to do to get the school established. Then you're on to a quite specific timetable of activity. The downside is that members of the temporary governing body are members of the current governing body at the same time – so are serving two governing bodies – this is a significant workload. However it is very exciting at the same time.

Catherine Cottle – Everyone is here because they want the best for the children of Llanfyllin. It would be the same in the case of a new all-through school.

Marianne summarised the process going forward. The consultation closes on the 31<sup>st</sup> January. We will then be analysing the responses, and producing a consultation report. This will then need to go to Full Council for consideration, before going to Cabinet. We expect that it will be around March by the time it gets to full council.

Then, if the Cabinet decided to proceed, we would publish statutory notices, and there would be an objection period of 28 days – this is likely to be April/May time. We would then need to

analyse the objections, then go back to Cabinet for a final decision. This would probably be in June/July.

The temporary governing body would then be set up in approx. September, which would give three terms before the new school opened. The first job would be to consider the leadership of the all-through school, and appoint the headteacher. Then, they would move on to developing the staffing structure with the involvement of the headteacher. Until we get to that point, we don't know what the staffing structure will be.

It's likely that the staffing structure would be agreed in the spring term, with appointments being made in the summer term, ready for the new school to open on the 1<sup>st</sup> September 2020.

Staff were encouraged to send any further comments / queries / responses to the School Transformation Team using the 'school.consultation@powys.gov.uk' e-mail address. All responses need to be received by the 31<sup>st</sup> January 2019. Staff were also advised that officers would be available after the meeting for staff to discuss any particular concerns with them.

## **2. Meeting with the Governors of Llanfyllin C.P. School and Llanfyllin High School**

### **Consultation meeting with Governors of Llanfyllin CP School and Llanfyllin High School**

**17<sup>th</sup> December 2018**

#### **Present:**

#### **Governors:**

##### **Llanfyllin C.P. School:**

Jane Carrington  
Sarah Hunter  
Harri Jones  
Meinir Jones  
Peter Lewis  
Eleri Llwyd Jones  
Mark Prust  
Sioned Vaughan  
Jo Williams

##### **Llanfyllin High School:**

Aled Davies  
Emma Hale  
Graeme Hunter  
Peter Missen  
Peter Lewis  
Huw Llwyd Jones  
Darren Mayor  
Bethan Page  
Ann Roberts  
Lucy Roberts  
Gwynfor Thomas  
Lynne Walters

#### **Officers:**

Cllr Myfanwy Alexander, Portfolio Holder for Education  
Dr Alec Clark, Head of Learning  
Marianne Evans, Senior Manager School Transformation  
Richard Waggett, Schools Finance Manager  
Sarah Astley, Programme Manager, School Transformation

Alec Clark welcomed everyone to the meeting and introduced the officers. He explained that a meeting with staff has already taken place today.

Marianne Evans outlined where are in terms of the statutory process. The current proposal is to establish a new all-through school by closing Llanfyllin CP School and Llanfyllin High School. The target date is that the new school would open in September 2020. Consultation will end at the end of January. Two drop in sessions will be held in the new year for parents and community members, and we will also be consulting with school councils. Responses to the consultation can be provided by filling in an online questionnaire, or by writing or e-mailing the School Transformation Team.

When the consultation period ends, a consultation report will be produced. This has to be considered by Full Council and by the Cabinet. Cabinet will decide whether or not to proceed with the proposal. If they decide to proceed, the next stage would be to publish a statutory notice, and there would be 28 days for people to submit objections. Then a report will be produced outlining the objections received, and there will be a final decision making point

when Cabinet will make a decision on whether or not to implement. If they approve this, we would then move into the implementation phase.

Questions were invited on the proposal.

**Governor: To start with, could you share with us some of the themes from the meeting with staff held earlier today?**

Alec Clark – There were quite a few questions relating to the staffing structure and the impact on jobs. It was explained that there was a possibility that all posts in the new school could be opened up, however in reality that would be frowned on, by unions in particular. Sometimes there are difficulties with recruitment in this area, so the temporary governing body would need to consider this. The staff were pleased to hear that there wasn't an agenda for having a clear out.

Staff from both schools were asking about the possible strengths of moving to an all-through school. It was explained that we are moving to a new time in education where it will be a through curriculum, and moving to a middle school feel. Much more collaboration will be needed between primary and secondary, so this is a good time to become an all-through school.

They also wanted to be sure that it wasn't about savings – it was explained that there would be some savings, however this isn't the reason for the proposal. There was also some concern about the impact on other schools in the catchment area and about governance – will there be less governors. We spoke a bit about how governing bodies come together in these situations.

Marianne Evans –There were also questions around capital funding, and some concerns were raised after the meeting by some of the primary school staff about the Welsh-medium transition and how we can develop Welsh-medium provision across the board. A flowchart for staff was circulated, this was only available in English, however we accept that this should have been available in Welsh as well. We will circulate a Welsh version as soon as possible.

**Governor: Many are concerned that the primary school is currently more Welsh than the high school. We don't want to lose the Welsh ethos of the primary school. The consultation document mentions 'improve the ethos', but doesn't say how.**

Marianne Evans – This is an opportunity – we're talking about a new school, one school. There are strengths in the primary school which could influence the development of the Welsh language in the secondary phase. For one thing, there would be an opportunity to share resources and staffing between the two phases to strengthen the Welsh ethos.

Myfanwy Alexander – Welsh as a subject is changing – Welsh as a second language will disappear. To ensure progress in linguistic skills continue throughout their time in school, it's important to know where pupils are on the Welsh language continuum. Parents choose Welsh-medium or English-medium, but there are pupils in the middle – their skills have improved, but sometimes these skills don't develop any further. This development could result in more opportunities to develop the skills of those children in the middle.

Marianne Evans – It will be the same cohort of pupils throughout – they are currently in a minority when they move to high school – the situation will be the same as it is now. However, the opportunities to collaborate across the school and across the age ranges would be stronger than they are as two separate schools.

**Governor:** I would propose that much more Welsh should be offered in the primary phase – that all children are taught in Welsh, this could be implemented gradually over 5-10 years – all children in the area would then have the opportunity to be bilingual. This would then feed into the secondary age range, and would ensure a stronger Welsh-medium stream.

Myfanwy Alexander – This could be an opportunity to develop provision in the new school. For example, the new school could establish Welsh-medium childcare. Parents contact us to say that there is a lack of childcare generally, but particularly through the medium of Welsh. There is an opportunity here to introduce something to normalise the Welsh language.

Marianne Evans – In terms of new proposals, any new proposals suggested during the consultation have to be included in the consultation report. However, the current proposal is to establish a dual stream school, which is the same as the current provision in Llanfyllin. If there was a change following new proposals suggested during the consultation period, it's likely that this would need to be a new proposal, so we may need to consult again.

Alec Clark – Welsh language categorisation of schools is likely to change in the not too distant future. There have been discussions for a while about moving away from the current categorisations. In order to achieve Welsh Government's aim of a million Welsh speakers, a commitment is needed that all children are more exposed to both languages when they are very young.

**Governor:** The opportunity to create something very special in Llanfyllin in a dual streams school was one of the driving factors for pursuing this. The opportunities of what we can do here. I understand that it won't be plain sailing, but securing dual stream, quality education in this area far outweighs anything else.

I am completely on board with this, but have some fundamental concerns around the finances, and the viability of the whole proposition. The figures now don't quite add up. We're still waiting for the formula to come through, the implication is that Powys will realise savings through economies of scale. I'm not worried about the amalgamation, I'm worried that we're not being ambitious enough. When you look at the cost of running the two sites we have, they are expensive. We need to think about the cost of staffing. I think that the way to make it work is to look beyond 5-18 education and look to encompass more, as this would bring in more funding from other areas, so that it becomes more practical. We would be reducing our cost and improving our product. My concern is that we make this change now, and by 2022 the school would be in financial difficulty. We don't want to have had our bite of the cherry. We need to look at early years, drive the fact that we are bilingual. Even with an 80/20 split, the system for funding bilingual education isn't linear – it's difficult to do if your split is not quite right. We should be looking at offering apprenticeships etc. There is a library in the town but the school doesn't have a library – the school could run libraries within the cluster. That would give us the finance of the library, and would mean that there weren't two libraries within 100m.

**We could also look at working with social services to provide services. If we can get a bit of the social services budget, we become a much more viable option as we have more fingers in more pies. The more we can change the ratio in terms of the Welsh-medium/English-medium so that it works better, the better.**

**The building is closed 10 weeks a year. We have this amazing facility which could be used 365 days a year – that would bring in revenue, and would mean that we could pay for part of the building through different means. At this moment in time, I'm concerned that on the 1<sup>st</sup> September 2020 when the new all-through school opens, the spotlight will come off. From today, I think we need to be thinking about what is truly transformational – amalgamation of schools happens all the time. I think we should be looking at something more transformational which also serves the surrounding villages.**

Alec Clark – When you get to a stage of establishing a temporary governing body, you will have the opportunity to look at some of these things.

**Governor: We are almost too low down to make that difference – we are losing the potential for the momentum – we should be supporting this as a concept. The school governing body should be sitting within the consortium – this needs to be led by the school, the local authority, county councillors.**

Alec Clark – As a governing body you are able to invite experts to your meetings.

**Governor: If you were to hand this as a concept to the governing body as something that had come through the consultation, it would be more achievable.**

Alec Clark – There is work ongoing in Newtown where all stakeholders are working together to develop a hub. I'm not saying that the authority won't assist, but my feeling is that really, this needs to come from you in order to be successful.

**Governor: Are you saying that the people in this room should be pushing for this now?**

Alec Clark – My feeling is that the majority of stakeholders will support this development. There is a logic to it. If that was the case, I would be surprised if it wasn't supported by Cabinet. If it was to move forward, on day one of the interim arrangements of making it happen, some members of the temporary governing body could be tasked with looking at some of the things that have been suggested. You are going to have to diversify from 'school' to survive, there is no doubt about that. Schools are going to have to become a community function.

Myfanwy Alexander – The concern is that if a project like this is made potentially more complicated than it needs to be, you slow it down. If you can start doing the background work to this now, you could be in a position to move forward with some of these elements very soon after the establishment of the new school. If I was looking for a job here, having a crèche would be important, so perhaps this is something you could start talking about now – will this be Welsh-medium, will this be a private crèche or some other arrangement? If we try and cover all of these elements now, we could still be talking about establishing an all-through school in 5 years time – there is a danger of complicating matters. Immediately,

there would be issues with governance. The proposal is to establish a 4-18 school, however we probably should be looking at 0-25 or beyond.

**Governor: We don't want September 2020 to come and go without us having moved forward with some of these elements. We currently have capacity to start looking at some of these elements – we have at least 12 months before the new school starts to be developed. Because we have a start date, we can fit in as much as we want. What I would like is for the consultation phase to identify that there is a bigger project here than just establishing an all-through school.**

Alec Clark – ideally we would like you to have a new school. There is capital funding available until 2025 as part of Band B of 21<sup>st</sup> Century School, however we would have to make a case for this and it would become a political decision.

Marianne Evans – A number of all through schools are sometimes badged as lifelong learning campuses. What you're articulating isn't a lifelong learning campus, it's a lifelong learning cluster.

**Governor: If we have the capacity now to start working on this, and can bring it to the table in small chunks as we move towards September 2020, we would like to be pushing at an open door.**

Marianne Evans – We have a legal process to get through, and we need it to be as robust as possible. However, this doesn't mean that you can't have conversations and work on some of the suggestions whilst this is happening. I realise that the consultation document that has been published in relation to this proposal isn't the visionary document you had wanted to see, however it is what is needed to get through this stage of the process. We have to follow Welsh Government guidance in terms of the process, and what information is included in the consultation document.

Alec Clark – The fact that you came to us with the initial request is a positive thing.

Marianne Evans – To go back to the climate we are working in, we need transformational things. What you're talking about sounds like it fits in with that. Anything you can do to help move this along would help with this.

**Governor: It would be very useful if the governors could visit some schools that are doing this kind of thing very well – it would be useful if you could let us have a list.**

Alec Clark – I know of a number of schools, and would be happy to share this information with you. It isn't always the case that these are new buildings.

Myfanwy Alexander – With regard to capital funding, transforming the school isn't a guarantee of capital, however not transforming the school is a guarantee of not having it. Welsh Government would consider the bid, and if there was no transformation, they would ask why are we doing this? I would suggest that you include the ideas you have suggested in your responses to the consultation – both as a governing body and as individuals.

Alec Clark – There are changes ahead in Powys – there will be a Director of Transformation – he or she will need to realise the need to use what we have got – as you have said, we

have buildings that we don't use all year which could be used more. There is a lot of money out there in the way of grant funding, but you need to know where to go to look for it.

Going forward, we will have one Director covering Education and Children's Services, this is potentially a good thing as these two areas need to work together and currently, there is some reluctance to get together. Children don't spend that much time in schools, and currently if they leave school at 16, Powys isn't a great place to be – this is something we need to work on.

**Governor: It's right that we should be serving the whole community. I'm concerned that if we are one school, we need to be one, and we need to be located in one building. I'm also concerned that we on the governing body are volunteers, and that you as officers are stepping away.**

Marianne Evans – We have to step away whilst we are going through the legal process – we don't want to be accused of any pre-determination. We take you through the technical process, then once we have a final decision, we will work with you to take this forward.

**Governor: The issue then is that you don't have all the information to make the decision.**

Marianne Evans – Put those ideas in your consultation responses. The responses will be submitted to Cabinet, they will see everything and will make a decision based on that information.

Alec Clark – Having a transformation lead will help to push this forward.

**Governor: The difficulty is that we are in a chicken and egg situation. If we stay as we are, we're not going to get any capital funding. I'm concerned about the outcome of the fair funding formula – we will probably get less money, but will still both be hit anyway if we stay as we are. Nothing solid can be done about these transformational ideas unless / until a decision is made to move forward. Once a decision is made, we can make a case to push forward, but the governing body would need support from the local authority and the transformation lead to achieve this. There is funding available, but you need to know where to get it. There has to be a push to ensure that the information is available to us as a governing body. We will be looking to the local authority to steer us in the right direction – but I accept that you can't do that until this consultation is concluded and a decision has been made. However, we as governing bodies could look at these areas in parallel to this process, with a view to having a case to put to the shadow governing body.**

Alec Clark – There would be nothing to stop either current governing body moving forward with this.

**Governor: But where do we start is the question? At the moment, we can't come to you and ask for this.**

**Governor: As two governing bodies, we're not bound by the consultation protocol – we can sell this to the local communities – we could sell it to the communities during the consultation period so that the vision was coming back through them as well. I think we can do something between now and the decision being made.**

**Governor:** We're talking about a community school, but we should be thinking about a catchment school. I'm concerned that some catchment schools won't contribute to the consultation, however it's important that we do get them to contribute. We're already losing pupils to the Marches from some parts of the catchment – people travel to Oswestry to work etc. We have to get out to our catchment to sell this vision.

**Governor:** If we as governing bodies can agree a vision that goes beyond the current proposal, that's great. I'm slightly nervous about how we sell it to people – we could come under criticism if we can't deliver on what we promise. As far as saying this is a first stage of transforming this catchment, that's a brilliant message. But until this consultation process has been completed, I don't want to be making promises.

**Governor:** You wouldn't have to make promises though, it could be a case of presenting ideas

**Governor:** If we could bring money in from other areas, we could offer more – more appropriate teaching, bilingual education where we haven't been able to previously. If we could fund this from elsewhere, this would become self-sustaining.

Alec Clark – Significant sums of money go into some schools across Wales because they know where to go to find it. Those schools who develop and do best are the schools that will succeed.

**Governor:** The one way to save small schools in small communities is to have them as part of a larger entity – this would be a much easier way to share costs etc. This could potentially be the one thing that could keep those schools open. If you could take the leadership time from the small schools and put it into something central, the cost wouldn't matter – it could become a loss leader.

**Governor:** Individuals that are doing 1 day of leadership out of 5, and are teaching the other 4 days, most of the time they don't want to be doing that one day of leadership anyway – they want to be teaching.

Marianne Evans – Going back to how do you get the views of the wider community, if we were in a position that the Council was proposing to do something that you weren't happy with, what would be happening? You would have formed a committee, there would be work going on to look at how to respond. Turn it on its head – if you are in support of it, do the same thing – you can do that without tainting the process.

**Governor:** We only have a fixed amount of time. The two governing bodies need to be selling the same message. We as a group need to decide what it is we want to sell. As two governing bodies, we probably need to decide tonight how we are going to do that – it needs to be done pretty rapidly to have any effect. When are the public meetings?

Sarah Astley – There are no public meetings in the traditional sense. There are drop in sessions, which will be held on the 10<sup>th</sup> January in Llanfyllin CP School and the 16<sup>th</sup> January in Llanfyllin High School.

Alec Clark – We have held drop in sessions as part of another consultation that has taken place recently. These have been more successful than public meetings – you hear more of the middle ground.

**Governor: Between now and those dates, we could put together a video presenting our vision. This could be presented at the drop ins.**

**Governor: Conversations are already happening. On the whole, people think this makes sense. We did proactively come to you and say that this is what we want to do. However, I feel slightly exposed – it is a bit of a leap of faith. I'm concerned that we will get through the process, and will then be asking you what comes next. In particular, what will happen with transition arrangements?**

Alec Clark – Historically what has happened when schools have been part of reorganisation is that they have spent madly then capitalised the debt. That can't happen here. However, we have to be sensible – processes cost money.

**Governor: Will there be another round of VSS?**

Alec Clark – This is being looked at. There was a discussion that transformational change would be capitalised – the onus of it goes from being held by the governing body and is held by the local authority who then holds the risk. In the past, things weren't done for the right reason. There are much bigger problems in Powys e.g. superannuation for staff, teachers' pensions. There is an argument that where we have transformation like this, we should be sensible. But, we can't have a situation where teachers have VSS on Monday and are back on a supply teacher contract on the Wednesday. We can't do much about situations where this happens, but we can think about whether we would support VSS.

**Governor: We're all taking a bit of a leap of faith in supporting this. However, I would say that everything we have talked about sits totally within the Council's School Organisation Plan and the Delivery Plan. Personally speaking, it would look pretty bad on the local authority if, having had governing bodies come up with a proposal that sits within those documents, they don't see the transformation through.**

**Governor: We as governing bodies need to agree what we are going to do next – come up with a mission statement to make a video, put something out on social media**

Alec Clark – You have County Councillors on your governing body, community councillors etc. You have plenty of people to draw on. I've heard a lot of sense here tonight, at a level that I haven't heard across Powys / Wales for many years.

Marianne Evans – You were the first school that came to us once the new policy was published. You came with an emerging vision. We have been in the process of engaging with a range of secondary schools in north Powys over the last 6 months, however you are by far ahead of the game in terms of where you feel you want to go, which is very refreshing. Everything you have articulated as a vision is in the council's policy – the more supportive words that come through, the Council / Cabinet will need to take notice.

**Governor: The way things are going, the status quo is unsustainable. Post-16 for example is a concern – the document says that funding will decrease. We've always had a strong sixth form here, we need to maintain this.**

Alec Clark – You are already working with other schools as part of the Trisgol partnership. Do you think this should be formalised further?

**Governor: There is a will here and in Caereinion. If we as governors can get the message out to the communities in terms of where we think this can lead in the future, if the decision is being made by Cabinet, they are essentially saying that they approve the vision. That then gives us, as a new governing body of an all-through school, more strength when we go back to Welsh Government / the local authority wanting support to see it through.**

**Governor: I agree with the vision that has been talked about. But from a Welsh language perspective, the document talks about provision being no worse than it is now. Frankly though, it's not good enough. You need to be able to show the community that the basics are there.**

Alec Clark: The perception that this is a takeover by the secondary is wrong – this is the opportunity for the primary to make clear what isn't good enough in the secondary.

**Governor: If we want to put forward a more far reaching vision, that is something the governing bodies should be putting forward. We need to get together and agree how to sell it to people – the aim is to improve bilingual education, whether that is the quality or the quantity.**

**Governor: What is the timescale for the fair funding formula? When will know the outcome?**

Richard Waggett – It is going to Cabinet / Mgmt Team on Thursday. Then it is going to Scrutiny on the 4<sup>th</sup> January and Cabinet on the 15<sup>th</sup> January, so a decision on the formula should hopefully be taken before the end of the consultation period.

Marianne Evans reminded everyone that the consultation period ends on the 31<sup>st</sup> January, therefore all responses will need to be received by that date.

### **3. Meeting with the School Council of Llanfyllin C.P. School**

**10<sup>th</sup> January 2019**

Officers from the School Transformation Team met with Llanfyllin C.P. School Council on 10<sup>th</sup> January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 15 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P School and Llanfyllin High School.

The pupils were asked a number of questions and their responses are summarised below:

#### **1. What do you like about Llanfyllin C.P. School?**

- We have a fun education
- We can learn new things
- We have good teachers
- We can make lots of friends
- We have lots of opportunities – school trips, opportunities to take part in sport.

#### **2. Is there anything you dislike about Llanfyllin C.P School?**

- Issues with the building
  - There is sellotape on the carpet
  - The door doesn't shut properly so there is lots of mud in our classroom
  - People pick the paint off of the walls
  - The toilets
  - Corridors where the pegs are haven't been painted for a long time
  - The plaster is coming off of the walls
  - We had a burst water pipe in the library
- Would like to be able to do more activated/games, e.g. basketball, ballet, drama club, acrobatics
- There is hardly any Wi-Fi in the school

Pupils were asked if they had any further comments/questions. The following comments were asked:

- ***Will it be one building or two separate schools?***

It was explained that they would be separate to start with – primary pupils would continue to go to Llanfyllin Primary School, and secondary pupils would continue to go to Llanfyllin High School. However, there could be opportunities to share some facilities – for example, primary pupils could use some of the facilities in the high school, such as science labs.

- ***Would the high school pupils be able to come down and look after primary children?***

Yes, it is likely that there would be opportunities for high school pupils to come and work with younger children if that was agreed with the Headteacher.

- ***Would school dinners be at the same time? The high school have burgers on the menu?***

The temporary governing body for the new school would need to decide what the arrangements for school dinners would be.

- ***Where will primary school pupils go at break time? Will they stay as they are?***

Yes, they will probably continue to have separate areas for break times, in order to keep everyone safe.

- ***What will happen with assemblies? Will we have assemblies together?***

This will need to be decided by the temporary governing body / Headteacher of the new school. However, there probably wouldn't be room for the whole school to have assemblies together

- ***Would we have our own Headteacher?***

There would probably be one Headteacher for the whole school. The temporary governing body would need to appoint the Headteacher.

- ***When would the change happen?***

The current intention is that the new school opens in September 2020, so for example, pupils in year 4 now would be starting year 6.

- ***What would the name of the new school be?***

The temporary governing body would need to decide the name of the new school. However, it was explained that there would be opportunities for pupils to take part in this.

Pupils were asked what they thought about the idea of establishing a new all-through school in Llanfyllin. They were asked to put their hands up if they thought establishing a new all-through school was a good idea. Most agreed that it was a good idea, 2 thought it was a bad idea, 2 were unsure.

**The following advantages were noted:**

- It won't be so confusing when pupils go to high school as they will know where to go
- Year 6 can go to the high school to have lessons so they will know where to go when they go to high school
- It would be good if primary pupils could go up to the high school to use their facilities to do PE
- We could save money as we didn't have to buy things the high school already has
- There could be more clubs – we could go and use the gym for Dragon Sports if it was raining

**The following concerns were raised:**

- Concern about high school children being mean to primary school children
- Unsure how it would work
- Some pupils might get lost
- Concern about what would happen to staff
- Concern about bullying

**The following suggestions were also made:**

- Maybe we could connect the two schools to make one big school
- Perhaps there could be a competition to name the school

To conclude the session, the officers explained that the consultation will close on the 31<sup>st</sup> January, and if pupils have any further comments, they were encouraged to write them down and hand them to their teachers, who would ensure that they were passed on to the Council/School Transformation Team, or to their teachers who will be able to arrange for them to be sent on.

#### **4. Meeting with the School Council of Llanfyllin High School**

**16<sup>th</sup> January 2019**

Officers from the School Transformation Team met with Llanfyllin High School Council on 16<sup>th</sup> January 2019 to discuss the consultation on the future of Llanfyllin C.P. School and Llanfyllin High School.

One session was held with 12 School Council members in attendance.

The officers outlined the background, including the Council's role and the current proposal for the two schools in Llanfyllin. It was explained that the Council wanted to know people's views on the proposal, and that we especially want to know what the pupils think of the idea to establish an all-through school in Llanfyllin:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

The School Council were asked whether they had any questions on the proposal. The following questions were raised:

- **Would we all share a building?**

Not at the moment. The current proposal is that the primary pupils would continue to go to the primary school and secondary pupils would continue to go to the secondary school. However, there would be an opportunity to share facilities, so primary pupils may have the opportunity to use the facilities at the secondary school for some subjects.

- **Would pupils that go to other primary schools in the area still be able to come to the school?**

Yes, pupils from the feeder schools would still be able to join the school in year 7 as they do now.

- **What would happen when Estyn come to inspect the schools?**

It would be one school so there would be one inspection – the whole school, including primary and secondary, would be inspected at the same time.

- **Would everyone have the same uniform?**

This would be a decision for the temporary governing body, which would need to be set up to oversee transition to the new school. They would need to think about the school name, logo, uniform etc. However, there would be opportunities for pupils to contribute to these discussions.

- Where would the Headteacher's office be? Would there be an impact on the other site if the Headteacher wasn't there?

The Headteacher would probably have space on both sites. However, here you are on one campus, so the Headteacher would be on the campus anyway.

The pupils were asked to consider the Strengths and Weaknesses of the proposal. The following were suggested:

#### **Advantages / Strengths:**

- The primary school has been unable to recruit a Headteacher, so this proposal would mean that they would have a permanent Headteacher. The acting head would be able to teach more, which is what she wants to do. Hopefully this would lead to better teaching and learning
- There could be an opportunity for older pupils to work with younger pupils for some things
- Could be useful for students that want to do teaching, social work or work with children in other ways to have a direct link with the primary school
- More opportunities for years 5 and 6 – they would be able to use facilities such as science labs in the high school
- Transition from year 6 to 7 would be easier for pupils in Llanfyllin Primary School. Wouldn't be much change for staff, but they could come together for staff meetings etc.
- Younger pupils would feel more comfortable moving into secondary as they would know their teachers already, and teachers would already know the children
- It could reduce the number of pupils that move from Welsh-medium to English-medium when they move into high school, and also during their time in high school.
- Can involve the primary schools in extra-curricular activities e.g. Lonely Tree, the primary pupils always come and watch the plays, so would be able to get them involved in the plays.
- Opportunity for older pupils to run extra-curricular activities with younger pupils
- Primary pupils could use the sports hall at the high school as it is bigger than the hall in the primary school
- More opportunity for the primary school to come and practice their concerts in the hall
- Could be an advantage for pupils with ALN that they could have the same tutors supporting them throughout their time in school

#### **Disadvantages / Weaknesses:**

- Concern about the impact on feeder schools – children from the other schools in the catchment might not feel as comfortable when they start here
- Some of the older pupils might be scary to the primary pupils
- Security / safeguarding concerns due to the open nature of the campus – may be more problematic if it was a shared campus

- Concern about different groups of pupils wanting to use facilities at the same time e.g. if year 11 wanted to use the drama studio but primary pupils wanted to use it at the same time – concern about the operational management
- Not sure what it would solve – can see the benefits for the primary school but not sure what the benefits would be for the high school. But at the same time, there aren't really many negatives for the high school – don't think there would be that much change.
- Concern about putting more pressure on teachers if they were expected to teach in the primary and secondary phases

It was also noted that there were some opportunities linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Opportunity to work more with primary aged pupils, in particular with regard to options e.g. for DT could make something for primary aged pupils
- Opportunity to work with primary aged pupils would be good for older pupils to be able to put on their CV
- Opportunity to start learning languages sooner – for example French, pupils could start learning when they are still in the primary phase
- Opportunity to improve the links with other feeder primary schools
- Opportunity to have responsible for areas of work across the whole age range
- More opportunities for the sixth form to gain experience

It was also noted that there were some concerns / threats linked to establishing a new all-through school in Llanfyllin. The following were suggested:

- Concern about overstretching staff by adding to their workload by being subject leaders across the all-through school
- Concern about putting more pressure on teachers generally by adding to their teaching timescale to teach primary pupils too

The following general comments were also made on the proposal:

- We already have a good relationship with the primary school – for example, they use our facilities. Making it an all-through school wouldn't be too much of a jump – it's more behind the scenes things that would change.
- In terms of the impact on pupils with ALN, whilst there could be a benefit in terms of having one tutor throughout their time in school, they can also be supported successfully by transferring information from one school to the next. There is already quite a strong SEN hub in the school, so teachers can work with pupils from an earlier age. Would like this to continue and to be developed.

The pupils were thanked for their contributions. It was explained that the consultation period ends on the 31<sup>st</sup> January, and if pupils have any further comments, they were encouraged to submit them before the closing date.



**Llanfyllin Community Primary School  
and  
Llanfyllin High School**

**Updated Impact Assessments**

**February 2019**

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## **Proposals relating to Llanfyllin Community Primary School and Llanfyllin High School**

### **Updated Impact Assessments**

#### **1. Introduction**

Powys County Council has consulted on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:

- To close Llanfyllin C.P. School and Llanfyllin High School
- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School

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

In addition, the Welsh Government's School Organisation Code (2013) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

Draft impact assessments were prepared and published with the consultation documentation. These impact assessments have now been updated to reflect issues raised during the consultation period.

## 2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

<b>Proposal</b>	To amalgamate Llanfyllin C.P. School and Llanfyllin High School to create a new all-through school in Llanfyllin. This will be achieved by closing Llanfyllin C.P. School and Llanfyllin High School and opening a new all-through school providing education for pupils aged 4-18 on the current site of the two schools
<b>Outline Summary / Description of Proposal</b>	
<p>The Council carried out consultation on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:</p> <ul style="list-style-type: none"> <li>- To close Llanfyllin C.P. School and Llanfyllin High School</li> <li>- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School</li> </ul>	

### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£None	£None	£None	£None

### 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	29/10/18
3	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	26/02/19

## 4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)**

**PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

<b>Service Area informed:</b>		<b>Contact Officer liaised with:</b>	
<b>Mitigation</b>			

## 5. How does your proposal impact on the council's strategic vision?

<b>Council Priority</b>	<b>How does the proposal impact on this priority?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to positive or mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> <b>We will develop a vibrant economy</b>	N/A	Choose an item.		Choose an item.
<b>Health and Care</b> <b>We will lead the way in effective, integrated rural health and care</b>	N/A	Choose an item.		Choose an item.
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	The proposal would provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in Llanfyllin, and would have a positive impact on the quality of education provided to pupils.	Good		
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	The proposal would have a positive impact on residents in the Llanfyllin area as it would provide a more sustainable model for delivering primary and secondary Welsh-medium and English-medium education in the town.	Good		
<b>Source of Outline Evidence to support judgements</b>				

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT</u> AFTER <u>MITIGATION</u> Please select from drop down box below
Initial engagement with governing bodies, consultation responses / report				

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT</u> AFTER <u>MITIGATION</u> Please select from drop down box below
<b>A prosperous Wales:</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	N/A	Choose an item.		Choose an item.
<b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	N/A	Choose an item.		Choose an item.

<b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.	N/A	Choose an item.		Choose an item.
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	N/A	Choose an item.		Choose an item.
<b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	n/a	Choose an item.		Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	<p>Implementation of the proposal would ensure continued access to Welsh-medium and English-medium primary and secondary education in Llanfyllin.</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Neutral		Choose an item.

<i>Opportunities to promote the Welsh language</i>	<p>Implementation of the proposal would ensure continued access to Welsh-medium and English-medium primary and secondary education in Llanfyllin, and would provide improved opportunities to promote the Welsh language and to promote progression within Welsh-medium education</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Neutral		Choose an item.
<i>Welsh Language impact on staff</i>	<p>Implementation of the proposal would provide more opportunities for all staff, including Welsh-speaking staff, as a result of being part of a larger organisation.</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Neutral		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	N/A	Choose an item.		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin	Good		Choose an item.
<i>Disability</i>	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin, including any pupils with disabilities	Good		Choose an item.

<i>Gender reassignment</i>	N/A	Choose an item.		Choose an item.
<i>Marriage or civil partnership</i>	N/A	Choose an item.		Choose an item.
<i>Race</i>	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin, regardless of their race	Good		Choose an item.
<i>Religion or belief</i>	The proposal would provide improved educational opportunities for all school aged pupils in Llanfyllin, regardless of their religion or belief	Good		Choose an item.
<i>Sex</i>	The proposal would provide improved educational opportunities for male and female pupils.	Good		Choose an item.
<i>Sexual Orientation</i>	The proposal would provide improved educational opportunities for all pupils, regardless of their sexual orientation.	Good		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
Initial discussions with the two governing bodies, PLASC, consultation responses / report				

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

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	<u>What will be done to better contribute to positive or mitigate any negative impacts?</u>	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	<p>The proposal would provide a more sustainable model of delivering education in Llanfyllin, which will ensure that education can be delivered more efficiently, therefore safeguarding the provision of Welsh-medium and English-medium primary and secondary education in Llanfyllin</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Good		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	<p>This proposal has been developed in collaboration with the governing bodies of Llanfyllin C.P. School and Llanfyllin High School, and consultation on the proposal has been carried out with stakeholders in accordance with the requirements of the School Organisation Code.</p> <p>All Powys schools are expected to collaborate with other schools in order to provide the best possible opportunities for pupils. Should this proposal be implemented, the new school would be expected to continue to collaborate with other schools, including other primary schools in the Llanfyllin catchment area and other secondary providers across Powys and beyond, in order to maximise the opportunities available to its pupils.</p>	Good		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</b>	<p>The proposal has been developed in discussion with the governing bodies of Llanfyllin C.P. School and Llanfyllin High School. A letter was received from the two governing bodies asking the Council to proceed with the statutory process in order to establish a new all-through school in Llanfyllin.</p> <p>Consultation has been carried out with stakeholders in accordance with the School Organisation Code which has provided an opportunity for all interested parties to give their views. A consultation report has been produced which summarises the findings of the consultation, which will be considered by Cabinet when determining how to proceed. This impact assessment has also been updated to reflect any feedback received.</p>	Good		Choose an item.
<b>Prevention: Understanding the root causes of issues to prevent them from occurring.</b>	<p>Pupil numbers in Llanfyllin are declining, particularly in the secondary sector. The intention is that establishing a new all-through to serve the town would provide a more efficient delivery model, which would safeguard the provision of Welsh-medium and English-medium primary and secondary education in Llanfyllin.</p> <p>Some concerns were raised in the consultation responses received that implementation of the proposal could have a negative impact on the Welsh language. However, the Council's view is that implementation of the proposal also offers an opportunity to improve the current situation, and to increase the use of the Welsh language in the primary and secondary phases.</p>	Good		Choose an item.

Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i><b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Choose an item.		Choose an item.
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Good		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools.  Some concerns were raised during the consultation about younger, primary aged pupils mixing with older, secondary aged pupils, however as the current proposal is to establish the new school on the current sites of Llanfyllin C.P. School and Llanfyllin High School, it is not anticipated that this will be an issue.	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at Llanfyllin C.P. School and Llanfyllin High School. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff governors of the two schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school. The staffing procedures required include an opportunity for staff to be redeployed. However, it is acknowledged that there would be a period of uncertainty for staff whilst these processes are taking place which could have a negative impact on them.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Poor	Ensure that processes are carried out as swiftly as possible to minimise the period of uncertainty.	Neutral
<b>Source of Outline Evidence to support judgements</b>				
PLASC, Consultation Reponses / Report				

## 8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Low	Low
<b>Mitigation</b>		

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

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Parents don't want their children to attend an all-through school, so move them to alternative schools	Low	Engagement with parents throughout the process. Should the Cabinet decide to proceed with the proposal, opportunities to be provided for parents to contribute to the process of establishing the new school.	Low
Lack of support for the proposal from other primary schools in the Llanfyllin catchment area	Low	Other primary schools in the Llanfyllin catchment to be fully engaged throughout the process.	Low
Difficult for both current schools to focus on improving outcomes due to the uncertainty caused by the proposal – may affect standards	Medium	Council to continue to provide advice and support to both schools and the shadow governing body of the new school to ensure that standards and performance continue to improve during the transition period	Medium
Negative impact on staff motivation during the transition period, may lead to some staff leaving before the new school is established	Low	Hoped that transparency of the process and the ability of staff to participate in the consultation exercise will help to reduce the levels of demotivation.  It is also hoped that the prospects of being part of a transformational development may help to mitigate this risk.  Should the proposal be implemented, the Council would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well.	Low
Changes resulting from new council initiatives e.g. new funding formula, ALN transformation	Medium	Support to be provided to the two schools during the transition period	Low
<b>Overall judgement (to be included in project risk register)</b>			
Very High Risk	High Risk	Medium Risk	Low Risk

			x
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## 10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in November, and to continue until late December.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	Spring 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to take forward the establishment of the new school	September 2019	Shadow governing body established	
<b>Portfolio Holder decision required</b>	No	<b>Date required</b>	
<b>Cabinet decision required</b>	Yes	<b>Date required</b>	Various stages during the process
<b>Council decision required</b>	No	<b>Date required</b>	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

## 11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

## 12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
N/A	

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

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

N/A

14. On-going monitoring arrangements?

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

N/A

**Please state when this Impact Assessment will be reviewed.**

This impact assessment will be reviewed at each stage of the process.

### 3. Equalities Impact Assessment

## Powys County Council

### Equality Impact Assessment (EqIA)



<b>Proposal</b>	To establish a new all-through school for pupils aged 4-18 in Llanfyllin.	<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>	Alec Clarke
<b>Date of Assessment</b>	October 2018 Updated February 2019		
The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':			
<b>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</b> <b>(b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</b> <b>(c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</b>			
<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>			
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.			
<b>1. AIM or PURPOSE</b>			
Briefly describe the aim or purpose of the change	The Council has consulted on proposals to establish a new all-through school for pupils aged 4-18 in Llanfyllin. The proposals are as follows:		

proposal being assessed.	<ul style="list-style-type: none"> <li>- To close Llanfyllin C.P. School and Llanfyllin High School</li> <li>- To establish a new bilingual all-through school for pupils aged 4-18 on the current sites of Llanfyllin C.P. School and Llanfyllin High School</li> </ul>
<b>2. OBJECTIVES</b> <p>Please state the current business objectives of the change proposal.</p>	<p>The Council is proposing to establish a new all-through school in Llanfyllin for the following reasons:</p> <ul style="list-style-type: none"> <li>• To improve educational outcomes <ul style="list-style-type: none"> <li>○ More opportunities for staff to move between key stages, to further develop expertise in specific areas</li> <li>○ Opportunities for pupils in all key stages to benefit from staff expertise in specific subject areas</li> <li>○ Improved curricular and extra-curricular opportunities for pupils in all key stages</li> </ul> </li> <li>• To improve educational provision <ul style="list-style-type: none"> <li>○ Opportunities to develop a broader curriculum to meet the needs of pupils in all key stages</li> <li>○ Opportunity to improve the range and quality of facilities and learning resources available to the benefit of pupils in all key stages</li> <li>○ Improved opportunities for continuity of support for vulnerable groups of pupils</li> <li>○ Improved opportunities for more able and talented pupils</li> </ul> </li> <li>• To improve leadership and management <ul style="list-style-type: none"> <li>○ Opportunity for high quality, robust leadership across all key stages</li> <li>○ Improved opportunities for the headteacher to distribute key leadership tasks to a greater number staff across all phases of education</li> <li>○ Improved governance as the school would be run by one governing body</li> </ul> </li> <li>• To improve efficiency in the delivery of education</li> </ul>

	<ul style="list-style-type: none"> <li>○ Potential for the school to operate more efficiently through more efficient deployment of staff</li> <li>○ Potential for sharing of resources across all key stages</li>   <li>● To provide more seamless transition between key stages           <ul style="list-style-type: none"> <li>○ Opportunity to provide seamless progression between each phase of education</li> <li>○ Improved opportunities for continuity of support for vulnerable groups of pupils throughout their school careers</li> </ul> </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>- Would enable staff expertise and good practice to be shared across all key stages</li> <li>- Would improve transition between each key stage</li> <li>- Minimal disruption for pupils and parents</li> <li>- Would improve the ability to provide an appropriate curriculum to pupils</li> <li>- Would enable the school to run more efficiently through shared staffing, shared resources etc</li> <li>- One governing body which would have strategic overview over the provision for pupils/learners in all key stages</li> <li>- Would provide permanent leadership arrangements for all pupils</li> </ul>
<b>4. CORPORATE RELEVANCE</b>	
How does this change proposal relate to Vision 2025?	Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'
<b>5. DATA USED</b>	
<b>5.1. What data has been used to</b>	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics. <input checked="" type="checkbox"/>

<b>conduct this assessment?</b>  <b>Tick/shade boxes as appropriate.</b>	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>	<p>Yes <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Please state the gaps:</p> <p>No qualitative data is currently available</p> <p>How will the gaps be addressed going forward?</p> <p>Qualitative data will be collected as part of the forthcoming consultation process.</p>	<p>No <input type="checkbox"/></p>
<b>6. DATA ANALYSIS</b>		
<b>6.1 Quantitative</b> Summarise the key quantitative data analysis results, providing key headline	<u>PLASC January 2018</u> <u>Llanfyllin C.P. School</u>	

<p><b>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> <ul style="list-style-type: none"> <li>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</li> <li>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</li> </ul>	<p>Based on the information provided in the school's PLASC return in January 2018, the following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> <li>- Free school meals: 11.5% of pupils are eligible for Free School Meals</li> <li>- SEN: 13.7% of pupils have special educational needs. Of these, 11.1% are on School Action, 2.6% are on School Action Plus and 0% have statements</li> <li>- Disabilities: 13.7% of pupils have additional learning needs</li> <li>- English as an Additional Language: 3.9% of pupils are identified as EAL pupils.</li> <li>- Ethnicity: The ethnic group of 95.4% of pupils in the school is White British. 3.9% of pupils belong to ethnic groups other than White British.</li> <li>- Looked after Children: There are no Looked After Children in the school</li> </ul> <p><u>Llanfyllin High School</u></p> <p>Based on the information provided in the school's PLASC return in January 2018, the following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> <li>- Free school meals: 7.3% of pupils are eligible for Free School Meals</li> <li>- SEN: 24.5% of pupils have special educational needs. Of these 18.7% of pupils are on School Action, 4.7% of pupils are on School Action Plus and 1.1% of pupils have statements</li> <li>- Disabilities: 24.5% of pupils have additional learning needs</li> <li>- English as an Additional Language: 1.1% of pupils are identified as EAL pupils</li> <li>- Ethnicity: The ethnic group of 97.7% of pupils in the school is White British. 2.0% of pupils belong to ethnic groups other than White British.</li> <li>- Looked after Children: 0.9% of pupils are Looked After Children</li> </ul> <p>This information shows that a proportion of pupils that belong to the protected characteristic groups will be affected by this proposal. In particular, this includes pupils with additional learning needs, as well as pupils eligible for free school meals. A small number of pupils belong to ethnic groups other than White British, have English as an Additional Language or are Looked After Children.</p> <p>The proposal to establish an all-through school in Llanfyllin would impact on all pupils currently attending</p>
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	Llanfyllin C.P. School and Llanfyllin High School, including those pupils belonging to protected characteristic groups. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the town, including any pupils belonging to the protected characteristic groups.
<p><b><u>6.2 Qualitative</u></b></p> <p><b>Summarise the key qualitative data analysis, providing key themes or patterns.</b></p> <p>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 has been carried out on the proposal to establish an all-through school in Llanfyllin, which included consultation with the school councils of the affected schools.</p> <p>The following issues were raised regarding the proposal's impact on pupils belonging to the protected characteristic groups:</p> <p><u>Age</u>: Some concerns were raised about the impact of younger pupils attending the same school as older pupils.</p> <p><u>Additional Learning Needs</u>: It was suggested that implementation of the proposal could have a positive impact on pupils with ALN as they would have the same tutors throughout their time in school.</p>
<p><b>7. EqIA RESULT</b></p>	<p>The proposal does not present any adverse impact</p>

<b>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</b>	<b>on equality.</b> [Proceed to question 10]	
	<b>The proposal presents some adverse impact on equality.</b> [Proceed to question 8]	✓
	<b>The proposal presents significant impact on equality</b> [Proceed to question 8]	
<b>8. AREAS for IMPROVEMENT</b>		
Please provide detail of weak or sensitive areas of the proposal identified by the assessment.  i) Which protected characteristic groups are particularly affected?  ii) Will people on low incomes be affected?  iii) Will Welsh speakers be affected?	i) The proposal will impact on a number of pupils with additional learning needs, and a small number of pupils that belong to ethnic groups other than White British, have English as an Additional Language or are Looked After Children. ii) 11.5% of pupils attending Llanfyllin C.P. School and 7.3% of pupils attending Llanfyllin High School are eligible for Free School Meals. iii) Llanfyllin C.P. School and Llanfyllin High School are both dual stream schools, therefore the proposal will affect Welsh speakers. As required by the Welsh Government's School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.	
<b>9. EQUALITY IMPROVEMENT</b>		
9.1 Having identified problematic aspects to the proposal, how will this now be addressed?	Should the proposal be implemented, a new dual stream all-through school would be established, and all pupils currently attending Llanfyllin C.P. School and Llanfyllin High School would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to all pupils in Llanfyllin, including any pupils belonging to the protected	

<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> <ul style="list-style-type: none"> <li>i) Can the impact be mitigated, and how will this be done?</li> <li>ii) Does the proposal require modification to reduce or remove this impact?</li> <li>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</li> </ul>	<p>characteristic groups.</p> <p>There is no reason to believe that the proposed new school would be unable to meet the needs of pupils belonging to the protected characteristic groups that would be affected, including pupils with Additional Learning Needs, pupils belonging to Ethnic Groups other than White British, EAL pupils, pupils eligible for Free School Meals and Looked After Children. The aim of the proposal is to improve the educational opportunities available to all pupils, including pupils belonging to protected characteristic groups.</p> <p>Some comments received during the consultation period expressed concerns about younger, primary aged pupils attending the same school as older, secondary aged pupils, however as the proposal is to establish the new school on the current sites of Llanfyllin C.P. School and Llanfyllin High School, it is unlikely that there were be any significant change compared with the current position.</p> <p>Many concerns were raised during the consultation period about the proposal's impact on the Welsh language / Welsh-medium education. These concerns are addressed in the Consultation Report itself, the Welsh Language Impact Assessment and the Integrated Impact Assessment.</p>		
<p><b>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</b></p>	<table border="0" style="width: 100%;"> <tr> <td style="width: 50%;"> <p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p> </td><td style="width: 50%;"> <p>No <input type="checkbox"/>✓</p> <p>If no, please explain why not: <b>Need was not identified at time of writing Service Strategy</b></p> </td></tr> </table>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/>✓</p> <p>If no, please explain why not: <b>Need was not identified at time of writing Service Strategy</b></p>
<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input type="checkbox"/>✓</p> <p>If no, please explain why not: <b>Need was not identified at time of writing Service Strategy</b></p>		

## **4. Community Impact Assessment**

### **4.1 Llanfyllin C.P. School**

#### **i) Other facilities or services provided by the school**

The school provides 3 different after-school clubs each week, which rotate during the year. The following clubs are held:

- Busy Hands Club
- Clwb y ddraig (Games)
- Urdd Club
- Gardening Club
- Cookery Club
- Bobol Bach
- Coding Club
- Reading Club

In addition, the following extra-curricular activities are provided:

- Running Club
- WASPS (Welshpool Area Sports for Primary Schools)

#### **ii) Other services accommodated by the school**

A number of other activities take place in the school. These include the following:

- Cylch Meithrin
- Cylch Ti a Fi
- Playgroup
- SoccerholicsRus

#### **iii) Other use by the community of the school building**

The school building is also used by the community for the following:

- Young Farmers Club
- Cylch Meithrin / Ti a Fi meetings

#### **iv) Other links between the school and the community**

- Strong links with MENCAP and STADCO
- Arts Connections
- Dewi Morris – nature
- Impact bus

- Links with the Church and the Chapel
- v) **If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?**

Should the proposal be implemented, a new all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School, therefore the current Llanfyllin C.P. School site would continue to be available.

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

Should the proposal be implemented, a new dual stream all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School. Primary aged pupils would continue to be able to access Welsh-medium and English-medium provision on the same site, therefore no additional travel would be required.

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

N/A

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

N/A

## 4.2 Llanfyllin High School

- i) **Other facilities or services provided by the school**

The following after-school clubs are provided:

- Revision sessions
- Homework catch up / extension lessons
- Lonely Tree Theatre Company
- Sports activities / fixtures (e.g. football, rugby, netball, hockey)
- Educational visits e.g. Bodfach Hall
- Weekly youth club

A range of other extra-curricular activities are provided. These include the following:

- Urdd Club

- Duke of Edinburgh (Silver and Gold Awards)
- Sporting activities (e.g. hockey, netball, rugby, squash, multi gym, gymnastics)
- Musical instrument tuition
- Singing group
- African Drumming
- Youth Theatre
- IT/Computing club
- French club
- Art club
- Book club
- Chess club / Games club
- Climbing wall
- Debate society
- DT club
- Homework club
- Lonely Tree Youth Theatre
- Mountain Bike Club
- School Band
- Science Club
- Table Tennis
- Web Development Club

**ii) Other services accommodated by the school**

A number of other activities take place in the school. These include the following:

- CAIS Counselling
- Youth Intervention Service
- Thrive Counselling
- Youth worker run 'Llogy' after school youth club
- Careers Wales interviews
- Young Carers club
- Hub services for students and parents
- Yoga for staff
- LGBT student group (facilitated by youth worker)
- Cynnydd work
- School Nurse drop ins on a Thursday
- Hope House support work for bereaved students
- Severn Hospice support work for students
- Montgomeryshire Family Crisis Centre support for students
- EFT Practitioner to come and support voluntarily in Hub
- ELSA practitioners from SEN dept
- Mentoring programme for KS4
- Link with Montgomeryshire Wildlife Trust – currently working on

- installing a Worry Tree in the Hub
- Eco and SNAG meet in the Hub
- Break and lunchtime activities in Hub i.e. raising self esteem sessions with Helen Coleby
- Responding to national events e.g. Macmillan Coffee Morning, Wear Red for Anti Racism, Mental Health Awareness Day

**iii) Other use by the community of the school building**

The school building is also used by the community for the following:

- The Theatre is used for functions by outside community groups such as The Urdd, Powys Eisteddfod, Llanfyllin Football Club, Mid Wales Opera, Dolen Ffermio, Penybont fawr male voice choir, Llanfyllin Primary School for theatre productions, S4C recording (Cyw) TV programme, Arts Connection, Local Young Farmers group, the NFU, Welsh Border Rally, Yoga for adults
- The Swimming pool is used by local primary schools
- The School Gym is used by local primary schools
- The Red Gra is used by local sports teams

**iv) Other links between the school and the community**

- Llanfyllin Football Club
- Monty Tracks Mountain Biking Group
- Impact Team
- COBRA Rugby Club
- Links with local churches e.g. Tabernacle Chapel and IMPACT team
- Links with local colleges e.g. assemblies and drop in sessions in Hub
- Big Ideas Wales – inspiring stories from local business owners during assemblies in KS4
- School Police Liaison Officer PC Gayle Jones – workshops across the key stages
- Rev Darren Mayor assemblies every term
- Link with other secondary 6<sup>th</sup> forms through TRISGOL and Seren student network
- Link with the Dolydd Workhouse on various projects
- Severn Rivers Trust
- Town Council joint meetings with Pupil Parliament

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

Should the proposal be implemented, a new all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School, therefore the current Llanfyllin High School site would continue to be available.

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

Should the proposal be implemented, a new dual stream all-through school would be established on the current sites of Llanfyllin C.P. School and Llanfyllin High School. Primary aged pupils would continue to be able to access Welsh-medium and English-medium provision on the same site, therefore no additional travel would be required.

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

N/A

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

N/A

#### **4.3 Issues raised during the consultation period**

No comments were received during the consultation period which related to the impact of the proposal on the community.

#### **4.4 Conclusion**

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin in the buildings currently occupied by Llanfyllin C.P. School and Llanfyllin High School, it is not anticipated that the proposal would have a significant impact on the community.

## **5. Welsh Language Impact Assessment**

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

### **5.1 Llanfyllin C.P. School**

#### **i) Standards in the Welsh language**

##### **Language, literacy and communication skills in Welsh (LCW)**

###### **Foundation Phase**

	<b>Number of Year 2 pupils</b>	<b>No. Outcome 5+</b>	<b>% Outcome 5+</b>	<b>No. Outcome 6+</b>	<b>% Outcome 6+</b>
<b>2014</b>	14	13	92.9%	4	28.6%
<b>2015</b>	21	21	100.0%	11	52.4%
<b>2016</b>	9	9	100.0%	5	55.6%
<b>2017</b>	7	6	85.7%	4	57.1%
<b>2018</b>	14	12	85.7%	3	21.4%

##### **Welsh First Language**

###### **Key Stage 2**

	<b>Number of Year 6 pupils</b>	<b>No. Level 4+</b>	<b>% Level 4+</b>	<b>No. Level 5+</b>	<b>% Level 5+</b>
<b>2014</b>	9	6	66.7%	3	33.3%
<b>2015</b>	13	13	100.0%	4	30.8%
<b>2016</b>	5	4	80.0%	2	40.0%
<b>2017</b>	16	16	100.0%	7	43.8%
<b>2018</b>	11	11	100.0%	4	36.4%

##### **Welsh Second Language**

###### **Key Stage 2**

	<b>Number of Year 6 pupils</b>	<b>No. Level 4+</b>	<b>% Level 4+</b>	<b>No. Level 5+</b>	<b>% Level 5+</b>
<b>2014</b>	12	9	75.0%	1	8.3%
<b>2015</b>	17	11	64.7%	3	17.6%
<b>2016</b>	18	16	88.9%	10	55.6%
<b>2017</b>	9	7	77.8%	3	33.3%
<b>2018</b>	16	15	93.8%	3	18.8%

**ii) After school / extra-curricular activities which provide additional opportunities to use Welsh**

The Welsh language is promoted in all after school activities provided by school staff.

The following additional activities provide opportunities for pupils to use the Welsh language:

- Visits by 'Mewn Cymeriad' company
- Activities to support the Welsh language charter, including Jambori, Shwmae Su'mae day, Welsh gigs
- Christmas concerts / Harvest Festivals – children in the English stream use Welsh

**iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh**

- Cylch Meithrin
- Cylch Ti a Fi
- Welsh for Adults lessons have taken place at the school in the past
- Young Farmers Club

**iv) Other links between the school and the Welsh language community**

N/A

## 5.2 Llanfyllin High School

**i) Standards in the Welsh language**

**Welsh First Language**

**End of Key Stage 3**

	<b>Number of Year 9 pupils assessed in Welsh 1<sup>st</sup> lang</b>	<b>No. Level 5+</b>	<b>% Level 5+</b>	<b>No. Level 6+</b>	<b>% Level 6+</b>
<b>2014</b>	25	24	96.0%	14	56.0%
<b>2015</b>	19	19	100.0%	9	47.4%
<b>2016</b>	21	19	90.5%	13	61.9%
<b>2017</b>	30	30	100.0%	19	63.3%
<b>2018</b>	33	32	97.0%	22	66.7%

#### **End of Key Stage 4**

	<b>Total number of GCSE Welsh 1<sup>st</sup> lang. entries</b>	<b>Number of pupils that achieved grades A* - C</b>	<b>% of pupils that achieved grades A* - C</b>
<b>2014</b>	18	13	72.2%
<b>2015</b>	21	16	76.2%
<b>2016</b>	25	14	56.0%
<b>2017</b>	18	14	77.8%
<b>2018</b>	20	13	65.0%

#### **Welsh Second Language**

#### **End of Key Stage 3**

	<b>Number of Year 9 pupils assessed in Welsh 2<sup>nd</sup> lang</b>	<b>No. Level 5+</b>	<b>% Level 5+</b>	<b>No. Level 6+</b>	<b>% Level 6+</b>
<b>2014</b>	116	108	93.1%	64	55.2%
<b>2015</b>	107	96	89.7%	51	47.7%
<b>2016</b>	94	88	93.6%	53	56.4%
<b>2017</b>	118	111	94.1%	86	72.9%
<b>2018</b>	105	99	94.3%	79	75.2%

#### **End of Key Stage 4**

	<b>Total number of GCSE Welsh 2<sup>nd</sup> lang. entries</b>	<b>Number of pupils that achieved grades A* - C</b>	<b>% of pupils that achieved grades A* - C</b>
<b>2014</b>	101	68	67.3%
<b>2015</b>	81	66	81.5%
<b>2016</b>	90	61	67.8%
<b>2017</b>	93	68	73.1%
<b>2018</b>	70	49	70.0%

**ii) After school / extra-curricular activities which provide additional opportunities to use Welsh**

As a bilingual school, the school endeavours to provide activities / extra-curricular activities bilingually.

**iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh**

- Welsh language activities take place in the Theatre, including Urdd activites, Powys eisteddfod, Penybont fawr Male Voice Choir, use by Llanfyllin Primary School, S4C recordings, Cyswllt Celf, Young Farmers groups, NFU

**iv) Other links between the school and the Welsh language community**

- Links with RhAG (Rhieni dros Addysg Gymraeg), S4C, the Urdd
- Siartr Iaith
- Links with Welsh-medium primary schools
- Links with community organisations e.g. COBRA rugby club, churches/chapel, Police liaison officer
- Pupils take part in numerous Welsh language activities in the Llanfyllin area

### **5.3 Issues raised during the consultation period**

A number of comments received during the consultation period related to the proposal's impact on the Welsh language. These included comments expressing concern about the proposal's impact on the Welsh language / Welsh-medium education as well as comments which recognised that the proposal offered opportunities to improve the Welsh-medium provision available in Llanfyllin. These comments are listed in full in the consultation report published in respect of this proposal, however a summary is provided below:

**i) Comments expressing concern about the impact**

- Concern about the impact on the Welsh language ethos of Llanfyllin C.P. School, as the primary school has a stronger Welsh ethos than Llanfyllin High School
- Concern that the proposal won't improve the Welsh-medium provision in Llanfyllin
- Criticism of the dual stream model
- The Council should reintroduce 'Trochi' provision in the secondary phase
- Suggestions that the Council should be considering alternative models which would promote the Welsh language, such as fully bilingual foundation phase or establishing designated Welsh-medium provision
- Concern that the status quo is having a negative impact on the number / percentage of Welsh speakers in the Llanfyllin area, and that the proposal will not help to mitigate this

**ii) Comments recognising opportunities offered by the proposal**

- It's important that dual stream provision is retained in Llanfyllin
- The proposal provides an opportunity to improve Welsh-medium provision
- The proposal could lead to an increase in the proportion of pupils continuing to access Welsh-medium provision when transferring from primary to secondary

**5.4 Conclusion**

As the proposal would see the retention of primary and secondary Welsh-medium and English-medium provision in Llanfyllin, it is not anticipated that the proposal would have a significant impact on the Welsh language. It is anticipated that implementation of the proposal would result in improved transition between key stages, which could lead to improvements in the proportion of pupils continuing to access Welsh-medium provision on transfer from the primary sector to the secondary sector.

It is also possible that implementation of the proposal could have a positive impact on the Welsh language ethos in the secondary sector in Llanfyllin as a result of amalgamating with a primary school that has a higher percentage Welsh-medium pupils than Llanfyllin High School.

During the consultation period, concerns were raised about the proposal's impact on the Welsh language, in particular on the Welsh ethos of Llanfyllin C.P. School. Whilst these concerns are noted, the Council's view is that implementation of the proposal provides an opportunity to improve and

strengthen the Welsh-medium provision in Llanfyllin, and to strengthen the Welsh ethos across the primary and secondary phases.

**CYNGOR SIR POWYS COUNTY COUNCIL.****CABINET EXECUTIVE  
12 March 2019**

**REPORT AUTHOR:** **County Councillor Aled Davies**  
**Portfolio Holder for Finance, Countryside and Transport**

**SUBJECT:** **Banw C.P. School and Llanerfyl C. in W. (Foundation) School**

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**REPORT FOR:** **Decision**

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**1. Summary**

- 1.1 Further to the decision made by Cabinet on the 18<sup>th</sup> July 2018, the Council has carried out consultation on the following proposal:
  - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
  - To establish the new school either
    - a. On the current site of Banw C.P. School or
    - b. On the current site of Llanerfyl C. in W. Foundation School
- 1.2 The purpose of this report is to inform Cabinet members of the responses received to the consultation and to determine whether or not to proceed with the statutory process to close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to establish a new school on one of the two sites, through the publication of a Statutory Notice.
- 1.3 The report includes a recommendation to establish a new Welsh-medium Voluntary Aided primary school on the current site of Banw C.P. School.
- 1.4 The proposed recommendation to Cabinet was discussed by Full Council on the 7<sup>th</sup> March 2019. A summary of the discussion, together with officer comments on the issues raised, are attached as Appendix E (to follow).
- 1.5 The report is supported by the following appendices:
  - **Appendix A** – Consultation Document
  - **Appendix B** – Consultation Report
  - **Appendix C** – Minutes of meetings with School Councils, Governors and Staff
  - **Appendix D** – Updated Impact Assessments

- **Appendix E** – Full Council discussion – 7<sup>th</sup> March 2019 (to follow).

## **2. Proposal**

### Background

#### The Consultation Period

2.1 On the 18<sup>th</sup> July 2018, Cabinet considered a report relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School. At this meeting, Cabinet determined the following:

‘To carry out consultation as required by the School Organisation Code on a proposal to close Banw C.P. School and Llanerfyl C. in W. Foundation School and to open a new Welsh-medium Church in Wales Voluntary Aided School on either the Banw site or the Llanerfyl site, with a target date of closing the two schools on the 31<sup>st</sup> August 2020 and opening the new school on the 1<sup>st</sup> September 2020.’

- 2.2 Consultation on the proposal to close the two schools and establish one new school on one of the two sites commenced on the 24<sup>th</sup> September 2018 and ended on the 5<sup>th</sup> November 2018.
- 2.3 The consultation document was available on the Council’s website throughout the consultation period. The document was also distributed to stakeholders as required by the School Organisation Code (2013). The consultation document that was issued is attached as Appendix A.
- 2.4 Consultees were asked to respond to the consultation by either completing the online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team, or by writing to the School Transformation Team.
- 2.5 During the consultation period, meetings were also held with the following:
- Staff and governors of Llanerfyl C. in W. (Foundation) School
  - Staff and governors of Banw C.P. School
  - School council of Llanerfyl C. in W. (Foundation) School
  - School council of Banw C.P. School

The minutes of these meetings are attached as Appendix C, and the issues raised in the meetings are included in the Consultation Report (Appendix B).

- 2.6 In addition, two drop in sessions were held during the consultation period, to give people the opportunity to discuss the proposals with officers and county councillors. One session was held in Llanerfyl Village Hall, and the second was held in Banw Community Centre.

## Consultation Responses

- 2.7 250 respondents completed the consultation response form which was included in the consultation document, including paper copies and responses submitted using the online response form. In addition, 51 written responses were received.
- 2.8 The consultation response form asked respondents to answer a number of questions. The findings are provided in full on pages 7 and 8 of the Consultation Report (Appendix B).
- 2.8 The written responses received included a response by Estyn, which is provided on page 17 of the Consultation Report (Appendix B).

## Consultation Findings

- 2.9 As part of the consultation, a consultation response form was issued, which was completed by 250 respondents. 40% of respondents indicated that they were associated with Banw C.P. School, whilst 44% of respondents indicated that they were associated with Llanerfyl C. in W. (Foundation) School.
- 2.10 The consultation response form asked respondents whether or not they agreed that each of the two sites options was a suitable way forward. The findings are outlined in the full on pages 7-8 of the Consultation Report (Appendix B), however the main findings are also provided below:
  3. *Given the current and projected pupil numbers in Banw C.P. School and Llanerfyl C. in W. (Foundation) School, do you agree that the most suitable way forward is for the two existing schools to merge in order to establish one new, larger school in the area?*

Yes	189	83%
No	33	14%
<i>Don't know</i>	7	3%
Total responses	229	100%

4. *The current proposal is to establish a new Welsh-medium Voluntary Aided Church in Wales School. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that 'Voluntary Aided Church in Wales' would be a suitable category for a new school?*

Yes	105	46%
No	48	21%
<i>Don't know</i>	74	33%

Total responses	227	100%
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5. *If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Banw C.P. School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?*

Yes	140	61%
No	81	35%
Don't know	8	4%
Total responses	229	100%

6. *If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?*

Yes	81	36%
No	130	57%
Don't know	16	7%
Total responses	227	100%

- 2.10 Written comments were also provided in the consultation response form. These comments, as well as issues raised in written responses and those raised in the consultation meetings, are listed in the Consultation Report (Appendix B) from page 21 onwards, along with the Council's response to these issues. The issues raised relate to the following headings:

1. Comments on the principle of merging the two schools
2. Comments about Banw C.P. School
3. Comments about Llanerfyl C. in W. School
4. Category of any new school
5. Impact on pupils
6. Pupil numbers
7. Impact on staff
8. Impact on the community
9. Impact on the Welsh language
10. Reference to Early Years provision
11. Financial considerations
12. Other options
13. Reference to documentation
14. Comments relating to the process

- 2.11 The findings of the consultation, as summarised in 2.10 above, suggest that the respondents' preferred option is to establish a new school on the site currently occupied by Banw C.P. School.

## The Proposal

- 2.12 Based on the findings of the consultation, the proposal to Cabinet is as follows:
- i) To receive the Consultation Report in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
  - ii) To approve the publication of a Statutory Notice proposing the following:
    - To close Banw C.P. School and Llanerfyl C. in W. Foundation School
    - To establish a new Welsh-medium Voluntary Aided Church in Wales School on the current site of Banw C.P. School
- 2.13 A financial analysis of the two options was carried out, and details were included in the Consultation Document (Appendix A). This analysis estimated that the proposal to close the two schools and establish a new Voluntary Aided Church in Wales School on the current site of Banw C.P. School would result in an annual saving of £49,226.
- 2.14 This has now been recalculated using the Council's new funding formula. Based on the new funding formula, and using the figures for 2019/20, it is estimated that the proposal to close the two schools and establish a new Voluntary Aided Church in Wales School on the current site of Banw C.P. School would result in an annual saving of £53,820.
- 2.15 It is anticipated that Statutory Notices will be published before the end of March 2019, and that a further report, summarising any objections received, will be considered by the Council's Cabinet before the end of the academic year.
- 2.16 The target would be for the new school to open in September 2020.

## **3. Options Considered / Available**

- 3.1 A number of options have been considered in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. These are outlined in the consultation document in respect of this proposal (Appendix A).
- 3.2 Two options were outlined in the consultation document, which were to open a new school on the site currently occupied by Banw C.P. School or to open a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School. Consultees were asked for their views on the

two options. The findings of the consultation exercise are outlined in the Consultation Report (Appendix B).

#### **4. Preferred Choice and Reasons**

- 4.1 As outlined in section 2 above, the outcome of the consultation exercise carried out suggests that the preferred option is to establish a new school on the site currently occupied by Banw C.P. School.
- 4.2 Therefore, the preferred choice is to proceed with the option to establish a new Welsh-medium Voluntary Aided Church in Wales Primary School on the site currently occupied by Banw C.P. School.
- 4.2 The reasons for this are as follows:
  - Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education
  - Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school
  - Would provide a more efficient model of delivering primary education in the Dyffryn Banw area
  - Would minimise surplus places in the Dyffryn Banw area
  - Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school
  - The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision
  - The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site
  - The Banw building has been assessed as being more suitable for curriculum delivery purposes
  - There is access to a hall on site
  - This outcome of the consultation carried out suggests that this is the preferred option.

#### **5. Impact Assessment**

5.1 Is an impact assessment required? Yes

5.2 If yes is it attached? Yes

A range of draft impact assessments were produced as part of the consultation documentation. These included a Single Integrated Impact Assessment, an Equalities Impact Assessment, a Community Impact Assessment and a Welsh Language Impact Assessment.

These draft impact assessments have been updated to reflect issues raised during the consultation period, and are attached in Appendix D.

## **6. Corporate Improvement Plan**

- 6.1 Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement our new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'

## **7. Local Member(s)**

- 7.1 No comments were received

## **8. Other Front Line Services**

Does the recommendation impact on other services run by the Council or on behalf of the Council? Yes

## **9. Communications**

Have Communications seen a copy of this report? Yes

Have they made a comment? 'This report is of public interest and requires a news release and use of appropriate social media to publicise Cabinet's decision.'

## **10. Support Services (Legal, Finance, Corporate Property, HR, ICT, Business Services)**

- 10.1 Legal: The recommendations can be supported from a legal point of view

- 10.2 The Schools Finance Manager comments:

Establishing one new school to replace the two current schools would provide an opportunity for the new school to work more effectively and efficiently. Finance and Schools Service would continue to work closely with the two current schools and the proposed new school to ensure the financial position is managed within the requirements of the Scheme for Financing Schools.

Upon implementation of the proposal, the existing balances for each school would cease, and the balance would be retained / met by the authority. The current projected balance for March 2019 is Banw CP

School = £18k, Llanerfyl C. in W. (Foundation) School = £9k. The proposed new school would be funded in line with the new formula as a single school and this would deliver a saving of £53,820.

#### 10.4 HR:

The Schools HR Team will continue to work with Headteachers, Staff, Governors, Trade Unions and other officers of Powys County Council to ensure that any changes that are required will be made in line with the School's adopted policies and procedures.

#### 11. **Scrutiny**

Has this report been scrutinised? No

#### 12. **Statutory Officers**

The Head of Financial Services (Deputy Section 151 Officer) notes the comments of finance. It is critical that both schools manage their budget within the requirements of the Scheme for the Financing of Schools to ensure that they maintain a positive budget position through to closure.

The Solicitor to the Council (Monitoring Officer) commented as follows:  
“I note the legal comments and have nothing to add to the report.”

#### 13. **Members' Interests**

The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If Members have an interest they should declare it at the start of the meeting and complete the relevant notification form.

<b>Recommendation:</b>	<b>Reason for Recommendation:</b>
i) To receive the Consultation Report and the views of Full Council in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School	To understand the issues raised during the consultation period.
ii) To approve the publication of a statutory notice proposing the closure of Banw C.P. School and Llanerfyl C. in W. (Foundation) School from the 31 <sup>st</sup> August 2020, and opening a new Voluntary Aided Church in Wales Primary School on the site currently occupied by Banw C.P. School from the 1 <sup>st</sup> September 2020.	To ensure the continued provision of Welsh-medium education in the Banwy Valley through the establishment of one larger school.

<b>Relevant Policy (ies):</b>	School Organisation Policy		
<b>Within Policy:</b>	Y	<b>Within Budget:</b>	Y

**Relevant Local Member(s): Cllr Myfanwy Alexander**

**Person(s) To Implement Decision:** Marianne Evans

**Date By When Decision To Be Implemented:** End of March 2019

Contact Officer: Sarah Astley  
Tel: 01597 826265  
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**Background Papers used to prepare Report:**

CABINET REPORT TEMPLATE VERSION 5

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**POWYS COUNTY COUNCIL**

**CONSULTATION DOCUMENT**

**Banw Community Primary School  
and  
Llanerfyl Church in Wales Foundation School**

**Consultation dates: 24<sup>th</sup> September 2018 – 5<sup>th</sup> November 2018**

# Consultation on proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School

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Most of the pupil related data used in this document is based on the latest PLASC data available to the Council, which reflects pupils attending the schools in January 2018.

This document and an online version of the consultation response form is also available on the Council's website via the following link: <https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>

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

# **Consultation on proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School**

## **Overview of the Consultation**

### **1. The Proposals**

Powys County Council is consulting on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
  - a. on the current site of Banw C.P. School **or**
  - b. on the current site of Llanerfyl C. in W. Foundation School

The current target date is to close the two schools on the 31<sup>st</sup> August 2020, with the new school opening on the 1<sup>st</sup> September 2020.

### **2. How to respond**

You can respond to this consultation by completing the online questionnaire which is available on our website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

A paper copy of the questionnaire is also available at the back of this document.

Alternatively, you can respond in writing, using the contact details below.

All responses must be received by the **5<sup>th</sup> November 2018**.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

**Drop in session for parents of pupils attending Llanerfyl C. in W. (Foundation) School and other stakeholders associated with the school:**

Thursday, 4<sup>th</sup> October, 3 – 7pm, Llanerfyl Village Hall

**Drop in session for parents of pupils attending Banw C.P. School and other stakeholders associated with the school:**

Monday, 15<sup>th</sup> October, 3 – 7pm, Banw Community Hall

### **3. Contact details**

All responses should be sent to the following address:

School Transformation Team  
Powys County Council  
County Hall  
Llandrindod Wells  
Powys  
LD1 5LG

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

Phone: 01597 826265

### **4. What will happen next**

Once the consultation period has ended, a consultation report will be produced which will outline the feedback received. The Council's Cabinet will consider the consultation report, and will consider how they wish to proceed in respect of the proposals outlined above. This is expected to happen early in 2019.

If the Cabinet decide to proceed with any of the proposals outlined above, statutory notices would be published, and there would be a period of 28 days for people to submit objections. The Cabinet would then need to consider another report summarising any objections received, and decide whether or not to proceed with implementation.

It is anticipated that a final decision will be made by the end of the 2018/19 academic year at the latest.

## PART A – THE CASE FOR CHANGE

**Powys County Council is consulting on the following proposals:**

- To close Banw Community Primary (C.P.) School and Llanerfyl Church in Wales (C. in W.) Foundation School, and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
  - a. on the current site of Banw C.P. School or
  - b. on the current site of Llanerfyl C. in W. Foundation School

**The current target date is to close the two schools on the 31<sup>st</sup> August 2020, with the new school opening on the 1<sup>st</sup> September 2020.**

### 1. BACKGROUND

Banw C.P. School and Llanerfyl C. in W. (Foundation) School are two small Welsh-medium primary schools situated approximately 2.5 miles apart in the Banw Valley in North Powys. The two schools serve the villages of Llanerfyl, Llangadfan and Y Foel, along with the surrounding rural area.

The following table provides general information about the two schools:

School name and location	School Category	Language Category	Admission Number
Banw C.P. School, Llangadfan, Welshpool, Powys, SY21 0NW	Community Primary  School building owned by PCC with a community centre attached to the school. PCC responsible for admissions.	Welsh-medium	8
Llanerfyl C. in W. (Foundation) School, Llanerfyl, Welshpool, Powys, SY21 0HZ	Foundation Church in Wales  School building owned by the Pricilla Foster Trust. School responsible for its own admissions.	Welsh-medium	7

Current pupil numbers<sup>1</sup> at the two schools are as follows:

<sup>1</sup> Teacher Centre, 18<sup>th</sup> September 2018

	<b>N2</b>	<b>R</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Total</b>
Banw C.P. School	N/A <sup>2</sup>	2	2	2	1	7	4	4	22
Llanerfyl C. in W. (Foundation) School	3	3	3	4	6	1	4	5	29
<b>TOTAL</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>51</b>

Pupil numbers in the area have reduced over recent years, and in the summer of 2017, Banw C.P. School contacted the Council, to express concern about the current and projected numbers at their school, and to request the Council to facilitate a dialogue between the two schools in the area, to safeguard the provision of education in the Banw Valley.

The Council has subsequently carried out a review of the two primary schools, which has included the following steps:

- Discussions with the governing bodies – this has included individual meetings as well as joint meetings with both governing bodies
- Initial engagement with parents – a questionnaire was distributed to parents of pupils currently attending the two schools and the local Cylch Meithrin
- An options appraisal
- Information presented to the Council's Learning and Skills Programme Board
- Recommendation ratified by members of the Learning and Skills Programme Board
- Recommendation presented to Cabinet
- Recommendation amended and approved by Cabinet

A paper in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School was considered by the Council's Cabinet on the 18<sup>th</sup> July. Whilst a preferred option was presented in the paper considered by Cabinet, the recommendation changed in the Cabinet meeting.

The recommendation approved by Cabinet on the 18<sup>th</sup> July was as follows:

'To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to open a new Welsh-medium Church in Wales Voluntary Aided School on either the Banw site or the Llanerfyl site, with a target date of closing the two schools on the 31<sup>st</sup> August 2020 and opening the new school on the 1<sup>st</sup> September 2020.'

The proposal to close the two current schools and to open a new school, and the two options in terms of the location of any new school, are considered in more detail in the following sections.

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<sup>2</sup> In September 2017, the Council raised the age of admission for pupils into maintained schools to 5 years old, therefore Banw C.P. School does not have an N2 class. Llanerfyl C. in W. School is a Foundation school and is therefore responsible for its own admissions, and has continued to admit nursery aged pupils.

## **2. THE STRATEGIC CONTEXT**

In March 2018, Cabinet approved a new School Organisation Policy, which set out the Council's aspirations for the schools infrastructure in Powys. The policy states that:

'The Council aims to have an educational model which fulfils the following:

- Provides all learners with the opportunity to achieve their potential
- Has high quality, resilient leadership and management
- Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B
- Has a greater focus on collaboration and partnership working, in order to enable schools to provide the best possible opportunities for learners
- Enables schools to operate effectively and efficiently within the funding available
- Increases demand for Welsh-medium provision and provides access to provision which will enable pupils to become confident Welsh speakers
- Develops our schools into establishments that are central to community activity
- Has a high quality ICT infrastructure that will enable all schools to provide enhanced opportunities for learners
- Provides access to high quality early years provision
- Provides support for learners with additional learning needs which aligns with the requirements of the new Additional Learning Needs and Education Tribunal (Wales) Act
- Provides access to high quality post-16 provision in schools, which is attractive to learners, financially sustainable and minimises learner travel'

The policy also states that a Delivery Plan will be produced which sets out the Council's priorities:

'In order to move towards a more efficient schools network, a new Delivery Plan will be implemented with a greater focus on working in partnership with schools and the communities they serve, and on alternative models of delivering education, such as collaboration models, federation, multi-site schools and all-through schools.'

The Council's Delivery Plan will focus on delivering the following priorities:

- Secondary schools to become 'all-through schools', or part of multi-sited arrangements
- Small primary schools<sup>3</sup> to be part of formal collaborations / federations / amalgamations
- Remove infant / junior split by creating 'all-through' primary schools
- New Welsh-medium provision to be established
- Improvements to the Powys schools estate, either as part of the Welsh Government's 21<sup>st</sup> Century Schools Programme or as part of the Council's Asset Management Programme
- A new model for delivering post-16 provision to be implemented
- Transforming the delivery of support for pupils with additional learning needs

In addition to the above priorities, the Council will encourage all schools to:

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<sup>3</sup> The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

- Identify areas where staff and / or services can be shared across more than one school in order to improve efficiency
- Develop the use of ICT links between school sites to provide distance learning opportunities'

The review of Banw C.P. School and Llanerfyl C. in W. (Foundation) School has been carried out in line with this policy.

### **3. WHY CHANGE IS NEEDED IN THE BANW VALLEY**

The current challenges in respect of the provision of education in the Banw Valley are as follows:

#### **3.1 Low pupil numbers at both schools**

Current pupil numbers<sup>4</sup> at the two schools are as follows:

	<b>N2</b>	<b>R</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>Total</b>
Banw C.P. School	N/A <sup>5</sup>	2	2	2	1	7	4	4	22
Llanerfyl C. in W. (Foundation) School	3	3	3	4	6	1	4	5	29
<b>TOTAL</b>	3	5	5	6	7	8	8	9	51

The Welsh Government defines a 'small school' as a school with less than 91 pupils, however the total number of pupils at Banw C.P. School and Llanerfyl C. in W. School is less than this.

As well as the low overall total number of pupils, the numbers of pupils per year group in each school is very small.

#### **3.2 Decreasing pupil numbers**

Pupil numbers across the two schools have fallen significantly over the last few years, as illustrated in the following table<sup>6</sup>:

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<sup>4</sup> Teacher Centre, 18<sup>th</sup> September 2018

<sup>5</sup> In September 2017, the Council raised the age of admission for pupils into maintained schools to 5 years old, therefore Banw C.P. School does not have an N2 class. Llanerfyl C. in W. School is a Foundation school and is therefore responsible for its own admissions, and has continued to admit nursery aged pupils.

<sup>6</sup> PLASC

	<b>Jan. 2011</b>	<b>Jan. 2012</b>	<b>Jan. 2013</b>	<b>Jan. 2014</b>	<b>Jan. 2015</b>	<b>Jan. 2016</b>	<b>Jan. 2017</b>	<b>Jan. 2018</b>
Banw C.P. School	45	50	46	38	35	33	28	26
Llanerfyl C. in W. (Foundation) School	47	51	42	41	38	37	35	32
<b>TOTAL</b>	<b>92</b>	<b>101</b>	<b>88</b>	<b>79</b>	<b>73</b>	<b>70</b>	<b>63</b>	<b>58</b>

The latest projected pupil numbers<sup>7</sup> for the two schools (R-Yr6) suggest that numbers are expected to continue to decrease over the next few years, as indicated in the following table:

	<b>January 2019</b>	<b>January 2020</b>	<b>January 2021</b>	<b>January 2022</b>	<b>January 2023</b>
Banw C.P. School	22	18	17	13	15
Llanerfyl C. in W. (Foundation) School (R-Yr6)	28	30	29	31	28
<b>TOTAL</b>	<b>50</b>	<b>48</b>	<b>36</b>	<b>44</b>	<b>43</b>

### 3.3 Financial challenges

Similarly to many other schools across Powys and Wales, both Banw C.P. School and Llanerfyl C. in W. School are currently facing a difficult financial position. As illustrated in the table below, both schools are currently projecting a deficit budget position by the 2019/20 financial year<sup>8</sup>:

	<b>2017/18 Actual Cumulative Outturn</b>	<b>2018/19 Budget</b>	<b>2019/20 Budget</b>	<b>2020/21 Budget</b>
Banw C.P. School	£28,525	£15,582	(£1,576)	(£23,536)
Llanerfyl C. in W. (Foundation) School	£19,422	(£969)	(£25,852)	(£50,624)

<sup>7</sup> These projected pupil numbers are based on a combination of the latest PLASC figures available, live birth information and information held by the Council's Finance team, which is supplied by the schools themselves. However, it is acknowledged that projected pupil numbers are subject to change

<sup>8</sup> Current budgetary position, as of 1<sup>st</sup> May submittal by full governing body

### **3.4 Building condition / suitability**

In the Spring of 2018, the Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition and suitability assessments of the two schools.

Detailed reports have been provided for two schools, however the overall assessments are as follows:

	<b>Condition</b>	<b>Suitability</b>
Banw C.P. School	C  Generally poor	B  Generally satisfactory
Llanerfyl C. in W. (Foundation) School	B  Generally satisfactory	C/D  Poor to bad  This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property

These assessments suggest that there are issues with both current buildings.

### **3.5 Welsh-medium education**

Both schools provide access to good quality education through the medium of Welsh, and therefore support the recently launched Welsh Government strategy to achieve a million Welsh speakers by the year 2050<sup>9</sup>.

Whilst Banw C.P. School and Llanerfyl C. in W. School make an important contribution to implementation of the Council's Welsh in Education Strategic Plan, in terms of providing access to Welsh-medium provision, there is evidence that the current provision in the Banw Valley is not attracting all prospective pupils who live in the area. Currently, 26 pupils are accessing home to school transport to access English-medium provision in Llanfair Caereinion C.P. School.

### **3.6 Need to maintain quality of provision**

Quality of provision at the two schools, as indicated by their most recent Estyn inspections, and the most recent School Categorisation exercise carried out during the 2017-18 academic year, is outlined below:

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<sup>9</sup> <https://gov.wales/topics/welshlanguage/welsh-language-strategy-and-policies/cymraeg-2050-welsh-language-strategy/?lang=en>

**i) Estyn**

	<b>Banw C.P. School</b>	<b>Llanerfyl C. in W. (Foundation) School</b>
Date of Inspection	September 2016	November 2014
School's Current Performance	Good	Adequate
Prospects for Improvement	Good	Adequate
Follow Up Activity	No follow up activity	Estyn Monitoring  Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring

**ii) School Categorisation**

	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Capacity</b>
Banw C.P. School	N/A	A	Green
Llanerfyl C. in W. (Foundation) School	N/A	C	Yellow

Whilst the two schools have historically provided good quality education to pupils in the Banw Valley, the decreasing pupil numbers in the area and the financial pressures faced by both schools are a threat to their ability to sustain this in the future. One of the two schools has been unable to secure permanent leadership arrangements, and the small number of pupils in each year group at the two schools, which are projected to decrease further in the coming years, is a further threat.

**4. OPTIONS CONSIDERED**

Discussions with the governing bodies of Banw C.P. School and Llanerfyl C. in W. (Foundation) School on the future of the two schools took place during the 2017-18 academic year. The outcome of these discussions was an agreement that there should be one school in the area instead of two.

Subsequently, the Council has considered a number of options which would result in the establishment of a single primary school in the area. Clustering and collaboration have not been considered as options at this stage as they would not result in the creation of a single school. Federation has not been considered as it is not possible for the two schools to federate due to the fact that one is a Community Primary school and the other is a Church in Wales Foundation school.

The following options have been considered:

- 1 Establish a new school operating across the two current sites
- 2 Establish a new school operating from the current Dyffryn Banw site
- 3 Establish a new school operating from the current Llanerfyl site
- 4 Establish a new school operating from a new site in the area

These options, as well as the status quo (Banw C.P. School and Llanerfyl C. in W. (Foundation) School are considered in more detail below.

#### **4.1 SWOT analyses of the options**

SWOT analyses for each of the four options are provided below. As well as input from officers, these also reflect comments provided by parents during initial engagement work carried out as part of the review process.

##### **Status Quo: Banw C.P. School and Llanerfyl C. in W. (Foundation) School to continue to operate as separate schools**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>- Would retain provision in both villages</li> <li>- There would be no additional transport costs</li> <li>- Would continue to provide access to Community Primary and Church in Wales provision in the Banw Valley</li> </ul>	<ul style="list-style-type: none"> <li>- There would still be small numbers of pupils at each school</li> <li>- Pupils would still be taught separately</li> <li>- Would still be running two buildings which would mean twice the cost</li> <li>- Would not reduce surplus places in the area</li> <li>- Would not lead to a financial saving to the council</li> <li>- No early years provision in either school</li> <li>- Would not address the financial pressures faced by the two schools</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>- Opportunities for closer collaboration between the two schools to provide increased opportunities for pupils</li> </ul>	<ul style="list-style-type: none"> <li>- Further decline in pupil numbers expected in the area</li> </ul>

### Option 1: A new school operating across the two current sites

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Would retain provision in both villages</li> <li>- Bringing the two schools together under a new name and one headteacher would bring the communities and the pupils together</li> <li>- Benefits in terms of leadership and management</li> <li>- More opportunities could be provided to the pupils</li> <li>- There would be no additional transport costs</li> <li>- Possibly the most straightforward option</li> </ul>	<ul style="list-style-type: none"> <li>- There would still be small numbers of pupils on each site</li> <li>- Pupils would still be taught separately</li> <li>- Would still be running two buildings which would mean twice the cost</li> <li>- Would not reduce surplus places in the area</li> <li>- Would not lead to a financial saving to the council</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>- Possibility that the schools could separate again if numbers were to increase</li> <li>- Opportunity to include Cylch Meithrin / Ti a Fi on one of the sites</li> </ul>	<ul style="list-style-type: none"> <li>- In the future, it's possible that parents would opt for one site over the other</li> <li>- Possible conflict between church school and community school</li> </ul>

### Option 2: A new school operating from the current Banw site

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- This is the larger site of the two and could accommodate all current pupils in the area</li> <li>- There are more facilities on this site e.g indoor hall, dining hall, large playground and playing fields, plenty of parking</li> <li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li> <li>- Would reduce surplus places in the area</li> <li>- Would lead to a financial saving to the council</li> </ul>	<ul style="list-style-type: none"> <li>- There would be no provision in Llanerfyl</li> <li>- Not having primary provision in the village would impact on the Llanerfyl community</li> <li>- Additional transport would be required for Llanerfyl pupils</li> <li>- Would be more difficult for Llanerfyl pupils to access after school activities</li> <li>- The council would not benefit from any sale of the Llanerfyl site as it isn't owned by the council</li> <li>- Some investment would be needed in the Dyffryn Banw building</li> <li>- There are no safe walking / cycling routes to the school</li> <li>- Would be less convenient for Llanerfyl parents, many of whom work in the opposite direction</li> <li>- Current pupil projections are lower for Dyffryn Banw than Llanerfyl</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>- Sufficient space to accommodate any growth in pupil numbers in the future</li> <li>- Opportunity to accommodate early years provision on the site</li> <li>- Opportunity to bring the two communities together</li> </ul>	<ul style="list-style-type: none"> <li>- Some Llanerfyl parents may choose for their children to attend a different school</li> <li>- Concern that Llanerfyl pupils would not travel up the valley to Banw</li> </ul>

### Option 3: A new school operating from the current Llanerfyl site

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>- Current numbers at Llanerfyl are higher than Banw, therefore this would be a more convenient location for the majority</li> <li>- Current pupil projections at Llanerfyl are higher than Dyffryn Banw</li> <li>- Building is currently in a better condition than Banw</li> <li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li> <li>- Would reduce surplus places in the area</li> <li>- Would lead to a financial saving to the council</li> </ul>	<ul style="list-style-type: none"> <li>- There would be no provision in Llangadfan</li> <li>- Not having primary provision in the village would impact on the Llangadfan community</li> <li>- Concern about the impact on Banw Community Hall if there was no school located on the site</li> <li>- Sale of the Banw site could be difficult due to the co-location of the community centre</li> <li>- Additional transport would be required for Llangadfan pupils</li> <li>- Would be more difficult for Llangadfan pupils to access after school activities</li> <li>- Capacity of the building is lower than Dyffryn Banw's</li> <li>- No separate dining area / canteen</li> <li>- No access to a hall on the school site – pupils have to walk up the road</li> <li>- Access to the school is down a narrow lane – this could be problematic if there were more pupils attending the school</li> <li>- Limited parking on the site</li> <li>- Capital investment would be required to provide additional facilities</li> <li>- Currently there is nowhere to accommodate Cylch Meithrin / early years provision on the site</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>- Opportunity for capital receipts from the sale of the Banw site</li> <li>- Llanerfyl is more central in the area which means that it could attract Welsh-medium pupils from Llanfair and the area</li> <li>- There is land nearby which could be purchased to extend the car park and buildings</li> <li>- Opportunity to bring the two communities together</li> </ul>	<ul style="list-style-type: none"> <li>- Some Banw parents may choose for their children to attend alternative schools</li> </ul>

#### **Option 4: A new school operating from a new site in the area**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>- Would be a fresh start for the area</li> <li>- Could be located in a central location which would be equally accessible to the two communities</li> <li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li> <li>- Would reduce surplus places in the area</li> <li>- Could lead to a financial saving to the council</li> <li>- Any new building would include all required facilities, disabled access, early years provision, a hall, playing fields etc.</li> </ul>	<ul style="list-style-type: none"> <li>- There are already two buildings in the area that can accommodate current pupil numbers</li> <li>- Would need to purchase land, which would add to the expense</li> <li>- No guarantee that Welsh Government would provide funding as the new school would be very small</li> <li>- Would not provide good value for money based on potential investment per pupil</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>- Opportunity to access 21<sup>st</sup> Century Schools funding from the Welsh Government</li> <li>- Could attract pupils from further afield</li> </ul>	

#### **4.2 Financial Assessment**

A financial assessment of each of the options has also been carried out. The estimated savings/costs of each of the options is outlined below. The Council is currently reviewing its Fair Funding Formula for schools. It is expected that a new formula will be introduced during the 2019/20 financial year. The estimates provided below are based on the current funding formula, however these may change depending on the new Fair Funding Formula agreed.

#### **Option 1: A new school operating across the two current sites**

Current Estimated funding 18/19 – 2 schools	£308,423
<b>Total</b>	<b>£308,423</b>
<b>Revised Estimated Funding/Costs</b>	
1 school across 2 sites	£321,577
Management saving	£4,679
<b>Total</b>	<b>£316,898</b>
<b>Saving / (Cost)</b>	<b>(£8,475)</b>
<b>Estimated Saving / (Costs)</b>	<b>(£8,475)</b>

### **Option 2: A new school operating from the current Dyffryn Banw site**

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
<b>Total</b>	<b>£336,019</b>
<b><u>Revised Estimated Funding/Costs</u></b>	
1 school 1 site (Dyffryn Banw)	£227,265
Catering costs	£24,572
<b>Total</b>	<b>£251,837</b>
<b>Saving / (Cost)</b>	<b>£84,182</b>
Estimated Additional Transport Costs	£34,956
<b>Estimated Saving / (Costs)</b>	<b>£49,226</b>

### **Option 3: A new school operating from the current Llanerfyl site**

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
<b>Total</b>	<b>£336,019</b>
<b><u>Revised Estimated Funding/Costs</u></b>	
1 school 1 site (Llanerfyl)	£213,065
Catering costs	£24,572
<b>Total</b>	<b>£237,637</b>
<b>Saving / (Cost)</b>	<b>£98,382</b>
Estimated Additional Transport Costs	£34,956
<b>Estimated Saving / (Costs)</b>	<b>£63,426</b>

### **Option 4: A new school operating from a new site in the area**

It is not possible to estimate the cost of this option at this stage as it would be dependent on the size / location of the new school.

Should this option be taken forward, a detailed financial appraisal would need to be carried out as part of a business case process.

#### **4.3 Conclusion**

Based on the SWOT analyses and the financial estimates, the Status Quo, Option 1 and Option 4 have been discounted.

The Status Quo has been discounted because of the following reasons:

- There would still be small numbers of pupils at each school
- Pupils would still be taught separately
- Would still be running two buildings which would mean twice the cost

- Would not reduce surplus places in the area
- Would not lead to a financial saving to the council
- No early years provision in either school
- Would not address the financial pressures faced by the two schools
- Further decline is expected in pupil numbers in the area

Option 1 (A new school operating across the two current sites) has been discounted because of the following reasons:

- There would still be small numbers of pupils on each site
- Pupils would still be taught separately
- Would still be running two buildings which would mean twice the cost
- Would not reduce surplus places in the area
- Would not lead to a financial saving to the council

Option 4 (A new school operating from a new site in the area) has been discounted because of the following reasons:

- There are already two buildings in the area that can accommodate current pupil numbers
- Would need to purchase land, which would add to the expense
- No guarantee that Welsh Government would provide funding as the new school would be very small
- Would not provide good value for money based on potential investment per pupil

The preferred option is to amalgamate the two schools by closing the two current schools and establishing one new school in the area, with two options in terms of the location of any new school – either the current site of Banw C.P. School or the current site of Llanerfyl C. in W. (Foundation) School. These two options are considered in more detail in the following sections.

**PART B      OPTION TO ESTABLISH A NEW SCHOOL ON THE CURRENT SITE OF BANW C.P. SCHOOL**

This section considers the impact of option (a), to establish a new school on the current site of Banw C.P. School.

This would mean that Banw C.P. School and Llanerfyl C. in W. School would close, and a new Welsh-medium Voluntary Aided Church in Wales School would be established on the site currently occupied by Banw C.P. School.

**5.      OVERVIEW**

Should this option be implemented, the details of the new school would be as follows:

Proposed admission number and admission arrangements	10  As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school. Prospective parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.
Age range	5-11
Pupil places capacity and/or number of nursery places	72 + 10 Nursery
Location	Current site of Banw C.P. School, Llangadfan, Powys, SY21 0NW
Category	Voluntary Aided Church in Wales
Language Category	Welsh-medium
Details of the proposed accommodation	The school would be located in the building currently occupied by Banw C.P. School.  The facilities would be the same as those currently available at Banw C.P. School.
Home to school transport arrangements	Home to school transport would be provided in accordance with the Council's home to school transport policy.  Should this option be implemented, Welsh-medium education would continue to be accessible to all pupils in the Banw Valley area. Home to school transport would be provided to eligible pupils to enable them to access this provision.

## **6. REASONS FOR THE PROPOSAL**

The reasons for this option are as follows:

- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education
- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school
- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area
- Would minimise surplus places in the Dyffryn Banw area
- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school
- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision
- The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site
- The Banw building has been assessed as being more suitable for curriculum delivery purposes
- There is access to a hall on site

## **7. ADVANTAGES AND DISADVANTAGES**

The advantages and disadvantages of the option to establish a new school on the current site of Banw C.P. School are as follows:

<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"><li>- This is the larger site of the two and could easily accommodate all current pupils in the area</li><li>- There are more facilities on this site e.g. indoor hall, dining hall, large playground and playing fields, plenty of parking</li><li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li><li>- Would reduce surplus places in the area</li><li>- Would lead to a financial saving to the council</li></ul>	<ul style="list-style-type: none"><li>- There would be no provision in Llanerfyl</li><li>- Not having primary provision in the village would impinge on the Llanerfyl community</li><li>- Additional transport would be required for Llanerfyl pupils</li><li>- Would be more difficult for Llanerfyl pupils to access after school activities</li><li>- The Council would not benefit from any sale of the Llanerfyl site as it isn't owned by the Council</li><li>- Some investment would be needed in the Banw building</li><li>- There are no safe walking / cycling routes to the school</li><li>- Would be less convenient for Llanerfyl parents, many of whom work in the opposite direction</li><li>- Current pupil projections are lower for Dyffryn Banw than Llanerfyl</li></ul>

## **8. RISKS**

As with all school reorganisation proposals, there would be risks associated with a proposal to establish a new school on the current site of Banw C.P. School. These are outlined below, along with suggested mitigating actions:

<b>Risk</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Mitigating Actions</b>
Based on current pupil projections, there is likely to be less than 50 pupils in the school in a few years time	High	Medium	Ensure that pupil numbers are monitored closely
Pupils might transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the option be implemented, work with the two school communities to shape the new school
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	High	Ensure that there is a proactive recruitment campaign that is widespread

## **9. LIKELY IMPACT OF THIS OPTION**

### **9.1 Impact on pupils**

#### **i) Impact on pupils currently attending Banw C.P. School and Llanerfyl C. in W. School**

Implementation of this option would mean that there would be no provision in Llanerfyl, therefore all pupils currently attending the two schools would transfer to the new school, to be located on the current site of Banw C.P. School.

Whilst this may have an impact on pupil well-being in the short term, in the longer term pupils would benefit from being part of a larger cohort of pupils. It is likely that there would be more impact on pupils currently attending Llanerfyl C. in W. (Foundation) School as they would be attending school in a new location, however there would also be some changes for pupils currently attending Banw C.P. School.

The current site of Banw C.P. School has been assessed to be more suitable than the current site of Llanerfyl C. in W. (Foundation) School. In particular, there is access to a hall on site, as well as more extensive facilities than those available at

Llanerfyl C. in W. (Foundation) School. Implementation of this option would mean that all pupils in the Banw Valley would be able to benefit from these facilities.

Additional home to school transport would also be required for pupils currently attending Llanerfyl C. in W. School. Whilst this could have an impact in terms of pupil well-being, the additional travel that would be required is not significant, therefore it is unlikely that this would have a significant impact on pupils.

**ii) Impact on pupils with additional learning needs**

All schools in Powys are responsible for meeting a child's additional learning needs, in accordance with the Council's ALN Strategy and Operational Guidance. The new school would be expected to adhere to the same guidance. Funding from the Council is delegated to individual schools to support pupils with additional learning needs, and this funding would be allocated to the new school, ensuring that needs continue to be met. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.

Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. This will have a greater impact on pupils required to move school sites. Mitigation of possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.

**iii) Impact on pupils currently attending other schools**

It is not anticipated that implementation of this option would impact on any pupils currently attending other schools. Should the proposal be implemented, it is possible that some pupils could transfer to alternative schools instead of the proposed new school, however the numbers involved would be very small.

## **9.2 Impact on quality and standards in education**

The likely impact on quality and standards in education of a proposal to establish a new school on the current site of Banw C.P. School is outlined below:

**i) Impact on outcomes**

**Standards**

Implementation of this option would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the valley.

The most recent inspections of the two current schools, and the most recent school categorisation exercise, suggest that the quality of education is better at Banw C.P. School compared with Llanerfyl C. in W. School. In addition, permanent leadership arrangements are in place at Banw C.P. School, whereas this is not the case at Llanerfyl C. in W. School. Permanent leadership also has a positive impact on standards, as a strong permanent head would be better placed to implement education reforms, e.g. the new curriculum.

Amalgamation of the two current schools would provide an opportunity to build on the strengths of the two current schools, to impact positively on outcomes, ensuring that excellent educational opportunities are provided for pupils. It is expected that implementation of the proposal would have a positive impact on the quality of education currently provided to pupils attending Llanerfyl C. in W. (Foundation) School, and that the quality of education for pupils currently attending Banw C.P. School would be at least equivalent to that currently provided.

### **Well-being**

Whilst the process of establishing the new school could have a negative impact on pupil well-being in the short term, in the longer term there would be improved opportunities available to pupils from being part of a larger cohort of pupils. Should this option be implemented, there would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School, however the additional distance would be minimal, and is not expected to have a significant impact on pupil well-being. There is more physical space in the building currently occupied by Banw C.P. School compared with the building currently occupied by Llanerfyl C. in W. (Foundation) School, which could also have a positive impact on pupil well-being with a designated canteen, and a designated hall for PE and assembly.

### **ii) Impact on provision**

#### **Learning experiences**

Implementation of this option would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the area. This would also mean that pupils would be part of larger cohorts of pupils, which could have a positive impact on the collaborative learning experiences and activities which can be offered to them.

The proposal is that the new school would be a Church in Wales school, as part of the St Asaph Diocese. This would be a change for pupils currently attending Banw C.P. School. However, Church in Wales schools teach the same agreed Religious Education syllabus as community schools, therefore it is not anticipated that there would be a significant difference in terms of the learning experiences offered to pupils. As with community schools, parents of children attending church schools have the right to opt out of collective worship and Religious Education.

#### **Teaching**

Implementation of this option would result in one larger school in the Banw Valley. Although the new school would remain a small school, pupils would be part of larger cohorts of pupils, which would have a positive impact for teachers and for the pupils themselves. It is likely that teaching staff would be part of slightly larger team of staff, which could provide additional opportunities for staff development, and to develop expertise in particular areas. There would also be increased opportunities to utilise staff expertise more effectively across the new school. However, it must be noted that any new school would remain a small school, therefore these benefits would be limited.

## **Care, support and guidance**

Implementation of this option would result in one larger school in the Banw Valley. It is likely that there would be a slightly larger team of staff in the new school, which would provide improved opportunities for all pupils in the Banw Valley to benefit from any staff expertise in specific areas.

## **Learning environment**

Implementation of this option would mean that the school would be located on the current site of Banw C.P. School. Whilst some issues have been identified with the current condition of the building, the building's suitability has been assessed as B. The building has a wide range facilities available which would enable the school to provide an extensive range of educational experiences to pupils.

For pupils currently attending Banw C.P. School, there would be no change compared with the facilities currently available to them. However, the suitability of the current Llanerfyl building has been assessed as C/D – this building does not have the same facilities as the current Banw building, therefore it is expected that implementation of this option would result in improved facilities for pupils currently attending Llanerfyl C. in W. (Foundation) School.

### **iii) Impact on leadership and management**

#### **Leadership and management**

Currently, there are permanent leadership arrangements in place in Banw C.P. School, however the leadership arrangements at Llanerfyl C. in W. School are not permanent. Should this option be implemented, the leadership and management at the new school would be expected to be at least as good as the current arrangements for pupils currently attending Banw C.P. School, and would be expected to be improved for pupils currently attending Llanerfyl C. in W. (Foundation) School.

However, whilst the newly established school would be larger than the two current schools, the school would still be a relatively small, Welsh-medium school, which could lead to challenges in attracting a suitable candidate for the headteacher position.

Should the proposal be implemented, a temporary governing body would be established. The membership would be from the existing governing bodies of the two current schools. The temporary governing body would be responsible for appointing staff to the new school, including a headteacher. All headteacher vacancies are required to be advertised nationally.

#### **Improving quality**

Historically, both Banw C.P. School and Llanerfyl C. in W. (Foundation) School have provided good quality Welsh-medium education for pupils in the Banw Valley. However, decreasing pupil numbers and financial pressures are a threat to this. Implementation of this option would lead to the establishment of a new, larger school, which would be better placed to continue to provide high quality Welsh-medium education for pupils in the area in the future.

## **Partnership working**

All Powys schools are expected to work in partnership. Banw C.P. School and Llanerfyl C. in W. (Foundation) School currently work in partnership with each other and with other schools. Should this option be implemented, the new school would remain a relatively small school, therefore the school would be expected to continue to work in partnership with other schools in order to provide additional opportunities to pupils and to enable the school to operate as efficiently and effectively as possible.

## **Resource management**

Both current schools are projected to be in a deficit budget position within the next few years. Implementation of this option would be expected to have a positive impact in terms of resource management as the new school would be larger, therefore there would be more resources available to it.

### **iv) Impact on the school's ability to deliver the full curriculum in the foundation stage and each key stage**

Implementation of the proposal would result in one larger school in the Banw Valley. It is expected that this would improve the school's ability to deliver the full curriculum in each key stage of education, as there would be larger numbers of pupils in each year group. The proposal to establish one new school would also enable education in the area to be delivered more efficiently, ensuring that teaching resources can be shared, which would support the school's ability to deliver the full curriculum in each key stage.

This option would result in the new school being located in the building currently occupied by Banw C.P. School. The facilities available on this site would enable the successful delivery of all key stages of education to the current number of pupils attending the two schools. Pupils currently attending Banw C.P. School would continue to attend the same site, therefore there would be no impact on them. For pupils currently attending Llanerfyl C. in W. (Foundation) School, it is likely that implementation of this option would provide improved opportunities for delivery of the full curriculum in each key stage.

### **v) Impact on other schools**

Should this option be implemented, it is possible that some pupils would choose to transfer to alternative schools instead of the proposed new school. However, the numbers involved would be very small, therefore it is not anticipated that this would impact on quality and standards in education at these schools, to include outcomes (standards and wellbeing), provision (learning experiences, teaching, care support and guidance, and learning environment) and leadership and management (leadership, improving quality, partnership working and resource management), nor on their ability to deliver the full curriculum at the foundation phase and each key stage of education.

### **9.3 Financial impact**

#### **i) Revenue funding**

Based on the Council's current Fair Funding Formula, it is estimated that implementation of this option would lead to an annual revenue saving of £49,226. This calculation is as follows:

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
<b>Total</b>	<b>£336,019</b>
<b>Revised Estimated Funding/Costs</b>	
1 school 1 site (Dyffryn Banw)	£227,265
Catering costs	£24,572
<b>Total</b>	<b>£251,837</b>
<b>Saving / (Cost)</b>	<b>£84,182</b>
Estimated Additional Transport Costs	£34,956
<b>Estimated Saving / (Costs)</b>	<b>£49,226</b>

This calculation does not take into account any redundancy costs which would be associated with the establishment of the new school, however these would be one-off costs.

Based on this estimate, the proposed new school's cost per pupil would be £4,208.61.

Should the Council proceed with this option, the savings as outlined above would be identified as an efficiency to the Schools Service budget.

#### **ii) Capital funding**

No capital funding is required to achieve this option. There is sufficient capacity within the current building to accommodate the current and forecasted pupils at the two schools.

### **9.4 Impact on staff**

Should this option be implemented, Banw C.P. School and Llanerfyl C. in W. (Foundation) School would close, and a new school would be opened with a new staffing structure.

Should the option be implemented, a temporary governing body would be appointed for an interim period, until the new school were to open. The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.

Implementation of the new staffing structure would be in accordance with the relevant HR Policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.

If the option is implemented, all cleaning and catering staff that are currently employed centrally by the Council will be supported via the relevant HR policies for Council employees.

## **9.5 Land and buildings**

### **i) Impact on quality of accommodation for pupils**

The Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition assessments of Banw C.P. School's building. This assessment identified that the condition of Banw C.P. School was condition C – generally poor.

Should a new school be established on the Banw site, there would be no impact on the quality of accommodation for pupils currently attending Banw C.P. School. However, Llanerfyl C. in W. (Foundation) School's current building has been assessed as condition B – generally satisfactory. Therefore, based on the current assessed condition of Banw C.P. School's building, this option would result in pupils currently attending Llanerfyl C. in W. (Foundation) School attending a school where the quality of accommodation is not as good.

Should the Council proceed with the option to establish a new school on the Banw site, the following steps would be taken to address any issues relating to the building, in order to ensure that the quality of accommodation is at least as good as the current provision:

- Commission HOWPS to carry out further work to identify the scope of the work required
- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. This could either be the Council's capital programme or the Welsh Government's 21<sup>st</sup> Century Schools Programme
- Undertake the necessary processes in order to secure funding
- Further to identification of a funding stream and approval of funding, the work would be commissioned.

### **ii) Impact on buildings**

Should a new school be established on the Banw site, this would mean that the Llanerfyl building would be surplus to requirements for the delivery of education. However, the Llanerfyl building is not owned by the Council – it is owned by the Priscilla Foster Trust.

Should the building not be required for the delivery of education, it would be returned to the Trust who would need to determine its future use. The Council would not receive a capital receipt.

### **iii) Any building work necessary to ensure that transferred children can be accommodated**

All current pupils attending the two schools can be accommodated within the current accommodation on the Banw site.

## **9.6 Travel and transport**

### **i) Impact on pupils' journeys to school**

#### **Average Travel Distance**

The average travel distance for pupils<sup>10</sup> attending Banw C.P. School is 4.01 miles.

The average travel distance for pupils attending Llanerfyl C. in W. (Foundation) School is 1.79 miles.

If there was no school in Llanerfyl, the average travel distance for all pupils attending the two schools to attend provision in Banw would be 3.57 miles.

#### **Furthest Travel Distance**

Of the pupils attending Banw C.P. School, the furthest travel distance to the school for those pupils for whom Banw C.P. School is the closest Welsh-medium provider is 8.48 miles.

Of the pupils attending Llanerfyl C. in W. (Foundation) School, the furthest travel distance to the school for those pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium provider is 4.71 miles.

Should the option to establish a new school in the current Banw C.P. School building be implemented, there would be no impact on travel distance for pupils currently attending Banw C.P. School. There would be an increase in travel distance for pupils currently attending Llanerfyl C. in W. (Foundation) School. The furthest distance to the provision at Banw for pupils currently attending Llanerfyl C. in W. School would be 5.85 miles.

### **ii) Impact on school transport costs**

An estimate of the impact of implementation of this option on school transport costs has been received. This takes into account the impact of this option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinon High School and NPTC College.

It is estimated that implementation of this option would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day.

### **iii) Available walking routes**

Pupils living in Llanerfyl are able to walk to the current Llanerfyl building. Should the option to establish a new school in the current Banw C.P. School building be implemented, these pupils would no longer be able to walk to school.

There are currently no walking routes to the Banw C.P. School site.

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<sup>10</sup> Pupils attending the two schools in the 2017-18 academic year. Includes all pupils attending the school at this time, including pupils for whom Banw C.P. School or Llanerfyl C. in W. (Foundation) School is not their closest provider of Welsh-medium education.

## **9.7 School Admissions**

As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school.

Any new parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.

Should this option be implemented, pupils currently attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School would be allocated places in the new school, or they would need to apply for a place in another chosen school in accordance with the authority's admissions process, if this was the parents' preference.

## **9.8 Equality, community and Welsh language impact assessments**

Draft equality, community and Welsh language impact assessments have been carried out in respect of this option. These will be updated following the consultation period to reflect any additional issues raised. A summary of the assessments carried out is provided below.

The full assessments are available on the Council's website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

### **i) Equalities impact assessment**

The findings of the equalities impact assessment on this option are summarised below:

Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.

The option to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, however it is acknowledged that there would also be an impact on pupils currently attending Banw C.P. School.

Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Banw C.P. School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.

Ethnic Group – The proposal to locate a new school on the current site of Banw C.P. School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority's view is that the proposal would not have a negative impact on them in the longer term.

Free School Meals – a small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Banw C.P. School would have some impact on these pupils, it is unlikely that this impact would be negative. Pupils would continue to access the same school site, therefore there would be no additional travel implication for the pupils or their parents.

Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School

## **ii) Impact on the community**

The findings of the community impact assessment carried out on this option are summarised below:

Should a new school be established on the current site of Banw C.P. School, there would be no primary provision in the village of Llanerfyl. This could impact on the community of Llanerfyl through the school's involvement in activities in the village and links with the Llanerfyl community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in Llanerfyl, the building currently occupied by the school would be returned to the Priscilla Foster Trust, who would determine its future use.

There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities.

There would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School and other stakeholders to access a new school on the current site of Banw C.P. School. Whilst the additional distance is minimal, it is acknowledged that this would mean that pupils living in the village of Llanerfyl would no longer be able to walk / cycle to school. In addition, there would be an impact on parents, as the school would be located further away from them. For some parents, the Banw site could be less convenient, particularly if they work or need to transport pupils to activities in the alternative direction (Llanfair Caereinion, Welshpool, Newtown).

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

## **iii) Impact on the Welsh language**

The findings of the Welsh language impact assessment carried out on this option are summarised below:

The Banw Valley area is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access

to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

Implementation of this option would mean that there would be no provision in the village of Llanerfyl. There is a risk that some pupils would choose to attend alternative provision instead of the new Welsh-medium school, which could include English-medium provision. However a number of pupils from the Banw Valley area already travel to Llanfair Caereinion to access English-medium provision. It is also possible that the provision of a larger school would encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

#### **9.9 Impact on access to denominational provision**

Implementation of the proposal would result in the establishment of a new Church in Wales school. This would ensure continued access to Welsh-medium Church in Wales provision for pupils currently accessing this type of provision at Llanerfyl C. in W. (Foundation) School.

Non-Church in Wales Welsh-medium provision is also available at neighbouring schools, at Pontrobert C.P. School and Llanfair Caereinion C.P. School. Any pupils not wishing to access denominational provision could apply for a place at either of these community primary schools.

#### **9.10 Impact on governance arrangements**

Implementation of this option would result in the establishment of a new Voluntary Aided Church in Wales School on the current site of Banw C.P. School. This would be a change from the current category of the two schools.

The governing body of a Voluntary Aided school is a corporate body with exempt charitable status. In a Voluntary Aided School, the school holds its own premises, employs the staff and deals with admission arrangements. The local authority via the school budget share provides revenue funding. The governing body would include foundation governors. These would hold a majority of the places on the governing body. As it is proposed that the new school is a Church in Wales school, foundation governors would be expected to preserve and develop the school's religious character.

Should the Council proceed with the establishment of a new school, an Instrument of Government would be developed in accordance with regulations.

## **9.11 Potential implementation timescale**

Potential implementation timescale for this option are as follows:

Formal Consultation	24 <sup>th</sup> September – 5 <sup>th</sup> November 2018
Consultation Report to be published, and considered by Full Council and Cabinet	January/February 2019
<b>If Cabinet decide to proceed with this Option:</b>	
Publish Statutory Notice (28 days objection period)	February/March 2019
Objection Report to be published and considered by Cabinet	May/June 2019
<b>If Cabinet approves implementation of this Option:</b>	
Establish temporary governing body	September 2019
Recruit headteacher	By end of 2019
Develop and appoint to a new staffing structure	Spring 2020
Current schools close	31 <sup>st</sup> August 2020
New school opens on Banw site	1 <sup>st</sup> September 2020

**PART C      OPTION TO ESTABLISH A NEW SCHOOL ON THE CURRENT SITE OF  
LLANERFYL C. IN W. SCHOOL**

This section considers the impact of option (b), to establish a new school on the current site of Llanerfyl C. in W. School.

This would mean that Banw C.P. School and Llanerfyl C. in W. School would close, and a new Welsh-medium Voluntary Aided Church in Wales School would be established on the site currently occupied by Llanerfyl C. in W. (Foundation) School.

**10.    OVERVIEW**

Should this option be implemented, the details of the new school would be as follows:

Proposed admission number and admission arrangements	9  As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school. Prospective parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.
Age range	5-11
Pupil places capacity and/or number of nursery places	59 + 5 Nursery <sup>11</sup>
Location	Current site of Llanerfyl C. in W. (Foundation) School, Llanerfyl, Powys, SY21 0HZ
Category	Voluntary Aided Church in Wales
Language Category	Welsh-medium
Details of the proposed accommodation	The school would be located in the building currently occupied by Llanerfyl C. in W. (Foundation) School.  The facilities at the school would be the same as those currently available at Llanerfyl C. in W. (Foundation) School.
Home to school transport arrangements	Home to school transport would be provided in accordance with the Council's home to school transport policy.  Should this option be implemented, Welsh-medium education would continue to be accessible to all pupils in the Banw Valley area. Home to school transport would be provided to eligible pupils to enable them to access this provision.

<sup>11</sup> This capacity has been calculated in accordance with Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales' based on including the Art room as a class base.

## **11. REASONS FOR THE PROPOSAL**

The reasons for this option are as follows:

- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education
- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school
- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area
- Would minimise surplus places in the Dyffryn Banw area
- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school
- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision
- Pupils numbers are slightly higher in Llanerfyl C. in W. (Foundation) School than in Banw C.P. School and are projected to remain higher
- The building currently occupied by Llanerfyl C. in W. (Foundation) School has been assessed to be in a better condition than the building currently occupied by Banw C.P. School
- Potential capital receipt to the authority from sale of the Banw C.P. School building

## **12. ADVANTAGES AND DISADVANTAGES**

The advantages and disadvantages of the option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School are as follows:

<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"><li>- Current numbers at Llanerfyl are higher than Banw, therefore this would be a more convenient location for the majority</li><li>- Current pupil projections at Llanerfyl are higher than Dyffryn Banw</li><li>- Building is currently in a better condition than Banw</li><li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li><li>- Would reduce surplus places in the area</li><li>- Would lead to a financial saving to the council</li></ul>	<ul style="list-style-type: none"><li>- There would be no provision in Llangadfan</li><li>- Not having primary provision in the village would impact on the Llangadfan community</li><li>- Concern about the impact on Banw Community Hall if there was no school located on the site</li><li>- Sale of the Banw site could be difficult due to the co-location of the community centre</li><li>- Additional transport would be required for Llangadfan pupils</li><li>- Would be more difficult for Llangadfan pupils to access after school activities</li><li>- Capacity of the building is lower than Dyffryn Banw's</li><li>- No separate dining area / canteen</li><li>- No access to a hall on the school site – pupils have to walk up the road</li><li>- Access to the school is down a narrow lane – this could be problematic if there were more pupils attending the school</li></ul>

	<ul style="list-style-type: none"> <li>- Limited parking on the site</li> <li>- Capital investment would be required to provide additional facilities</li> <li>- Currently there is nowhere to accommodate Cylch Meithrin / early years provision on the site</li> </ul>
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### 13. RISKS

As with all school reorganisation proposals, there would be risks associated with a proposal to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School. These are outlined below, along with suggested mitigating actions:

Risk	Likelihood	Impact	Mitigating Actions
Based on current pupil projections, there is likely to be less than 50 pupils in the school in a few years time	High	Medium	Ensure that pupil numbers are closely monitored.
Pupils might transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the option be implemented, work with the two school communities to shape the new school
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	High	Ensure that there is a proactive recruitment campaign that is widespread
The current configuration of the school at Llanerfyl may cause challenges for the new school in relation to curriculum delivery following the introduction of the new curriculum	Medium	High	Consideration to be given to opportunities for capital investment in the building. The new school would continue to use the Llanerfyl village hall where access to a hall was required.

## **14. LIKELY IMPACT OF THIS OPTION**

### **14.1 Impact on pupils**

#### **i) Impact on pupils currently attending Banw C.P. School and Llanerfyl C. in W. School**

Implementation of this option would mean that there would be no provision in Banw, therefore all pupils currently attending the two schools would transfer to the new school, to be located on the current site of Llanerfyl C. in W. (Foundation) School.

Whilst this may have an impact on pupil well-being in the short term, in the longer term pupils would benefit from being part of a larger cohort of pupils. It is likely that there would be more impact on pupils currently attending Banw C.P. School as they would be attending school in a new location, however there would also be some changes for pupils currently attending Llanerfyl C. in W. (Foundation) School.

In particular, the building currently occupied by Llanerfyl C. in W. (Foundation) School is smaller than the building currently occupied by Banw C.P. School, therefore the impact of more pupils attending a school on this site would be greater.

The current Llanerfyl C. in W. (Foundation) School building has been assessed to be in better condition than the current Banw C.P. School building, therefore all pupils in the area would benefit from attending the building assessed to be in the best condition. However, there are less facilities at Llanerfyl C. in W. (Foundation) School, therefore pupils currently attending Banw C.P. School would lose the ability to access these facilities, most notably access to a hall on site and a separate dining area.

Additional home to school transport would also be required for pupils currently attending Banw C.P. School. A number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance is likely to have a minimal impact.

#### **ii) Impact on pupils with additional learning needs**

All schools in Powys are responsible for meeting a child's additional learning needs, in accordance with the Council's ALN Strategy and Operational Guidance. The new school would be expected to adhere to the same guidance. Funding from the Council is delegated to individual schools to support pupils with additional learning needs, and this funding would be allocated to the new school, ensuring that needs continue to be met. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.

Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. This will have a greater impact on pupils required to move school sites. Mitigation of possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.

**iii) Impact on pupils currently attending other schools**

It is not anticipated that implementation of this option would impact on any pupils currently attending other schools. Should the proposal be implemented, it is possible that some pupils could transfer to alternative schools instead of the proposed new school, however the numbers involved would be very small.

**14.2 Impact on quality and standards in education**

The likely impact on quality and standards in education of a proposal to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School is outlined below:

**i) Impact on outcomes**

**Standards**

Implementation of this option would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the valley.

The most recent inspections of the two current schools, and the most recent school categorisation exercise, suggest that the quality of education is better at Banw C.P. School compared with Llanerfyl C. in W. School. In addition, permanent leadership arrangements are in place at Banw C.P. School, whereas this is not the case at Llanerfyl C. in W. School. Permanent leadership also has a positive impact on standards, as a strong permanent head would be better placed to implement education reforms, e.g. the new curriculum.

Amalgamation of the two current schools would provide an opportunity to build on the strengths of the two current schools, to impact positively on outcomes, ensuring that excellent educational opportunities are provided for pupils. It is expected that implementation of the proposal would have a positive impact on the quality of education currently provided to pupils attending Llanerfyl C. in W. (Foundation) School, and that the quality of education for pupils currently attending Banw C.P. School would be at least equivalent to that currently provided.

**Well-being**

Whilst the process of establishing the new school could have a negative impact on pupil well-being in the short term, in the longer term there would be improved opportunities available to pupils, from being part of a larger cohort of pupils. Should this option be implemented, there would be an additional travel requirement for pupils currently attending Banw C.P. School. However a significant number of pupils currently attending Banw C.P. School already access home to school transport. The additional travel distance would be minimal, and is not expected to have a significant impact on pupil well-being. There is less physical space in the building currently occupied by Llanerfyl C. in W. (Foundation) School compared with the building currently occupied by Banw C.P. School. This could have a negative impact on pupil well-being. In particular, there is no designated canteen, nor a hall on site for PE and assembly.

## **ii) Impact on provision**

### **Learning experiences**

Implementation of the proposal would result in one larger school in the Banw Valley to replace the two current small schools, which would ensure more sustainable provision in the valley. This would also mean that pupils would be part of larger cohorts of pupils, which could have a positive impact on the collaborative learning experiences and activities which could be offered to them.

The proposal is that the new school would be a Church in Wales school, as part of the St Asaph Diocese. This would be a change for pupils currently attending Banw C.P. School. However, Church in Wales schools teach the same agreed Religious Education syllabus as community schools, therefore it is not anticipated that there would be a significant difference in terms of the learning experiences offered to pupils. As with community schools, parents of children attending church schools have the right to opt out of collective worship and Religious Education.

### **Teaching**

Implementation of this option would result in one larger school in the Banw Valley. Although the new school would remain a small school, pupils would be part of a larger cohort of pupils, which would have a positive impact for teachers and for the pupils themselves. It is likely that teaching staff would be part of a slightly larger team of staff, which could provide additional opportunities for staff development, and to develop expertise in particular areas. There would also be increased opportunities to utilise staff expertise more effectively across the new school. However, it must be noted that any new school would remain a small school, therefore these benefits would be limited.

### **Care, support and guidance**

Implementation of this option would result in one larger school in the Banw Valley. It is likely that there would be a slightly larger team of staff in the new school, which would provide improved opportunities for all pupils in the Banw Valley to benefit from any staff expertise in specific areas.

### **Learning environment**

Implementation of this option would mean that the school would be located on the current site of Llanerfyl C. in W. (Foundation) School. The building's suitability has been assessed as condition C/D. This is mainly due to the absence of some key facilities which would be expected in a modern school, such as a hall and a dining area. Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.

The Llanerfyl building is a smaller than the Banw building, and this, coupled with the reduced facilities available, could impact negatively on the new school's ability to provide appropriate learning experiences for pupils, particularly given the requirements of the new curriculum. Should the Council proceed with implementation of this option, there would be a negative impact on the facilities available to pupils currently attending Banw C.P. School. Whilst pupils currently

attending Llanerfyl C. in W. School would continue to attend the same building, there would be more pupils in the building, therefore it is likely that this option would also have a negative impact on the learning environment available to these pupils.

**iii) Impact on leadership and management**

**Leadership and management**

Currently, there are permanent leadership arrangements in place at Banw C.P. School, however the leadership arrangements at Llanerfyl C. in W. School are not permanent. Should this option be implemented, the leadership and management at the new school would be expected to be at least as good as the current arrangements for pupils currently attending Banw C.P. School, and would be expected to be improved for pupils currently attending Llanerfyl C. in W. (Foundation) School.

However, whilst the newly established school would be larger than the two current schools, the school would still be a relatively small, Welsh-medium school, which could lead to challenges in attracting a suitable candidate for the headteacher position.

Should the proposal be implemented, a temporary governing body would be established. The membership would be from the existing governing bodies of the two current schools. The temporary governing body would be responsible for appointing staff to the new school, including a headteacher. All headteacher vacancies are required to be advertised nationally.

**Improving quality**

Historically, both Banw C.P. School and Llanerfyl C. in W. (Foundation) School have provided good quality Welsh-medium education for pupils in the Banw Valley. However, decreasing pupil numbers and financial pressures are a threat to this. Implementation of this option would lead to the establishment of a new, larger school, which would be better placed to continue to provide high quality Welsh-medium education for pupils in the area in the future.

**Partnership working**

All Powys schools are expected to work in partnership. Banw C.P. School and Llanerfyl C. in W. (Foundation) School currently work in partnership with each other and with other schools. Should this option be implemented, the new school would remain a relatively small school, therefore the school would be expected to continue to work in partnership with other schools in order to provide additional opportunities to pupils and to enable the school to operate as efficiently and effectively as possible.

**Resource management**

Both current schools are projected to be in a deficit budget position within the next few years. Implementation of this option would be expected to have a positive impact in terms of resource management as the new school would be larger, therefore there would be more resources available to it.

**iv) Impact on the school's ability to deliver the full curriculum in each key stage**

Implementation of the proposal would result in one larger school in the Banw Valley. It is expected that this would improve the school's ability to deliver the full curriculum in each key stage of education, as there would be larger numbers of pupils in each year group. The proposal to establish one new school would also enable education in the area to be delivered more efficiently, ensuring that teaching resources can be shared, which would support the school's ability to deliver the full curriculum in each key stage.

This option would result in the new school being located in the building currently occupied by Llanerfyl C. in W. (Foundation) School. This building is smaller than the building currently occupied by Banw C.P. School, and this, coupled with the reduced facilities available, could impact on the new school's ability to provide appropriate learning experiences for pupils, particularly given the requirements of the new curriculum. Should the Council proceed with implementation of this option, there would be a negative impact on the facilities available to pupils currently attending Banw C.P. School. Whilst pupils currently attending Llanerfyl C. in W. School would continue to attend the same building, there would be more pupils in the building, therefore it is likely that this option would also have a negative impact on the school's ability to deliver the full curriculum in each key stage to these pupils, particularly given the requirements of the new curriculum.

**v) Impact on other schools**

Should this option be implemented, it is possible that some pupils would choose to transfer to alternative schools instead of the proposed new school. However, the numbers involved would be very small, therefore it is not anticipated that this would impact on quality and standards in education at these schools, to include outcomes (standards and wellbeing), provision (learning experiences, teaching, care support and guidance, and learning environment) and leadership and management (leadership, improving quality, partnership working and resource management), nor on their ability to deliver the full curriculum at the foundation phase and each key stage of education.

### **14.3 Financial Impact**

**i) Revenue funding**

Based on the Council's current Fair Funding Formula, it is estimated that implementation of this option would lead to an annual revenue saving of £63,426. This is calculated as follows:

Current Estimated funding 18/19 – 2 schools	£308,423
Current Catering Costs	£27,596
<b>Total</b>	<b>£336,019</b>
<b>Revised Estimated Funding/Costs</b>	
1 school 1 site (Llanerfyl)	£213,065
Catering costs	£24,572
<b>Total</b>	<b>£237,637</b>
<b>Saving / (Cost)</b>	<b>£98,382</b>
Estimated Additional Transport Costs	£34,956
<b>Estimated Saving / (Costs)</b>	<b>£63,426</b>

This calculation does not take into account any redundancy costs which would be associated with the establishment of the new school, however these would be one-off costs.

Based on this estimate, the cost per pupil would be £3,945.65.

Should the Council proceed with this option, the savings as outlined above would be identified as an efficiency to the Schools Service budget.

## ii) Capital funding requirements

No capital funding is required to achieve this option. Whilst the current capacity of Llanerfyl C. in W. (Foundation) School, as calculated using Welsh Government Circular 21/2011, 'Measuring the Capacity of Schools in Wales' would not be sufficient to accommodate all pupils currently attending the two schools, the capacity has been re-calculated with the inclusion of the school's Art Room as a teaching base. This calculation provides sufficient capacity to accommodate current and projected pupil numbers at the two schools.

### 14.4 Impact on Staff

Should this option be implemented, Banw C.P. School and Llanerfyl C. in W. (Foundation) School would close, and a new school would be opened with a new staffing structure.

Should the option be implemented, a temporary governing body would be appointed for an interim period, until the new school were to open. The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.

Implementation of the new staffing structure would be in accordance with the relevant HR policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to 'ringfence' all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.

If the option is implemented, all cleaning and catering staff that are currently employed centrally by the Council will be supported via the relevant HR policies for Council employees.

#### **14.5 Land and buildings**

##### **i) Impact on quality of accommodation for pupils**

The Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition assessments of Llanerfyl C. in W. (Foundation) School's building. This assessment identified that the condition of Llanerfyl C. in W. (Foundation) School is condition B – generally satisfactory.

Should a new school be established on the Llanerfyl site, pupils currently attending this school would continue to access accommodation of the same quality. However, the Llanerfyl building is smaller than the Banw building, therefore the increased number of pupils attending the site could have a negative impact on the quality of accommodation available for these pupils. Banw C.P. School's current building has been assessed as condition C – generally poor, therefore there would be an improvement in the quality of accommodation for pupils currently attending Banw C.P. School.

However, the suitability assessment for the Llanerfyl buiding (C/D) is lower than the suitability assessment for the Banw building (B). Should the Council proceed with this option, the reduced facilities at the Llanerfyl site could have a negative impact on pupils currently attending Banw C.P. School.

Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:

- Commission HOWPS to carry out further work to identify the scope of the work required
- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust

##### **ii) Impact on buildings**

Should a new school be established on the Llanerfyl site, this would mean that the Banw building would be surplus to requirements for the delivery of education.

The Banw site is owned by the Council, therefore should the building no longer be required for the delivery of education, it would be declared surplus to requirements and would be disposed of in accordance with the Council's asset management procedures, with the potential that a capital receipt could be realised. However, the school shares a site with a community hall. This could cause difficulties with any possible sale of the site.

Should there be a capital receipt from any sale of the site, this would be re-invested in the Council's estate, which includes schools, in accordance with the Council's Capital Strategy.

**iii) Any building work necessary to ensure that transferred children can be accommodated**

Based on the Council's calculation of the maximum number of pupils that could be accommodated in the current Llanerfyl building, the school is able to accommodate all current and projected pupils attending the two schools.

**14.6 Travel and Transport**

**i) Impact on pupils' journeys to school**

**Average Travel Distance**

The average travel distance for pupils<sup>12</sup> attending Banw C.P. School is 4.01 miles.

The average travel distance for pupils attending Llanerfyl C. in W. (Foundation) School is 1.79 miles.

If there was no school in Banw, the average travel distance for pupils attending the two schools to attend provision in Llanerfyl would be 3.31 miles.

**Furthest Travel Distance**

Of the pupils that currently attend Banw C.P. School, the furthest travel distance to the school for those pupils for whom Banw C.P. School is the closest Welsh-medium provider is 8.48 miles.

Of the pupils that currently attend Llanerfyl C. in W. (Foundation) School, the furthest travel distance to the school for those pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium provider is 4.71 miles.

Should the option to establish a new school in the current Llanerfyl C. in W. (Foundation) School building be implemented, there would be no impact on travel distance for pupils currently attending Llanerfyl C. in W. (Foundation) School. There would be an increase in travel distance for pupils currently attending Banw C.P. School. The furthest distance to the provision at Llanerfyl for pupils currently attending Banw C.P. School would be 10.01 miles.

**ii) Impact on school transport costs**

An estimate of the impact of implementation of this option on school transport costs has been received. This takes into account the impact of this option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College.

It is estimated that implementation of this option would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day.

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<sup>12</sup> Pupils attending the two schools in the 2017/18 academic year. Includes all pupils attending the school at this time, including pupils for whom Banw C.P. School or Llanerfyl C. in W. (Foundation) School is not their closest provider of Welsh-medium education.

### **iii) Available walking routes**

Pupils living in Llanerfyl are able to walk to the current Llanerfyl building. Should the option to establish a new school in the current Llanerfyl C. in W. (Foundation) School building be implemented, these pupils would still be able to walk to school.

Pupils currently attending Banw C.P. School would be unable to walk to school. However, there are currently no walking routes to Banw C.P. School, therefore this would not be a change from the current position.

## **14.7 School Admissions**

As the proposed new school would be a Voluntary Aided school, the school would be responsible for its own admissions arrangements. The school's Governing Body would determine the school's Admissions Policy, and would be the Admitting Authority for the school.

Any new parents wishing their child/children to attend the school would be required to contact the school directly for further information and an application form.

Should this option be implemented, pupils currently attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School would be allocated places in the new school, or they would need to apply for a place in another chosen school in accordance with the authority's admissions process, if this was the parents' preference.

## **14.8 Equality, community and Welsh language impact assessments**

Draft equality, community and Welsh language impact assessments have been carried out in respect of this option. These will be updated following the consultation period to reflect any additional issues raised. A summary of the assessments carried out is provided below.

The full assessments are available on the Council's website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

### **i) Equalities impact assessment**

The findings of the equalities impact assessment on this option were as follows:

Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.

The option to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, however it is acknowledged that they would also be an impact on pupils currently attending Llanerfyl C. in W. (Foundation) School.

Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these

pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.

Ethnic Group – The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, these pupils would continue to attend the same school site, therefore the impact on them would be minimal. The aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group.

Free School Meals – A small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet their needs. However there would be an additional travel implication. Whilst free home to school transport would be provided for the pupils to enable them to access the new school, there would be an additional travel implication for their parents to access any activities at the school.

Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School

## **ii) Impact on the community**

The findings of the community impact assessment carried out on this option are summarised below:

Should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be no primary provision in the building currently occupied by Banw C.P. School. This could impact on the area of the Banw Valley currently served by this school, through involvement in school activities and links with the community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in the current Banw C.P. School building, the Council would need to determine how to use the building in the future. The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future. This could mean that this facility would not be available for the community. However school provision and a village hall would remain in the village of Llanerfyl.

Should a new school be located on the current Llanerfyl site, there would be an additional travel requirement for pupils currently attending Banw C.P. School and other stakeholders to access a new school on the current site of Llanerfyl C. in W. School. However, this additional travel would be minimal.

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

### **iii) Impact on the Welsh language**

The findings of the Welsh language impact assessment carried out in respect of this option are summarised below:

The Banw Valley is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

This option would mean that there would be no provision in the building currently occupied by Banw C.P. School. However, there would be provision in Llanerfyl. This would be a larger school, which would be more sustainable for the future. A number of pupils from the Banw Valley area currently travel to Llanfair Caereinion to access English-medium provision. It is possible that the provision of a larger school could encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

#### **14.9 Impact on access to denominational provision**

Implementation of this option would result in the establishment of a new Church in Wales school. This would ensure continued access to Welsh-medium Church in Wales provision for pupils currently accessing this type of provision at Llanerfyl C. in W. (Foundation) School.

Non-Church in Wales Welsh-medium provision is also available at neighbouring schools, at Pontrobert C.P. School and Llanfair Caereinion C.P. School. Any pupils not wishing to access denominational provision could apply for a place at either of these community primary schools.

#### **14.10 Impact on governance arrangements**

Implementation of this option would result in the establishment of a new Voluntary Aided Church in Wales School on the current site of Llanerfyl C. in W. (Foundation) School. This would be a change from the current category of the two schools.

The governing body of a Voluntary Aided school is a corporate body with exempt charitable status. In a Voluntary Aided School, the school holds its own premises, employs the staff and deals with admission arrangements. The local authority via the school budget share provides revenue funding. The governing body would include foundation governors. These would hold a majority of the places on the governing body. As it is proposed that the new school is a Church in Wales school, foundation governors would be expected to preserve and develop the school's religious character.

Should the Council proceed with the establishment of a new school an Instrument of Government would be developed in accordance with regulations.

#### 14.11 Potential implementation timescale

Potential implementation timescale for this option are as follows:

Formal Consultation	24 <sup>th</sup> September – 5 <sup>th</sup> November 2018
Consultation Report to be published, and considered by Full Council and Cabinet	January/February 2019
<b>If Cabinet decide to proceed with this Option:</b>	
Publish Statutory Notice (28 days objection period)	February/March 2019
Objection Report to be published and considered by Cabinet	May/June 2019
<b>If Cabinet approves implementation of this Option:</b>	
Establish temporary governing body	September 2019
Recruit headteacher	By end of 2019
Develop and appoint to a new staffing structure	Spring 2020
Current schools close	31 <sup>st</sup> August 2020
New school opens on Llanerfyl site	1 <sup>st</sup> September 2020

## **PART D CONSULTATION DETAILS**

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

The authority will consult with the pupils, parents, governors and staff of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. A copy of the consultation document will also be provided to all those required in accordance with the School Organisation Code 2013, which includes the following:

- The Governing Bodies of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- Parents, carers, guardians and staff of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- Pupils of Banw C.P. School and Llanerfyl C. in W. (Foundation) School
- Cylch Meithrin / Ti a Fi Dyffryn Banw
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Priscilla Foster Trust
- The Welsh Minister for Education & Skills
- Local Powys Councillors
- Town and Community Councils in the local area
- The AM for Montgomeryshire and regional AMs for the area
- The MP for Montgomeryshire
- 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

### **15.2 The consultation period**

The consultation period will commence on the 24<sup>th</sup> September 2018 and will end on the 5<sup>th</sup> November 2018.

Two 'drop in' consultation events will also be held during the consultation period. These will be held on the following dates:

**Drop in session for parents of pupils attending Llanerfyl C. in W. (Foundation) School and other stakeholders associated with the school:**

Thursday, 4<sup>th</sup> October, 3 – 7pm, Llanerfyl Village Hall

**Drop in session for parents of pupils attending Banw C.P. School and other stakeholders associated with the school:**

Monday, 15<sup>th</sup> October, 3 – 7pm, Banw Community Hall

## **15.3 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:

### **i) Consultation**

Consultation will start on the 24<sup>th</sup> September 2018 and will end on the 5<sup>th</sup> November 2018. Feedback from the consultation will be collated and summarised, and a consultation report will be produced and shared with stakeholders.

As part of the Council's approach towards school reorganisation proposals, all consultation reports are considered by the full Council prior to consideration by Cabinet. Therefore, the Consultation Report in respect of this consultation will need to be considered by the Full Council.

After the report is considered by the full Council, the Council's Cabinet will consider the report and the feedback received during the consultation period, and will decide whether to proceed with the proposals, to make changes to the proposals or to not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

It is anticipated that the Consultation Report will be considered by full Council and the Cabinet early in 2019.

### **ii) Statutory notice**

If the Cabinet decides to proceed with one of the options, statutory notices would be published after the Cabinet meeting. There would then be a period of 28 days for people to submit written objections.

If there were objections, the Council would publish an objection report providing a summary of the objections and the Council'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 as objections and included in this report. Comments submitted as part of the consultation period would not be counted as objections. Should stakeholders wish their consultation responses to be considered as objections, they would need to be re-submitted in writing during the statutory notice period.

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

It is anticipated that a final decision would be made by the end of the 2018/19 academic year at the latest.

### **iii) Implementation**

If the Council's Cabinet were to approve the proposal, it would be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

#### **15.4 How to respond to the consultation**

A consultation response form is attached to this document. An online version is also available on the Council's website:

<https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>

Alternatively, you can respond in writing.

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

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

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

All correspondence should be received by the **5<sup>th</sup> November 2018**.

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

## APPENDIX A – KEY DATA

### 1. Banw C.P. School and Llanerfyl C. in W. (Foundation) School

Key data about the two schools is provided below.

#### General information

School Name	School Category	Language Category	Admission Number
Banw C.P. School	Community Primary  School building owned by PCC with a community centre attached to the school.	Welsh-medium (WM)	8
Llanerfyl C. in W. (Foundation) School	Foundation Church in Wales  School building owned by the Priscilla Foster Trust. School responsible for its own admissions.	Welsh-medium (WM)	7

#### Pupil numbers

##### i) Current pupil numbers<sup>13</sup>

	N2	R	1	2	3	4	5	6	Total
Banw C.P. School	0	2	2	2	1	7	4	4	22
Llanerfyl C. in W. (Foundation) School	3	3	3	4	6	1	4	5	29
<b>TOTAL</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>8</b>	<b>9</b>	<b>51</b>

##### ii) Historical pupil numbers<sup>14</sup>

	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Banw C.P. School	45	50	46	38	35	33	28	26
Llanerfyl C. in W. (Foundation) School	47	51	42	41	38	37	35	32
<b>TOTAL</b>	<b>92</b>	<b>101</b>	<b>88</b>	<b>79</b>	<b>73</b>	<b>70</b>	<b>63</b>	<b>58</b>

<sup>13</sup> Teacher Centre, 18 Medi 2018

<sup>14</sup> PLASC

**iii) Projected pupil numbers**

	<b>January 2019</b>	<b>January 2020</b>	<b>January 2021</b>	<b>January 2022</b>	<b>January 2023</b>
Banw C.P. School	22	18	17	13	15
Llanerfyl C. in W. (Foundation) School (R-Yr6)	28	30	29	31	28
<b>TOTAL</b>	<b>50</b>	<b>48</b>	<b>36</b>	<b>44</b>	<b>43</b>

**Building Capacity and Condition**

**i) Capacity**

The following table provides information about the current capacities of the two schools:

	<b>Current Capacity<sup>15</sup></b>
Banw C.P. School	72 + 10 nursery
Llanerfyl C. in W. (Foundation) School	44 + 5 nursery

**ii) Building Condition**

In the Spring of 2018, the Council commissioned Heart of Wales Property Services (HOWPS) to carry out updated condition and suitability assessments of the two schools.

Detailed reports have been provided for two schools, however the overall assessments are as follows:

	<b>Condition</b>	<b>Suitability</b>
Banw C.P. School	C Generally poor	B Generally satisfactory
Llanerfyl C. in W. (Foundation) School	B Generally satisfactory	C/D Poor to bad  This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property

<sup>15</sup> Based on Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales'

## **Quality and standards of education**

### i) **Estyn**

The following table summarises the last Estyn inspections of the two schools:

	<b>Banw C.P. School</b>	<b>Llanerfyl C. in W. (Foundation) School</b>
Date of Inspection	September 2016	November 2014
School's Current Performance	Good	Adequate
Prospects for Improvement	Good	Adequate
Follow Up Activity	No follow up activity	Estyn Monitoring  Estyn Monitoring visit January 2016 – the school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring

### ii) **School Categorisation**

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Capacity</b>
Banw C.P. School	N/A	A	Green
Llanerfyl C. in W. (Foundation) School	N/A	C	Yellow

## Financial information

### i) Cost per pupil (2018/19)

	Budget share per school	Budget share per pupil	Notional SEN budget	Non ISB funds devolved to the school
Banw C.P. School	£156,330	£6,013	£5,493	£6,025
Llanerfyl C. in W. (Foundation) School	£152,093	£5,432	£7,105	£6,020
Powys average (Primary)	N/A	£3,752	N/A	N/A

### ii) Current budgetary position (as of 1<sup>st</sup> May submittal by full governing body)

	2017/18 Actual Cumulative Outturn	2018/19 Budget	2019/20 Budget	2020/21 Budget
Banw C.P. School	£28,525	£15,582	(£1,576)	(£23,536)
Llanerfyl C. in W. (Foundation) School	£19,422	(£969)	(£25,852)	(£50,624)

## Home to school travel

### i) Closest School

An analysis of pupil travel patterns has been carried out, based on the pupils that were attending the two schools in the 2017-18 academic year. The closest Welsh-medium provider for all of these pupils is as follows:

	Pupils attending Banw C.P. School	Pupils attending Llanerfyl C. in W. (Foundation) School	Total
Banw C.P. School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

## **ii) Average Travel Distance**

The average travel distance for pupils attending Banw C.P. School is 4.01 miles.

The average travel distance for pupils attending Llanerfyl C. in W. (Foundation) School is 1.79 miles.

If there was no school in Banw, the average travel distance for pupils attending the two schools to attend provision in Llanerfyl would be 3.31 miles.

If there was no school in Llanerfyl, the average travel distance for pupils attending the two schools to attend provision in Banw would be 3.57 miles.

(Note: in this section, ‘all pupils’ includes pupils for whom Banw C.P. School or Llanerfyl C. in W. (Foundation) School is not their closest provider of Welsh-medium education)

## **iii) Furthest Travel Distance**

Of the pupils that attend Banw C.P. School, the furthest travel distance to the school for those pupils for whom Banw C.P. School is the closest Welsh-medium provider is 8.48 miles. If there was no school in Banw, the furthest distance to the nearest alternative provision at Llanerfyl would be 10.01 miles.

Of the pupils that attend Llanerfyl C. in W. (Foundation) School, the furthest travel distance to the school for those pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium provider is 4.71 miles. Should there be no school in Llanerfyl, the furthest distance to the nearest alternative provision at Banw would be 5.85 miles.

## **Equalities information<sup>16</sup>**

### **i) National identity**

(Pupils aged 5 or over on the 31<sup>st</sup> August 2017)

	<b>British</b>	<b>English</b>	<b>Irish</b>	<b>Scottish</b>	<b>Welsh</b>	<b>Other</b>	<b>Not supplied</b>	<b>Refused</b>	<b>Total pupils</b>
Banw C.P. School	13	1	0	0	12	0	0	0	26
Llanerfyl C. in W. (Foundation) School	14	3	0	0	15	0	0	0	32

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<sup>16</sup> PLASC January 2018

**ii) Ethnic Group**

(Pupils aged 5 or over on the 31<sup>st</sup> August 2017)

	<b>White British</b>	<b>Other known ethnicity</b>	<b>Information not yet obtained</b>	<b>Total pupils</b>
Banw C.P. School	26	0	0	26
Llanerfyl C. in W. (Foundation) School	30	0	2	32

**iii) English as an Additional Language**

	<b>EAL pupils</b>
Banw C.P. School	0
Llanerfyl C. in W. (Foundation) School	0

**iv) Free School Meals**

	<b>Not eligible for FSM</b>	<b>Eligible for FSM</b>	<b>Total pupils</b>	<b>% Eligible for FSM</b>
Banw C.P. School	22	3	25	12%
Llanerfyl C. in W. (Foundation) School	29	0	29	0%

**v) Looked after children**

	<b>Looked after children</b>
Banw C.P. School	0
Llanerfyl C. in W. (Foundation) School	0

**vi) SEN**

	<b>None</b>	<b>School Action</b>	<b>School Action Plus</b>	<b>Statement</b>	<b>Total Pupils</b>	<b>% SEN</b>
Banw C.P. School	21	5	0	0	26	19.2%
Llanerfyl C. in W. (Foundation) School	23	5	4	0	32	28.1%

vii) Welsh at Home

	<b>Does not speak Welsh at home</b>	<b>Does speak Welsh at home</b>	<b>Not applicable</b>	<b>Total pupils</b>
Banw C.P. School	22	3	1	26
Llanerfyl C. in W. (Foundation) School	6	24	2	32

**Early Years Provision**

One early years provider (Cylch Meithrin Dyffryn Banw) serves pupils from the whole area. This setting meets in Llanerfyl village hall. The setting receives 3+ funding from the Council.

## **2. Other schools pupils may choose to transfer to**

Should one of the options outlined within this document be implemented, it is possible that some parents could choose for their children to attend an alternative school, instead of the proposed new school.

Information about neighbouring schools that pupils may wish to transfer to instead of the proposed new school is provided below:

### **General information**

School Name	School Category	Language Category	Admission Number
Llanfair Caereinion C.P. School	Community Primary	Dual stream (DS)	27
Ysgol Pontrobert	Community Primary	Welsh-medium (WM)	7

### **Pupil numbers**

#### **i) Current pupil numbers<sup>17</sup>**

	N2	R	1	2	3	4	5	6	Total
Llanfair Caereinion C.P. School	N/A	15	24	24	26	26	28	25	168
Ysgol Pontrobert	N/A	7	4	6	2	2	3	7	31

#### **ii) Historical pupil numbers<sup>18</sup>**

	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018
Llanfair Caereinion C.P. School	189	188	195	202	209	195	185	174
Ysgol Pontrobert	31	37	35	35	29	37	35	28

<sup>17</sup> Teacher Centre, 18 September 2018

<sup>18</sup> PLASC

**iii) Projected pupil numbers**

	<b>January 2019</b>	<b>January 2020</b>	<b>January 2021</b>	<b>January 2022</b>	<b>January 2023</b>
Llanfair Caereinion C.P. School	169	164	160	156	154
Ysgol Pontrobert	29	26	28	30	32

**Building Capacity and Condition**

**i) Capacity**

	<b>Current Capacity<sup>19</sup></b>
Llanfair Caereinion C.P. School	167 + 23 nursery
Ysgol Pontrobert	58 + 8 nursery

**ii) Building Condition**

	<b>Condition</b>	<b>Suitability</b>
Llanfair Caereinion C.P. School	C	B
Ysgol Pontrobert	B	B

**Quality and standards of education**

**i) Estyn**

The following table summarises the last Estyn inspections of the two schools:

	<b>Ysgol Pontrobert</b>
Date of Inspection	December 2014
School's Current Performance	Good
Prospects for Improvement	Good
Follow Up Activity	No follow up activity

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<sup>19</sup> Based on Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales'

Llanfair Caereinion C.P. School was inspected under Estyn's new inspection framework, which was introduced in September 2017. The outcome of the inspection was as follows:

<b>Llanfair Caereinion C.P. School</b>	
Date of Inspection	January 2018
<b>Inspection area:</b>	
Standards	Good
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Good
Care, support and guidance	Good
Leadership and management	Good

## ii) School Categorisation

The latest categorisations of the two schools in accordance with the National School Categorisation System for 2017 are as follows:

	<b>Standards Group</b>	<b>Improvement Capacity</b>	<b>Support Capacity</b>
Llanfair Caereinion C.P. School	N/A	B	Yellow
Ysgol Pontrobert	N/A	A	Green



## APPENDIX B – CONSULTATION RESPONSE FORM

### BANW C.P. SCHOOL AND LLANERFYL C. IN W. (FOUNDATION) SCHOOL

Powys County Council is consulting on the following proposals relating to primary education in the Banw Valley:

- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- 
- To establish the new school either
  - a. on the current site of Banw C.P. School **or**
  - b. on the current site of Llanerfyl C. in W. (Foundation) School

A consultation document which provides more information about the proposals and the two options, as well as an online version of this consultation response form, is available on the Council's website at <https://customer.powys.gov.uk/article/4465/Banw-C.P.-School-and-Llanerfyl-C.-in-W.-Foundation-School>.

This consultation response form gives you the opportunity to let us know your view on the Council's proposal and the two options. The response form can also be completed online – a link to the online form is available by following the link above.

The closing date for this consultation is the **5<sup>th</sup> November 2018**. All responses must be received by this date.

All information received via this survey will be administered under the rules of the General Data Protection Regulation Act. For full details of how Powys County Council works to these rules, visit <http://www.powys.gov.uk/en/information-mangement/data-protection-and-privacy/>

#### Part 1 – About You

1. Please indicate how you are associated with Banw C.P. School and/or Llanerfyl C. in W. (Foundation) School:

Parent, carer or guardian  Member of staff

Prospective parent, carer or guardian  Member of the community

Governor  No association with either school

Other (Please specify)  \_\_\_\_\_

2. Please specify which school you are associated with:

Banw C.P. School  Llanerfyl C. in W. (Foundation) School  Neither school

3. Please provide your postcode \_\_\_\_\_

## **Part 2 – Consultation Response**

Please indicate your responses to the questions below.

### **Proposal to establish one new school in the Banw Valley area**

4. Given the current and projected pupil numbers in Banw C.P. School and Llanerfyl C. in W. (Foundation) School, do you agree that the most suitable way forward is for the two existing schools to merge in order to establish one new, larger school in the area?

Yes

No

Don't know

Please provide any additional comments:

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5. The current proposal is to establish a new Welsh-medium Voluntary Aided Church in Wales School.

If the Council were to proceed with merging the two existing schools to create one new school, do you agree that 'Voluntary Aided Church in Wales' would be a suitable category for a new school?

Yes

No

Don't know

Please provide any additional comments:

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**Option A – Establish a new school on the current site of Banw C.P. School**

6. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Banw C.P. School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes

No

Don't know

Please provide any additional comments:

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**Option B – Establish a new school on the current site of Llanerfyl C. in W. (Foundation) School**

7. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes

No

Don't know

Please provide any additional comments:

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## **Other options**

8. A number of options have been considered in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. These are outlined on pages 11 – 16 of the consultation document. Option 1 (Establish a new school operating across the two sites) and Option 4 (Establish a new school operating from a new site in the area) have been discounted as the Council does not think that either of these are the most appropriate way forward at the current time.

- a) Do you agree with the Council that Options 1 and 4 should be discounted?

Yes

No

Don't know

- b) Do you think the Council should proceed with one of the discounted options instead of the current options?

Yes

No

Don't know

Please provide any additional comments, including which (if any) of the discounted options you think the Council should be considering:

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9. Are there any other options which you think the Council should consider which aren't outlined in the consultation document?

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## **Other comments**

10. Please provide any other comments in the space below:

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11. At the end of the Consultation Period, the Council will publish a Consultation Report, summarising the issues raised in the consultation responses received and providing the Council's response to these issues.

Would you like to be informed of the publication of the consultation report?

Yes  No

If you answered 'Yes', please provide an e-mail address or postal address:

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## **Part 3 – Equalities Information (Optional)**

We want to ensure that we include all sectors of the community in our consultation, and are requesting that you provide this information to enable us to identify whether the consultation has been inclusive.

However, these questions are optional. We will take all responses into consideration when determining how to proceed, regardless of whether or not this information has been provided.

12. Can you understand, speak or write Welsh?

Yes  No  Don't want to say

13. If you have school-aged children, are they entitled to receive free school meals?

Yes  No  Don't want to say

14. If you have school-aged children, do they have any additional learning needs?

Yes  No  Don't want to say

15. Do you consider yourself to be disabled?

Yes  No  Don't want to say

16. What is your ethnic group?

White  Mixed or multiple ethnic groups

Asian or British Asian  Black, African, Caribbean or Black British

Any other ethnic group  Don't want to say

Thank you for completing this questionnaire.

Completed questionnaires should be sent to the following address, to arrive **no later than the 5<sup>th</sup> November 2018**:

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

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



# **Banw Community Primary School and Llanerfyl Church in Wales (Foundation) School**

## **Consultation Report**

### **February 2019**

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## **CONSULTATION ON PROPOSALS RELATING TO BANW C.P. SCHOOL AND LLANERFYL C. IN W. (FOUNDATION) SCHOOL**

### **1. OVERVIEW OF THE CONSULTATION**

Powys County Council consulted on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
  - a. on the current site of Banw C.P. School **or**
  - b. on the current site of Llanerfyl C. in W. Foundation School

The consultation took place from the 24<sup>th</sup> September 2018 to the 5<sup>th</sup> November 2018.

#### **1.1 Consultation methods**

The consultation documentation was available on the Council's website throughout the consultation period, and was distributed to stakeholders, as required by the School Organisation Code (2013). A separate version for primary aged pupils was also available and distributed to pupils, and was also available on the Council's website throughout the consultation period.

Consultees were invited to respond to the consultation by either completing an online consultation form, filling in a paper copy of the form and returning it to the School Transformation Team at County Hall, or by e-mailing / writing to the School Transformation Team.

Informal drop in sessions were held to give parents the opportunity to discuss any queries with officers / county councillors. These were held in Llanerfyl Village Hall on Thursday 4<sup>th</sup> October 2018 and in Banw Community Centre on Monday 15<sup>th</sup> October 2018. Approximately 40 attended the session in Llanerfyl, and approximately 110 attended the session in Banw.

In addition, meetings were held with the following:

- Staff and Governors of Llanerfyl C. in W. (Foundation) School – 4<sup>th</sup> October 2018
- Staff and Governors of Banw C.P. School – 15<sup>th</sup> October 2018
- School Council of Llanerfyl C. in W. (Foundation) School – 24<sup>th</sup> October 2018
- School Council of Banw C.P. School – 24<sup>th</sup> October 2018

## **1.2 Responses received**

A total of 250 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

In addition 51 written responses were received.

In addition to responses from parents, staff, governors, pupils and other members of the community affected by the proposal, responses were received from the following:

- Estyn
- Diocese of St Asaph
- Llanerfyl Village Hall Committee
- Banwy Community Council
- Dyffryn Banw Football Club
- Merched y Wawr, Montgomeryshire Region
- Llanerfyl Community Council
- Cylch Meithrin Dyffryn Banw
- Banw Community Centre Committee
- UCAC

The response received from Estyn is provided on page 17, in-line with the requirements of the School Organisation Code.

## **1.3 Summary of issues raised**

The issues raised in the consultation responses are listed in detail in section 6 on page 21. This includes the Council's response to each issue.

However, the following is a summary of the issues raised:

### **1. Comments on the principle of merging the two schools**

- 1.1 In support
- 1.2 Against
- 1.3 Other

### **2. Comments about Banw C.P. School**

- 2.1 Location
- 2.2 Building Condition
- 2.3 Building Suitability
- 2.4 Reference to the new curriculum
- 2.5 The school site
- 2.6 Parking
- 2.7 Size
- 2.8 Classroom configuration
- 2.9 Toilets / Changing Facilities
- 2.10 Kitchen / Dining Facilities

- 2.11 Hall
- 2.12 Reference to links between the school and the community
- 2.13 Disabled access
- 2.14 Safeguarding
- 2.15 Opportunities to develop the site
- 2.16 Possible alternative uses should there be no school on the site
- 2.17 Other

### **3. Comments about Llanerfyl C. in W. (Foundation) School**

- 3.1 Location
- 3.2 Building Condition
- 3.3 Building Suitability
- 3.4 The School Site
- 3.5 Parking
- 3.6 Classroom Configuration
- 3.7 Reference to the new curriculum
- 3.8 Toilets / Changing Facilities
- 3.9 Kitchen / Dining Facilities
- 3.10 Hall
- 3.11 Community Use / Links
- 3.12 Disabled Access
- 3.13 Health and Safety queries
- 3.14 Opportunities to develop the site
- 3.15 Possible alternative uses should there be no school on the site
- 3.16 Successes of Ysgol Llanerfyl

### **4. Category of any new school**

- 4.1 Church in Wales categorisation
- 4.2 Voluntary Aided Church in Wales categorisation
- 4.3 Other categories

### **5. Impact on pupils**

- 5.1 Additional travel
- 5.2 Impact on vulnerable pupils
- 5.3 Impact on quality of education
- 5.4 Other

### **6. Pupil numbers**

- 6.1 It's unfair to close Llanerfyl School
- 6.2 Surplus places
- 6.3 Projected pupil numbers

### **7. Impact on staff**

### **8. Impact on the community**

- 8.1 Impact on the Banw Community

- 8.2 Impact on the Llanerfyl community
- 8.3 General comments with regard to impact on the community

## **9. Impact on the Welsh Language**

- 9.1 Impact on the Welsh language in the Banw community
- 9.2 Impact on the Welsh language in the Llanerfyl community
- 9.3 General comments with regard to impact on the Welsh language

## **10. Reference to Early Years provision**

## **11. Financial considerations**

- 11.1 Transport costs
- 11.2 Capital receipts
- 11.3 Capital costs
- 11.4 Cost per pupil
- 11.5 Reference to financial contribution from the Church
- 11.6 Priscilla Foster Trust
- 11.7 Overall savings to the Council

## **12. Other options**

- 12.1 Retain both schools
- 12.2 Open a new school in a new location
- 12.3 Multi-sited option
- 12.4 Establish English-medium provision in the area
- 12.5 Carry out a wider review of education in the area
- 12.6 Increase pupil numbers in the area
- 12.7 Other

## **13. Reference to documentation**

- 13.1 Consultation Document
- 13.2 Impact assessments
- 13.3 HoWPS building reports

## **14. Comments relating to the process**

- 14.1 Initial meetings with governing bodies
- 14.2 Informal session for parents held on the 7<sup>th</sup> February 2018
- 14.3 Parents questionnaire Spring 2018
- 14.4 Decision making process
- 14.5 Reference to Cabinet meeting 18<sup>th</sup> July 2018
- 14.6 Reference to the consultation process
- 14.7 Reference to process going forward
- 14.8 Reference to legal challenge / judicial review
- 14.9 Reference to County Councillors
- 14.10 Impact of the process on the community

## **2. CONSULTATION RESPONSE FORM**

250 respondents completed the consultation response form which was included in the consultation document. This included paper copies as well as responses submitted using the online response form.

The quantitative findings of the questionnaire are summarised below. Written comments were also provided in the consultation response forms, the issues raised in these comments are included in Section 6 of this report.

### **Section 1 – About you**

1. Please indicate how you are associated with Banw C.P. School and/or Llanerfyl C. in W. (Foundation) School:

Parent, carer or guardian	43	17%
Prospective parent, carer or guardian	26	10%
Governor	14	6%
Member of staff	14	6%
Member of the community	118	47%
No association with either school	17	7%
Other	66	26%
Total responses <sup>1</sup>	250	

2. Please specify which school you are associated with:

Banw C.P. School	101	40%
Llanerfyl C. in W. School	110	44%
Neither school	51	20%
Total responses <sup>2</sup>	250	

### **Section 2 – Consultation Response**

3. Given the current and projected pupil numbers in Banw C.P. School and Llanerfyl C. in W. (Foundation) School, do you agree that the most suitable way forward is for the two existing schools to merge in order to establish one new, larger school in the area?

Yes	189	83%
No	33	14%
Don't know	7	3%
Total responses	229	100%

4. The current proposal is to establish a new Welsh-medium Voluntary Aided Church in Wales School. If the Council were to proceed with merging the two

<sup>1</sup> Some respondents gave more than one response for this question. This is why the total is higher than 250.

<sup>2</sup> Some respondents gave more than one response for this question. This is why the total is higher than 250.

existing schools to create one new school, do you agree that 'Voluntary Aided Church in Wales' would be a suitable category for a new school?

Yes	105	46%
No	48	21%
Don't know	74	33%
Total responses	227	100%

5. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Banw C.P. School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes	140	61%
No	81	35%
Don't know	8	4%
Total responses	229	100%

6. If the Council were to proceed with merging the two existing schools to create one new school, do you agree that establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School would be a suitable way forward in order to safeguard the provision of Welsh-medium education in the Banw Valley?

Yes	81	36%
No	130	57%
Don't know	16	7%
Total responses	227	100%

7. A number of options have been considered in respect of Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Option 1 (Establish a new school operating across the two sites) and Option 4 (Establish a new school operating from a new site in the area) have been discounted as the Council does not think that either of these are the most appropriate way forward at the current time.

- a) Do you agree with the Council that these options should be discounted?

Yes	154	76%
No	20	10%
Don't know	28	14%
Total responses	203	100%

- b) Do you think the Council should proceed with one of the discounted options instead of the current options?

Yes	30	15%
No	140	71%
Don't know	26	13%
Total responses	196	99%

### **3. CONSULTATION WITH PUPILS**

Officers from the local authority met with the School Council of Banw C.P. School and Llanerfyl C. in W. (Foundation) School to get their views on the proposals. The notes of these meetings are provided below:

#### **i) Banw C.P. School**

Officers from the School Transformation Team met with Dyffryn Banw School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Dyffryn Banw and Ysgol Llanerfyl.

One session was held with 8 pupils from the school council.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
  - a. On the current site of Dyffryn Banw Primary School **or**
  - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

#### **1. What do you like about Ysgol Dyffryn Banw? What's good about the school?**

- The park and the large hall
- The yard for playing netball
- A good place to do exercise and sports
- A good place to do athletics with a 200 metre running track
- A good place to do the long jump
- 4 classrooms so we study maths and language in different rooms
- Many computers
- The hall is good for sports if it rains
- The hall is good for concerts, Eisteddfod y Foel. The Powys Eisteddfod is also coming here
- A good hall for gymnastics
- A large canteen and kitchen
- An after school cooking club
- There is a kitchen by the hall as well
- A breakfast club
- School lunch has improved and the food is tasty - the food comes up from Llanerfyl
- Chips on Friday

- There is a lot of space here, so there is enough room for us to have time alone if necessary
  - It is a healthy school and we make fruit pots
  - The school is suitable for disabled children or children who have had an injury e.g. a broken leg, because there are no stairs
- 2. Is there anything you dislike about Ysgol Dyffryn Banw, or anything that could be better?**
- No
  - Have more spaces for nature, a nature corner
- 3. If things changed, and if Ysgol Llanerfyl pupils also came to school here in Dyffryn Banw, what impact would this have?**
- We are friends with Llanerfyl children already, so there wouldn't be much of an impact on us
  - Llanerfyl children come here quite a lot already, for example to see Mr Formula
  - It would be good to have more sports and competitions. There are not enough children here to have a netball team at present, so there would be enough children for this
  - It would be good to have more children in the school and more friends
  - Llanerfyl children would have to come to school by car / on the bus
  - There is room for 120 children here, so there is plenty of room for more children
- 4. Is there anything that worries you about the possibility that Ysgol Llanerfyl children could come to school here?**
- I worry that we wouldn't be friends and that Llanerfyl children would stick together and that Dyffryn Banw children would stick together
  - We would be happy for Llanerfyl children to come here - there's plenty of space here and I would be happy to welcome new children here.
- 5. If things changed, and if Ysgol Dyffryn Banw pupils went to school in the building in Llanerfyl with Ysgol Llanerfyl children, what impact would this have?**
- I would worry about this - my mother is English and my sister wasn't allowed to go to Llanerfyl because Mum was English
  - This would be good for Llanerfyl children, but there's not enough room for everyone there
  - There are stairs at Ysgol Llanerfyl and I worry that if there were disabled children at the school, they would not be able to get upstairs
  - There wouldn't be room for everyone in the classes
  - There is no canteen or hall
  - It's dangerous to cross the road to go to the hall
  - There is only one female toilet at Llanerfyl, there are more toilets here

**6. Is there anything that worries you about the possibility that you would have to go to school in the buiding in Llanerfyl?**

- I don't think there's enough room for everyone
- I'm worried that people would move to Ysgol Llanfair or Ysgol Pontrobert
- I worry about crossing the road to go to the hall
- I'm worried that they don't let English children go to Llanerfyl. I would have to go to Llanfair
- It would be good for Llanerfyl children, but I don't think the change would be good for us.

**7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:**

- Having one school is a good idea but the loss of a school in one place will affect that community
- If there were one school, it would be easier for the children to make friends and the school would be able to compete in netball and choir competitions, and be better at Eisteddfodau.
- Ysgol Llanerfyl is good at some things and Ysgol Dyffryn Banw is good at other things, so the new school would be able to be good at lots of things

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.

**ii) Llanerfyl C. in W. (Foundation) School**

Officers from the School Transformation Team met with Llanerfyl School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Llanerfyl and Ysgol Dyffryn Banw.

One session was held with 7 pupils from the school council, and a second session with 2 latecomers to Welsh-medium education.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
  - a. On the current site of Dyffryn Banw Primary School **or**
  - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

**1. What do you like about Ysgol Llanerfyl? What's good about the school?**

- The food is good here
- We are all friends
- The building is big enough
- There is plenty of room here
- It's easier to be here because there aren't many children here
- The site is open after school and at weekends
- The building is old
- The building and the classrooms are colourful, and there are lots of things on the walls
- The playing field, there is plenty of space to have 4 play areas at the same time
- I like to play rounders, cooking, running, football, netball and crafts here
- Eisteddfodau and taking part in the Urdd
- The site is safe and it's safe enough to cycle and walk to school
- The teachers are kind and willing to help you
- The teachers can be strict but they help us and are kind
- Being able to walk to school
- I like the fact that it is a small school, there are friends in different year groups, and everyone knows each other

**2. Is there anything you dislike about Ysgol Llanerfyl, or anything that could be better?**

- Rugby, we are not allowed to tackle because it's a 'contact sport'
- There are plenty of computers in the school, but the internet is slow
- There is no hall at the school, but we use the village hall. When it rains, we use the classrooms. We use the hall for the Urdd and for concerts, and go to the Church for thanksgiving.
- It's a long way to Welshpool to buy sweets!
- Nothing, I like the school

**3. If things changed, and if Ysgol Dyffryn Banw pupils also came to the school in Llanerfyl, what impact would this have?**

- We don't know them very well, so we would have to get to know them
- I worry that there is less space at this school - no room in the classroom or on the playing field
- We know some of the children already through trips, playing rugby and Mr Formula
- We need to get to know the children first
- We would have to make new friends
- Llanerfyl children would show Dyffryn Banw children where to go
- We would be able to make more friends

- If the Dyffryn Banw children came here, the school would have to be made bigger
- 4. Is there anything that worries you about the possibility that Ysgol Dyffryn Banw children could come to Llanerfyl?**
- No, nothing worries us about the Dyffryn Banw children coming here
  - There would be more competition to get a place in the sports teams
  - How would 55 pupils fit in this building?
  - The only concern is that Ysgol Llanerfyl would have to be made bigger
- 5. If things changed, and if Ysgol Llanerfyl pupils went to school in the Ysgol Dyffryn Banw building with Ysgol Dyffryn Banw children, what impact would this have?**
- We would not be able to cycle to school
  - We would have to go to school by car or by bus
  - A larger minibus would be needed to take everyone to school
  - It would be harder for small children to find their way around the school because the school is bigger
  - Different teachers, it would be better if our present teachers went to Ysgol Dyffryn Banw too
  - The school is bigger and there would be more space for sports
  - Mum works at Ysgol Dyffryn Banw so that would be good
  - It would be sad for my parents and grandparents because they went to school at Llanerfyl and the school wouldn't be there any more
- 6. Is there anything that worries you about the possibility that you would have to go to Ysgol Dyffryn Banw?**
- I would have to make new friends
  - I do not want to go to Dyffryn Banw, I want to stay here
- 7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:**
- We are happy in the school
  - We like the school as it is

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.

#### **4. CONSULTATION MEETINGS WITH STAFF AND GOVERNORS**

Consultation meetings were held with the staff and governors of both schools. The issues raised at these meetings are summarised below:

##### **i) Llanerfyl C. in W. (Foundation) School – 4<sup>th</sup> October 2018**

- Would the original report that concluded that he proposed new school should be in Llanerfyl still be part of the process?
- Don't understand how one councillor was able to change the recommendation presented to Cabinet
- The governing body at Banw School approached the Council because their numbers had dropped, and Llanerfyl School is suffering because of it
- Don't know of any other example where a school with higher numbers has been closed because pupil numbers at a neighbouring schools have dropped
- Llanerfyl School doesn't want to be sacrificed to solve the problems at Banw School
- The school needs to be where the pupils are – it's not practical to move a whole school population to a school where there are very few children
- Will the decision be made based on costs?
- Question about capacity figures in the consultation document as there are different figures
- Previously there were 62 children attending Llanerfyl school and inspectors and advisors visited frequently. At no point did anyone say that there was an issue with capacity or the facilities
- If parents weren't happy with the facilities here, they would send their children elsewhere
- There has never been a capital bid for improvements to the Llanerfyl building, so the Council can't say that the facilities are poor.
- In the next step of the process, will the recommendation be made known to the Headteacher and governing body before it goes to Cabinet, as with the previous stage?
- If one school costs much more to run than the other, surely the cheaper school should win
- Queried the inclusion of information about the Estyn inspection reports in 2014 for Llanerfyl and 2016 for Dyffryn Banw in the consultation document
- Llanerfyl School received a document where the inspector commented that he hadn't seen such good standards of written or spoken Welsh in his 30 years of teaching
- Query about whether staff would start at the bottom point of the pay grade following implementation of a new staffing structure for any new school
- Query about how the temporary governing body would be formed
- What would happen if staff didn't want to apply for a post in the new school?
- Would an extension be needed to the timeline because of the amendment to the consultation made in Cabinet?

- Request for the process to be carried out as quickly as possible as this was a period of uncertainty for pupils and staff

**ii) Banw C.P. School – 15<sup>th</sup> October 2018**

- For the parents of Banw to move to Llanerfyl school, there would be a need for investment – the facilities are not as good there
- If the Llanerfyl site was chosen, there would be a wish list of improvements that would be needed, which would be very costly
- A number of pupils from the area attend schools outside the Banw Valley
- If the Llanerfyl children came to Banw it would be a win win situation – Banw children would have more social interaction and the Llanerfyl children would have more facilities.
- If the Banw pupils went to Llanerfyl, it would be a lose lose situation – Llanerfyl pupils would have less space individually and Banw pupils would be losing the hall and facilities
- Due to the co-location of the school with the Hall, they are entwined and rely on each other
- The Hall is a huge asset to the school because it is used so often. The school has use of it during the day, have PE lessons there and use the stage for performances. Can access it all day, and with the new curriculum it would be used even more
- Health and safety issue regarding Llanerfyl pupils walking to the Hall in all weather
- Unacceptable that in Llanerfyl PE is carried out in the classroom if it is raining
- If the decision is for Llanerfyl pupils to come to Banw, the decision will have been made for the community, not because of politics
- There would be additional costs to move boilers / services etc if Banw school shut – shutting the school would not be a simple process
- How much call would there be for a building of this size in this rural area if the building was closed?
- The Llanerfyl site has no car park, canteen, playing field or facilities, disabled access or a hall, however this is all available two miles up the road.
- The findings of the questionnaire distributed to parents during the initial engagement in the spring was that more parents believed the new school should be at Banw, even though more forms were returned from parents at Llanerfyl school than Banw school
- It is incorrect in the consultation document where it says that no pupils walk to Banw school – there is an estate directly behind the school that pupils walk from
- Concern about impartiality of the local member and her influence in the Council
- Will the local member be allowed to speak in the Cabinet meeting?
- Would the consultation potentially back Llanerfyl as they have the support of the church?
- What is the role of the scrutiny committee within this process?
- Would the council invest in a building it doesn't own?

- What would happen to the Llanerfyl building if the Council decided to close it?
- Query about the make up of the temporary governing body
- Query about the make up of the permanent governing body – would a Church in Wales governing body have more members on it? How much influence would the Church have on who sat on the governing body?
- What would it mean to be a Church in Wales school?
- Could the timescales mentioned in the consultation document be shortened?
- Why did the original recommendation change?

## **5. ESTYN**

Estyn's response to the consultation is provided below:

### **Estyn response to the proposal to close Banw C.P. School and Llanerfyl C. in W. (Foundation) School serving the communities of the Banw Valley in North Powys and establish a new Church in Wales school in the area.**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

#### **Introduction**

This consultation proposal is from Powys County Council and relates to the closure of Banw C.P. School and Llanerfyl C. in W. (Foundation) School ("Llanerfyl C.in W. School") and to establish a new Welsh-medium Voluntary Aided Church in Wales school either on the current site of Banw C.P. School Site (*option a*) or the site of Llanerfyl C. in W. School (*option b*).

#### **Summary/ Conclusion**

It is Estyn's opinion that the proposal is likely to at least maintain standards of education in the area and offers an opportunity to ensure that Welsh medium education in the Banw Valley is sustainable.

#### **Description and benefits**

Powys County Council provides a sound rationale for the proposal:

The council sets out clearly that pupil numbers have reduced over recent years, are set to continue to decrease until 2023 and are currently at 51 over both schools in total.

Both schools are projecting to be in a deficit position by the end of the 19/20 financial year which poses a threat to the continuation of Welsh medium education in the immediate community.

Based on the information provided, the council's assertion that establishing one larger school in the Dyffryn Banw area would

- continue to provide access to Welsh-medium education
- improve opportunities for pupils by being part of a larger school
- be an efficient model for delivering primary education in the Banw areas, including reducing surplus places

appears to be reasonable.

Establishing a new Church in Wales would also ensure continued access to Welsh Medium CIW provision in the area.

The council appears to have given full consideration to the advantages and disadvantages of a wide range of available alternatives. It appears to set out credibly that

- it is not possible to federate the two schools because of their different legal status
- clustering and collaboration would not result in a single school, and would therefore not lead to a reduction in surplus places
- operating the two schools as they currently stand on two different sites would lead to limited economies of scale, not help achieve the aim of making provision in the area financially sustainable and would not address surplus places
- there are too many unknown factors and costs involved in building a new school on a new site and that this is not a viable option when there are already two building available.

The council has identified correctly most of the risks associated with the proposal and the two options set out within it.

It has carried out a thorough analysis of the impact on travel arrangements of both options. It establishes credibly that *option a* would increase travel times for pupils at Llanerfyl C. in W. School, leading to slightly increased transport costs for the council than *option b*. *Option a* would also mean that Llanerfyl C. in W. School pupils would no longer be able to walk or cycle to school. However, *option b* would have no impact on the ability of pupils at Banw C.P. School to walk or to school as there are currently no safe walking or cycling routes to the school. The council recognises appropriately that both *option a* and *b* may have implications for parents' travel arrangements and pupils' ability to access extra-curricular activities. It also correctly identifies that *option b* may have travel implications for parents of pupils in receipt of free school meals at Banw C.P. School as the location of the school may limit their access to it.

The council provides a clear breakdown of the capacity and condition of both buildings and appears to draw reasonable conclusions from its findings. For example, it appears to find reasonably that *option b* would provide a learning environment that is in better condition than *option a* but that *option a* would give current Llanerfyl C. in W. School pupils access to larger and a wider range of facilities, such as a dedicated dining hall and PE facilities. It also asserts reasonably and that these facilities would be withdrawn from current Banw C.P. School pupils under *option b*. From the information provided, the proposer's assertion that *option a* could provide space for the Cylch Meithrin Dyffryn Banw provision appears to be reasonable. This provision currently meets at the Llanerfyl village hall.

Whilst it is clear that both sites have sufficient capacity for pupils from both schools, this is only achievable at the Llanerfyl C. in W. School site if the Art facility is taken into account. The council has not provided sufficient detail around this aspect of the proposal to allow us to comment on the reasonableness of its decision to include it in its calculation.

The council sets out reasonably that the decision to create a new C. in W Voluntary Aided school would ensure continued access to Welsh Medium Church in Wales' provision in the area. It also asserts credibly that curricular provision would remain unchanged, with parents having the choice to opt out of collective worship or send their child to the nearest alternative community Welsh medium school. However, the council has not addressed the impact on projected numbers of pupils if future pupils do not fulfil the admissions criteria of the new C in. W school. This may also preclude siblings of pupils currently at Banw C.P. School who may want to join the school in the future, depending on the admissions criteria set by the new governing body.

Both *option a* and *b* would contribute to realising Welsh Government's strategy of achieving a million Welsh speakers by 2050

The council has also addressed appropriately a range of other identified risks, for example:

- short term risks to wellbeing of pupils
- a reduction in pupil numbers as a result of transfer
- the risk of not being able to attract a headteacher to the school

However, the council makes a reasonable case that the benefits to sustainability of Welsh medium education in the Banw Valley, and to provision, experiences and outcomes of pupils in general of the proposal outweigh the status quo. It has also identified suitable measures to mitigate this risks.

### **Educational aspects of the proposal**

The council's presentation of the performance of the two schools is appropriate. It sets out both the categorisation of the school and the outcomes of their most recent Estyn reports. Based on the information provided, the proposer asserts credibly that stability in leadership at Banw C.P. School would suggest that standards would be at least maintained under *option a* for Banw C.P. School pupils and improved for pupils of Llanerfyl C. in W. School. However, this assertion would require that the current head teacher of Banw C.P. School remains in post in the new school or that the governors are successful in appointing a headteacher to the new school.

The suggestion that there could be some benefits to the quality of education of a larger pupil population and a slightly larger staff base is appropriate, such as the ability for teachers to specialise and provide a wider range of learning experiences. However, the reasons for the council's assertion that the physical environment at Llanerfyl C. in W. school may restrict delivery of the *new* curriculum and negatively impact delivery of that curriculum for pupils transferring from Banw C.P. School are not sufficiently clear.

Based on the information provided in the council's summary of its equality impact assessment, it seems reasonable to assume that the needs of pupils with SEN and

other vulnerable groups who move from Banw C.P. School to Llanerfyl C. in W. School, or vice versa, would not be threatened. The proposer sets out reassuringly the need to mitigate the negative effects on pupils with SEN of change through planning and by putting in place individual support plans. However, it does not consider the risks to SEN pupils if their parents choose non-denominational education in an alternative community primary school as both alternative schools could lead to increased travel times and disruption for these pupils.

## **6. ISSUES RAISED DURING THE CONSULTATION PERIOD**

The following tables list the issues raised during the consultation period, and provides the local authority's response to these issues.

<b>1. COMMENTS ON THE PRINCIPLE OF MERGING THE TWO SCHOOLS</b>	
<b>1.1 In support</b>	
<b>1.1.1 Improved opportunities for pupils</b>	
1.1.1.1	Always hoped that the two schools would merge at some point as it would benefit the children
1.1.1.2	Welcome the opportunity for positive change through combining these two small schools, enabling the children to develop a wider social sphere and to enhance the delivery of the curriculum giving them the best possible education.
1.1.1.3	Merging the two schools would provide more opportunities for pupils if the correct site is chosen.
1.1.1.4	Strongly believe that merging the two schools would achieve the best for the pupils – must look to the future and think about what is best for the children.
1.1.1.5	Greater pupil numbers would give increased possibilities socially for children plus a wider range of teaching styles
1.1.1.6	If the right decision is made it will mean a better education for children in both areas.
1.1.1.7	Combined they could have a better resourced curriculum, wider learning experiences and a fit for purpose set of buildings

1.1.1.8	Having all children together would give them more opportunities e.g. team games, dancing groups, choir	
1.1.1.9	One larger school may mean that years 3-6 could be separated and not taught all together in one class as currently happens in both schools	
1.1.1.10	Would mean that the pupils could make more friends	
1.1.1.11	Children from both schools would benefit i.e. more pupils engaging together in activities, taking part in eisteddfodau, making new friends	
<b>1.1.2 More economical</b>		
1.1.2.1	Merging the two schools will help the authority manage and fund education more effectively within the community	As outlined in the Consultation Document, both Banw C.P. School and Llanerfyl C. in W. (Foundation) are currently facing a difficult financial situation. The Council's view is that merging the two schools would help to alleviate this.
1.1.2.2	Current cost to resources would be reduced by amalgamating the two schools.	
1.1.2.3	It is not economical for 2 schools to exist within a few miles of each other with so few pupils in each.	
1.1.2.4	Financially, agree that it makes sense to merge the schools given falling numbers	
1.1.2.5	Both schools are facing serious financial challenges. Merging would help to alleviate this	
1.1.2.6	It's not fair that pupils in these schools are funded on such a high rate when pupils in other schools receive far lower funding	
<b>1.1.3 Would safeguard provision in the area</b>		

1.1.3.1	Strongly believe in the retention of Welsh-medium primary education in the upper Banwy valley, and agree that this is the only sustainable way of doing so.	As outlined in the Consultation Document, the Council agrees that given the current and projected pupil numbers at the two schools, merging the two schools to create one larger school would help to safeguard the provision of Welsh-medium primary education in the Banw valley.
1.1.3.2	Don't think the number of children in the valley can sustain two primary schools, so in favour of combining forces to create one more sustainable school for the area	
1.1.3.3	Creating one larger school would future proof Welsh language education in the area, pool resources and provide a vibrant, stimulating and nurturing environment for the pupils and staff.	
1.1.3.4	Support the aim of creating one resilient school which would attract parents/carers to the school rather than other schools further away, and would provide for the requirements of the new curriculum.	
1.1.3.5	Due to the low numbers and financial pressures on both schools, there will be no future for either school as they are	
1.1.3.6	The best way to ensure the provision of Welsh-medium education in the area in the future is to merge the two schools in the near future. Otherwise, there is a danger that there will be no school at all in the area.	
1.1.3.7	The only possible solution to future proof primary education in the area	
1.1.3.8	One school will hopefully be sustainable for the future	
1.1.3.9	Support merging the schools to ensure that education is kept in the valley. It would be unreasonable to educate young children further away from the valley.	

1.1.3.10	Reference to 'Together Stronger', the slogan of our national football team.	
1.1.3.11	Both schools are facing decreasing or static pupil numbers	
1.1.3.12	We need a thriving school to attract and keep the best teachers in the Banwy Valley	
1.1.3.13	Unless a decision is made now there will be no primary school in the valley. Some parents are already sending their children away from the area	
1.1.3.14	The area is lucky that the proposal is to retain one school in the area – it would still be a small school, so it would be easy for the Council to propose that the two schools need to close	
<b>1.1.4 Reference to previous attempt to merge the schools</b>		
1.1.4.1	For years, the area has been living under a cloud of uncertainty with regard to the future of the two schools, which is a concern for parents and has often forced them to send their children to Llanfair Caereinion Primary School or to Ysgol Meifod, an English-medium school. This situation should not exist, and to ensure the future of this community, this matter needs to be resolved.	The Council is aware of historical discussions relating to the two schools and notes these comments.
1.1.4.2	The schools should have merged 20 years ago but parent power and hysteria got in the way	
1.1.4.3	One larger school in the area is long overdue. It's time to move on and look at the bigger picture, for the benefit of future generations	
1.1.4.4	If a decision had been made two decades ago the community would be united by now, and battles of the past would be forgotten. Some parents will move their children to Pontrobert or	

	Llanfair if they don't get their way, but you need to ignore this. Hopefully the rift will heal in a decade or two	
<b>1.2 Against</b>		
<b>1.2.1 Disagree with closing Ysgol Llanerfyl</b>		
1.2.1.1	Closing Ysgol Llanerfyl is immoral	The Council does not agree with these statements. Whilst it is true that pupil numbers at Llanerfyl are higher than Banw, pupil numbers at the both schools are low, and both schools are projected to be in a deficit budget position in the coming years.
1.2.1.2	The problem is Banw school's, it would be unfair to close a school that does not have any problems	
1.2.1.3	I urge Powys Council to reconsider and leave the two schools open. Sooner or later the staff and parents at Banw will realise that it's not possible to maintain the school with so few pupils, so they will choose to close voluntarily.	
<b>1.2.2 Reference to previous attempt to merge the schools</b>		
1.2.2.1	Disagree with the Council's proposal to merge the two schools – we went through this around 30 years ago, this caused tension between the two communities, which continued for years afterwards	The Council notes these comments, however the Council's view is that merging the two schools is the best way forward in order to provide improved opportunities to the pupils and also to safeguard the provision of Welsh-medium primary education in the area. This is supported by the findings of the questionnaire published as part of this consultation exercise, where 83% of respondents agreed that merging the two schools was the most suitable way forward in order to safeguard the provision of Welsh-medium education in the area.
1.2.2.2	It was the same the last time PCC wanted to close Llanerfyl and transfer the pupils to Banw. It was the same problem them – pupil numbers at Banw were decreasing and pupil numbers at Llanerfyl were increasing. After a great deal of fighting, the Council was persuaded to change its mind. However, the tension continued between the two communities, and it is only recently that the two communities have come together.	

<b>1.2.3 The communities won't come together</b>		
1.2.3.1	The community is split and I can't see how they will ever come together to support one or the other	It is acknowledged that any school reorganisation process leads to a period of uncertainty for the communities involved, and the Council is keen to conclude this process as swiftly as possible, in order to end this period of uncertainty. Once a decision is made on the way forward, the Council will endeavour to work with both school communities in order to establish the new school, to ensure that it meets the needs of all pupils in the area.
1.2.3.2	Ideally both schools should remain open to serve their respective communities	
1.2.3.3	This will create a divide and tension in the community, with the two areas refusing to work together	
1.2.3.4	How can the two schools merge when the governors, parents and community aren't showing any potential that they will be able to work together as one school?	
1.2.3.5	I can't see a solution that will result in the bonding of pupils, parents, staff and community. The Council's efforts to date have only led to an increase in tension for all concerned and opened old wounds from when the schools were under threat 2 decades ago	
<b>1.3 Other</b>		
1.3.1	Closing a school is very emotional, whichever school that may be	The Council notes this comment, and acknowledges that any school reorganisation proposal leads to a period of uncertainty for the communities involved.
1.3.2	Other than cost, I would not agree that the most suitable solution is to merge as so many factors for both schools would suggest keeping both open would be sensible	The Council notes this comment, however this is not supported by the findings of the questionnaire published as part of this consultation exercise, where 83% of respondents agreed that merging the two schools was the most suitable way forward in order to safeguard the provision of Welsh-medium education in the area.

1.3.3	Wherever the school is located, adequate outdoor space will be needed, and the school's teaching resources will need to be upgraded to ensure that it is a space that inspires pupils to learn.	Comment noted. As outlined in the consultation document, once a decision is made on how to proceed, the Council will commission HOWPS to carry out further work to identify the scope of the required to the building where the proposed new school is to be located.
1.3.4	With sensible investment, both buildings could be excellent options in terms of providing excellent learning and play experiences through the medium of Welsh, uniting the community and trying to stem the current flow of children to other nearby schools rather than staying in the valley.	Comment noted.

## 2. COMMENTS ABOUT BANW C.P. SCHOOL

### 2.1 Location

#### 2.1.1 Positive comments

2.1.1.1	Banw site is geographically central to the existing joint catchment, and Llanerfyl families already regularly support and use Llangadfan facilities e.g. Cann Office, Dyffryn Banw FC	The Council notes these comments regarding the central location of the Banw site to the whole catchment area currently served by Banw C.P. School and Llanerfyl C. in W. (Foundation) School.
2.1.1.2	The site of Banw is more central to the area that the school would serve – the catchment area extends from the edge of Foel to Llanerfyl, including the villages of Foel, Langadfan and Llanerfyl	
2.1.1.3	Banw is more central to the pupils of both schools – should Llanerfyl be chosen, pupils would have to travel a maximum of 10+ miles each way, which seems excessive. If Banw site was chosen, pupils would have to travel a maximum of 5.85 miles each way. The difference in time and distance could have a negative impact on emotional well-being, particularly for younger children	

2.1.1.4	There is easy access off the main A458 trunk road	The Council notes these comments regarding the benefits of the location of the Banw site on the main A458 trunk road.
2.1.1.5	The location of Banw School is perfect, on the A458, and in a perfect location to promote Welsh-medium education to all that pass on their travels through mid Wales.	
<b>2.1.2 Negative comments</b>		
2.1.2.1	Work commitments as well as supermarkets, medical centre and other services are all in the direction of Llanfair Caereinion, Welshpool, Newtown.	The Council notes these comments, and acknowledges that should a new school be established on the Banw site, there would be an impact on parents whose children currently attend Llanerfyl C. in W. (Foundation) School
2.1.2.2	Many children attend after school activities in the other direction e.g. Llanfair Caereinion, Welshpool, Newtown, Meifod	
2.1.2.3	Having to take/collect children from school activities on the Banw site would be inconvenient for most	
2.1.2.4	A school located in Banw would only serve a handful of children, with Llanerfyl parents tempted to go to Llanfair as this is the commuting route of most parents	
2.1.2.5	The school is in a poor location, which isn't the main focus of a village	Whilst it is true that the school is not located in the centre of a village, the school is located in the middle of the area currently served by Llanerfyl C. in W. (Foundation) School and Banw C.P. School. It is also co-located with the Banw Community Hall and other community facilities, which are regularly accessed by residents across the Banw Valley.
2.1.2.6	Banw school is at the side of a busy main road which is very dangerous	It is true that the school is located at the side of a busy main road, however appropriate arrangements are in place to ensure that pupils are unable to access the main road. The main entrance to the school during school hours is from the rear of the school, not directly from the main road.

2.1.2.7	It's not possible for children to walk or cycle to school on the current Banw site due its location on a busy and dangerous main road	It is acknowledged that establishing a new school on the site currently occupied by Banw C.P. School would mean that it would be more difficult for children currently attending Llanerfyl C. in W. (Foundation) School to walk or cycle to school. However, pupils living in the housing estate adjacent to the school are currently able to walk / cycle to school, and they would continue to be able to do so. Should a new school be established on this site, the Council would investigate the possibility of establishing safe walking and cycling routes to the school.	
2.1.2.8	The school does not provide safe walking and cycling routes to school as per the requirements of Active Travel (Wales) 2013.		
2.1.2.9	Concern that pupils would be unable to walk to school if the school was in Banw		
<b>2.2 Building Condition</b>			
<b>2.2.1 Reference to HoWPS report</b>			
2.2.1.1	Although the condition has been rated 'Generally Poor', there is scope to improve this provided there was budget and a plan of action in place.	The Council notes this comment. It is true that the condition of the building could be improved following investment in the building.	
2.2.1.2	Examination of the HoWPS condition report shows that, of the £358,000 expenditure said to be needed in the next 18 months, approximately £212,000 is made up of two capital projects (replacing the heating boiler and associated pipework and tarmacating the playground). There would surely be a financial payback from installing a new modern heating system.	The Council notes this comment. It is true that a large proportion of the expenditure outlined as being required over the next 18 months is for replacement of the heating boiler and associated pipework, and it is true that the Council would expect this investment to lead to a reduction in running costs.	
2.2.1.3	Disappointed with the findings of the HoWPS report which classifies the condition of Banw School as C – generally poor. Why has the school not been maintained to the required standard?	Approximately 43% of the Council's blocks of school accommodation are condition C and D, therefore Banw is not the only school in this condition.  £58,000 of capital funding has been spent on the Banw building over the last 10 years. This included boiler and heating works and the replacement of the canteen roof. The school also has a delegated budget which covers repairs and maintenance costs,	

		<p>and the school has been spending this money on maintenance of the building.</p> <p>The current condition of the school building is primarily due to the age of the building. Capital improvements to school buildings are prioritised and ranked by the Council based on building condition, therefore given the building condition, it is likely that the Council would be looking to carry out work to improve the building condition soon.</p>
<b>2.2.2 Reference to improvements required</b>		
2.2.2.1	With some improvements to the building condition, the site would provide a fantastic school with facilities in place to support the delivery of the new curriculum which will be of benefit to all children in the Banw Valley	The Council notes these comments regarding improvements needed to the Banw C.P. School building, and would agree that some improvements are required to the building condition, as identified by the HoWPS assessment, which identified the building's condition as 'C – Generally Poor'.
2.2.2.2	As a larger school, it's not surprising that maintenance costs are higher not that certain facilities need replacing after a certain time	
2.2.2.3	The school is in need of modernisation, as is the case with any building of its age, however none of the improvements required are structural – the improvements needed are windows etc.	
2.2.2.4	Some improvements are need to the Banw building e.g. the heating system, however these improvements could bring more opportunities to save in the long term	
2.2.2.5	The building is in disrepair and does not lend itself to the nurture that primary school pupils need and deserve	Whilst it is true that some improvements are required to the school building, the Council does not agree with the statement that the building is in disrepair, nor that the school is not suitable for primary school pupils.
<b>2.2.3 Other</b>		

2.2.3.1	<p>The condition of the building at the Banw site is ‘C’ – with Powys wanting to close as many schools with a grading of ‘C’ in the foreseeable future, this gives them the perfect opportunity</p>	<p>The Council currently has no plans to close schools with a grading of ‘C’ or below.</p> <p>Whilst the current School Organisation Policy states that ‘The Council aims to have an educational model which fulfils the following:</p> <ul style="list-style-type: none"> <li>• Has high quality learning environments, with the long term aim that all schools will be assessed as condition A or B’</li> </ul> <p>The intention is that this would be achieved by a combination of new builds to replace the buildings in the poorest condition and investment in other buildings in order to improve their condition.</p>
<b>2.3 Building Suitability</b>		
2.3.1	<p>The building has been assessed as being more suitable for curriculum delivery purposes. This was to be expected as Dyffryn Banw is a purpose built educational facility, whilst Llanerfyl is a converted house</p>	<p>It is true that the HoWPS report carried out in 2018 assessed the suitability of the Banw building as ‘B – Generally satisfactory’, whilst the suitability of the Llanerfyl building was assessed to be ‘C/D – Poor to bad’.</p>
2.3.2	<p>The building is not primary school friendly</p>	<p>The Council does not agree with this statement. The Banw building has been successfully providing primary education for a number of years, and the recent assessment carried out by HoWPS assessed the building’s suitability as ‘B – Generally satisfactory’.</p>
<b>2.4 Reference to the new curriculum</b>		
2.4.1	<p>Dyffryn Banw is the best site when considering the requirements of ‘Curriculum for Life’ – a building that has appropriate space, a hall for presentations, performances, physical education,</p>	<p>The Council notes these comments, and agrees that the facilities on the Banw site are conducive to the requirements of the new curriculum.</p>

	workshops and other activities. There is space within the building for groups to work independently	
2.4.2	New curriculum – children need to learn from experience, with flexibility for teachers to achieve this in creative ways which suit the learner. Sufficient space is needed to ensure that the new curriculum can be implemented fully, so that different learning areas can be set out around the classroom. There is plenty of room in Dyffryn Banw to ensure that the children have the best education which meets the requirements of the new curriculum.	
2.4.3	The Banw site and building are suitable for developing education in accordance with ‘Donaldson’ – space for developing independent learning areas	
2.4.4	Has all the facilities needed for the current curriculum and the new curriculum	
2.4.5	One of the areas of the new curriculum is ‘Expressive Arts’ – access to a hall will be essential to enable pupils to develop creative and performing skills	
<b>2.5 The school site</b>		
2.5.1	There is a large playing field for outdoor sports, which is also used for area sports	The Council notes these comments relating to the space and facilities available on the Banw site.
2.5.2	The Banw site has better facilities which can be upgraded to provide a modern, 21 <sup>st</sup> century school	
2.5.3	There are vegetable and flower gardens in front of the school which are developed by the pupils and the friends of the school	
2.5.4	The school / site has more space and facilities	

2.5.5	The school is purpose built to meet the needs of 72 pupils	
2.5.6	The site is fully suited to accommodating a new, merged school due to the superior facilities on offer, greater capacity and flexibility of the site and ability to contribute to a number of Powys' strategic educational objectives	
2.5.7	The site is physically better placed for increased numbers, having internal space, including a larger hall and extensive playing areas	
2.5.8	Banw's Estyn report from 2010 and 2016 refer to the benefits of the site	
<b>2.6 Parking</b>		
2.6.1	Ample parking facilities for school buses and parents/carers, and plenty of room to accommodate more	The Council notes these comments relating to the parking space available on the Banw site, which can also be accessed by buses.
2.6.2	There is a large car park at the front of the school and a small car park to the rear which is usually used by staff	
2.6.3	There is a large car park at the front which is used for collection and drop off by parents on school days, and for other community group activities out of school hours	
2.6.4	Buses can easily access the parking area when needed	
2.6.5	There is plenty of space for buses and minibuses in the large car park, with no danger of risk for the children	
2.6.6	The gate to the large parking area is locked during the day so no one can enter it	

2.6.7	The school has a car park policy in place to ensure the safety of children at pick up and drop off times	Comment noted.
<b>2.7 Size</b>		
2.7.1	Large enough to easily accommodate the current total number of pupils but also any local children who are currently taken to schools outside the catchment. Could also accommodate local pre-school/nursery services on site	The Council notes these comments about the site's size, and agrees that the Banw site could accommodate the current number of pupils in the area.
2.7.2	Can easily accommodate pupils from both schools without compromising on personal space and impacting on pupil well-being, but could also accommodate more should the number of children wishing to come to the school increase in the future.	
<b>2.8 Classroom configuration</b>		
2.8.1	Classrooms are spacious and airy	The Council notes these comments relating to the classrooms and facilities available at Banw C.P. School.
2.8.2	Classrooms are connected by a corridor so there is no disruptive through traffic	
2.8.3	Covered outdoor classroom for the foundation phase to access as required	
2.8.4	The building could easily be adapted to accommodate four classes, to establish an ICT area, a STEM area, and there is plenty of space to develop expressive arts	
2.8.5	The Foundation Phase class offers plenty of room to create a range of areas, ensuring that this includes a computer area, building equipment, sand, water, a create area, creative painting, which are all available daily	

2.8.6	Large windows which make the classrooms nice and bright, with access to the outdoor area which is fenced for safety	
2.8.7	There is access to a committee room which is used for music lessons among other things – peripatetic teachers can teach here without disturbing the other classes	
<b>2.9 Toilets / Changing Facilities</b>		
2.9.1	There are changing rooms and toilets for boys and girls at either end of the school	The Council notes these comments about the toilet / changing facilities at Banw School.
2.9.2	The number of toilets meet the toilet:pupil ratios – no more toilets would need to be provided if the site was in Llangadfan	
2.9.3	There are separate changing areas for boys and girls at opposite ends of the school	
<b>2.10 Kitchen / Dining Facilities</b>		
2.10.1	The kitchen is bigger and seems in a better condition than Llanerfyl	The Council notes these comments about the kitchen / dining facilities at Banw School.
2.10.2	There is dining space which is separate to the classrooms	
2.10.3	The canteen area provides the opportunity to have a breakfast club – a positive for parents who go to work, and enables the children to have a balanced meal which leads to the children being more focused at the beginning of the school day	
2.10.4	Ysgol Dyffryn Banw has a brand new kitchen but is unable to attract a cook – meals are prepared at Llanerfyl for both schools and are transported to Banw	When the previous cook at Ysgol Dyffryn Banw left in September 2017, Powys Catering reviewed the uptake of school meals at Ysgol Dyffryn Banw. The outcome of this review was that the uptake wasn't sufficient to warrant a

		permanent cook on site at Banw, and the decision was made to export meals from Llanerfyl to Banw.
<b>2.11 Hall</b>		
<b>2.11.1 Facilities available at the hall</b>		
2.11.1.1	There is a large hall attached to the school which has its own separate kitchen, toilet etc.	The Council notes these comments relating to the facilities available to the school at the adjoining community hall.
2.11.1.2	There are excellent gymnastics facilities in the hall	
2.11.1.3	The adjacent hall has expensive PE equipment which can be used for PE	
<b>2.11.2 The school's access to / use of the hall</b>		
2.11.2.1	The school has exclusive use of the hall in term time and in school hours	The Council notes these comments about the school's access to the adjoining community hall.
2.11.2.2	The hall is a huge asset to the school because it is used so often. The school has use of the hall during the day. PE lessons are held there, and the stage is used for performances. The school can access it all day, and with the new curriculum it would be used even more.	
2.11.2.3	What are the arrangements between the community hall and the school – how much does the school pay for the hall?	There is an agreement in place between the school and the community hall. The school pays an annual fixed sum to the community hall of approximately £2500 per year for unlimited use of the hall during school hours (until 4.30pm) throughout the school year.
2.11.2.4	In reality how often does the School in Banw actually use the hall?	The school makes extensive use of the hall and committee room throughout the week for a range of activities. This includes all physical education lessons (except when these

2.11.2.5	The hall seems to be Banw's selling point, it would be interesting to see how often it is actually used by the school, as opposed to the community	take place outdoors), instrumental lessons, concerts, workshops, services, mediation, use of the stage for performance rehearsals. The hall is also used for 'milltir y dydd' in bad weather.
<b>2.11.3 Other queries relating to the hall</b>		
2.11.3.1	Is the hall heating system separate to the school?	The hall heating system is separate to the school's – heating can be put on in the hall without the heating having to be on in the school. The heating for the committee room is on the same system as the school's heating, however storage heaters have recently been installed in the committee room, which means that heating can now be provided in this room without having to heat the whole school.
<b>2.12 Reference to links between the school and the community</b>		
2.12.1	Because the site incorporates a Community Centre, it is already a community hub, which all the advantages that brings	The Council notes these comments relating to links between the school and the community
2.12.2	Estyn report in 2016 referred to the school's strong partnership with the local community. This reflects the aim of 'developing our schools to be organisations that are central to community activity', which is outlined in the Cabinet's new School Organisation Policy.	
<b>2.13 Disabled Access</b>		
2.13.1	Banw School is all on one level, therefore could easily accommodate children/teachers with mobility issues	The Council notes these comments. Whilst it is true that the school is on one level, should a pupil with additional physical needs wish to attend the school, a full review would need to be carried out, and it is likely that additional facilities would need to be provided.
2.13.2	Whilst the site would need some adaptations to accommodate physically challenged pupils, it would be easier to adapt this site due to the layout being over 1 floor and the door and corridor openings being wider	

2.13.3	There is a toilet suitable for pupils in a wheelchair or that have disabilities	
<b>2.14 Safeguarding</b>		
2.14.1	Safeguarding concerns about the school being attached to the hall. One mistake not to set an alarm or lock a door would mean that a child's life would be ruined	The only times the hall is used during school hours is for elections and for funeral teas. In all situations such as these, the door between the hall and the school is locked by the headteacher or in her absence, a teacher who is responsible for the school in her absence. A Safeguarding Policy is in place which outlines these arrangements, and a Safeguarding Audit is carried out annually.
2.14.2	Safeguarding concerns about attachment to the Hall	Apart from when being used for elections of funeral teas, the external door to the hall is locked, therefore members of the public would be unable to access the hall.
2.14.3	The doors between the hall are locked when the hall or committee room is being used by the public during school hours to safeguard the children	Comment noted.
<b>2.15 Opportunities to develop the site</b>		
2.15.1	Provides an opportunity to create a centre of excellence for the Welsh language	The Council notes the suggestions for further developing the Banw site to provide additional facilities for the community.
2.15.2	Early years provision could be part of the school – there are adequate areas to include 'Cylch' and 'Ti a Fi', which will enable parents of younger children to transition from one to the other with ease – this could be in one building.	
2.15.3	Banw site could be an integrated children's centre – this would benefit the wider community and be in line with Welsh Government policy	

2.15.4	The Banw site has lots to offer in terms of developing education in the area	
2.15.5	There is an opportunity to make more community use of the building by potentially introducing on-site nursery care, after school clubs, community clubs, adult learning facilities, sports clubs	
2.15.6	Would be possible for the Cylch Meithrin to be integrated within the school on the Dyffryn Banw site – would be ideal for all children's services to be housed at one location, this site can easily accommodate this	
2.15.7	Has all the facilities necessary to become a model community school – on site catering facilities, community hall, community play area, ability to accommodate a nursery, playing fields, ample parking and safe access from a major road.	
2.15.8	If the future of the Welsh language in the Banw Valley is a major concern, then the Banw site provides the space and facilities to offer a centre, including Cylch Ti a Fi, Ysgol Feithrin, Nursery, Infant, Juniors, Parent and Child Welsh courses, Welsh community activities, which would attract more families to the area and would protect, extend and sustain the Welsh language in the area long term.	
2.15.9	From the main village to Ysgol Dyffryn Banw there is a potential to make a cycle track / walking route through the field alongside the river, to provide a car free route to school and the football pitch.	
2.15.10	An extension could be added if needed as the grounds around the school are vast and owned by the Council	

2.15.11	The surrounding land is in the Council's ownership, which would make for flexibility in respect of adjusting to new challenges	
<b>2.16 Possible alternative uses should there be no school on the site</b>		
2.16.1	<p>Unclear what possible alternative uses would be viable for the building and/or site:</p> <ul style="list-style-type: none"> <li>- The size, layout and design could be appropriate for some sort of commercial use, however there is no demand for office or retail space in the area</li> <li>- Village workshops are an option, but this provision already exists in Llanerfyl and is not used to capacity</li> <li>- Industrial unit would be inappropriate given the close proximity to residential properties</li> <li>- Demolition and re-development for housing is an option, but not likely to be viable: <ul style="list-style-type: none"> <li>o Llangadfan is classed as a small village in the Powys LDP therefore only small scale affordable housing would be considered appropriate</li> <li>o Demolition costs and generally low market values and rents would mean that no private developer would be interested in the site because the profit margins are so low</li> <li>o Complexity of having the community hall on site makes it difficult to develop</li> <li>o Play area at the front of the site would need to be retained for use by the Community. Its removal would be resisted by local residents and Council planners because it represents the loss of a community facility, which is contrary to Powys Local Plan policy DM11</li> </ul> </li> </ul>	<p>The Council notes these comments and acknowledges the complexities relating to alternative uses for the building currently occupied by Banw C.P. School due to its location and the fact that the school is co-located with the community hall and other community facilities. This is acknowledged on page 33 of the consultation document – ‘Sale of the Banw site could be difficult due to the co-location of the community centre’.</p>
2.16.2	Likely to be difficult to identify an alternative use for the site should there be no school here, therefore likely that the site	The Council notes this comment and the reference to Beguildy School.

	would remain empty for years (similar to Beguildy). It then ultimately becomes a liability for the Council rather than a disposable asset.	The Council acknowledges that there could be issues with identifying alternative uses for the site should there be no school in the building currently occupied by Banw C.P. School, and did acknowledge on page 33 of the Consultation Document relating to this proposal that 'Sale of the Banw site could be difficult due to the co-location of the community centre'.
2.16.3	If the Council were to be successful in disposing of the Banw site, the capital receipt is likely to be minimal due to the complexities outlined, therefore it is not really a positive as the consultation document suggests.	The Council notes this comment. Whilst the Council did refer to the 'Potential capital receipt to the authority from sale of the Banw C.P. School building' on page 33 of the consultation document, the Council also acknowledges that 'sale of the Banw site could be difficult due to the co-location of the community centre'.
<b>2.17 Other</b>		
2.17.1	Concern about Ysgol Dyffryn Banw statistics on bullying – Estyn Report 2016, only 94% of children felt bullying was taken seriously vs 100% of children felt that Ysgol Llanerfyl dealt with bullying to their satisfaction	It is true that Ysgol Dyffryn Banw's Estyn Report from 2016 states that only 94% of children agreed with the statement that 'The school deals well with any bullying'. However only 17 pupils responded to the learner questionnaire, therefore only one pupil disagreed with this statement. The questionnaire also provides a benchmark figure, which illustrates the total responses received since September 2010. The benchmark provided for this question is 92%, therefore the percentage of 94% is above this benchmark.
2.17.2	The school provides lots of opportunities for pupils to take part in PE – this is supported by Estyn findings – from the pupils questionnaire in 2016 as stated in the Estyn Report – 'There are lots of chances at school for me to get regular exercise' – 100% agree. Compared with Llanerfyl inspection in 2014, 21% agree, 79% disagree.	The Council notes these comments regarding opportunities for pupils at Banw C.P. School to take part in PE.

2.17.3	Should Llanerfyl children move to the Banw site, the facilities would be considerably improved from what they currently have	The Council notes this comment, which supports the Council's statement on page 20 of the consultation document that:  'The current site of Banw C.P. School has been assessed to be more suitable than the current site of Llanerfyl C. in W. (Foundation) School. In particular, there is access to a hall on site, as well as more extensive facilities than those available at Llanerfyl C. in W. (Foundation School. Implementation of this option would mean that all pupils in the Banw Valley would be able to benefit from these facilities.'
2.17.4	Don't like the building due to smelly corridors	The Council has no evidence that the building has 'smelly corridors'.
2.17.5	Because of the links between the school and the community hall, there would be additional costs to move boilers / services etc if Banw school shut – shutting the school would not be a simple process.	Comment noted.

### 3. COMMENTS ABOUT LLANERFYL C. IN W. (FOUNDATION) SCHOOL

#### 3.1 Location

3.1.1	Access to Llanerfyl School is down a 'B' road, therefore it is away from the busy main trunk road which passes the Banw site.	The Council notes these comments regarding the location of Llanerfyl C. in W. (Foundation) School away from the main road.
3.1.2	The Llanerfyl location is safer as the road only borders a relatively small area at the front of the school, whilst a road borders the front and back of the Banw site.	
3.1.3	The school's location is safe and away from an extremely busy and dangerous road	

3.1.4	Llanerfyl School has been criticised for being down a narrow lane, however in fact there is enough room for 2 lorries to pass on this narrow lane. The main entrance to Banw School is signposted down a narrow lane.	The Council notes this comment, and acknowledges that the 'narrow lane' referred to in the consultation document is a B road. The Council also notes that the entrance to Banw School is down a narrow lane, although there is also direct access to the school from the A458.
3.1.5	The school's location down a 'B' road means that it is safe for children to walk and cycle to school and at the end of the day they can walk/cycle from the school to the village hall car park to meet their siblings from the high school bus	The Council notes this comment, and acknowledges that the location of Llanerfyl C. in W. (Foundation) School means that children living in Llanerfyl can walk or cycle to school.
3.1.6	Due to the school's location, children have the opportunity to walk and enjoy the great outdoors as most children have the benefit of living within walking distance to the school.	
3.1.7	Llanerfyl is the most central of the two schools, as the children already come from different directions	Comment noted.
3.1.8	Llanerfyl parents already have a choice of alternative schools down the valley which are more accessible than Banw. The only choices available to Banw parents are Dinas Mawddwy (11 miles), Pontrobert (9.9 miles) or to go past Llanerfyl to Llanfair Caereinion (7.8 miles)	Comment noted.
3.1.9	Parents already travel with their children to Llanerfyl to attend the Cylch Meithrin in Llanerfyl Village Hall, and they have been doing so for 45+ years	The Council notes this comment. It is true that parents / children from across the Dyffryn Banw area attend Cylch Meithrin Dyffryn Banw, which is held in Llanerfyl Village Hall.
<b>3.2 Building Condition</b>		
3.2.1	The building has been assessed to be in better condition than Banw's building	It is true that the HoWPS report carried out in 2018 assessed the condition of the Llanerfyl building as 'B – Generally satisfactory' whilst the condition of the Banw building was assessed to be 'C – Generally poor'.

3.2.2	Although small, the school was/is frequently cold	Whilst the HoWPS report carried out in 2018 identified some issues with the school's heating system, these were taken into consideration in the overall assessment of the building's condition as 'B – Generally satisfactory'.
<b>3.3 Building Suitability</b>		
3.3.1	Suitability is assessed as 'poor to bad' based on current pupil numbers, surely this would be further negatively impacted with an increase in pupil numbers?	The Council notes these comments regarding the suitability of the Llanerfyl building to accommodate a new school to serve the Banw Valley area. It is true that the HoWPS report carried out in 2018 assessed the suitability of the building as 'C/D – Poor to bad'. As stated on page 10 of the consultation document, 'This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property.'
3.3.2	There are no plans to convert or extend Llanerfyl school before the schools merge, so the 'poor to bad' score would remain.	Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:
3.3.3	There is no potential to change the 'suitability' rating as there is no land available to purchase or to extend onto	'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:
3.3.4	No complaints about Llanerfyl School as a building, however would question its suitability as a school	
3.3.5	The building is not fit for purpose	
3.3.6	Llanerfyl site currently does not offer compatible facilities to provide for the requirements of a modern 21 <sup>st</sup> century school	
3.3.7	The current number of pupils can only just be accommodated adequately, as there is very little room for movement other than the classrooms themselves and a small communal entrance / conservatory area. Any more children would surely be falling over each other causing friction and also health and safety issues as there is no fire escape from upstairs	
3.3.8	Although Llanerfyl school has served generations of the community for many years and is a very functional school, I do feel that to move on and give the local children the best	

	resources needed within their school life, Llanerfyl doesn't tick as many boxes	
3.3.9	A new parents coming to the area would take one look at Llanerfyl and send their children elsewhere	
3.3.10	For the parents of Banw to move to Llanerfyl school, there would be a need for investment – the facilities are not as good there	
3.3.11	If the Llanerfyl site was chosen, there would be a wish list of improvements that would be needed, which would be very costly	
3.3.12	Could not readily accommodate any additional primary children from within or outside the catchment area	As indicated on page 32 of the consultation document, the Council has recalculated the capacity of Llanerfyl C. in W. (Foundation) School, with the inclusion of the Art room as a class base. This gives a pupil places capacity of 59 + 5 nursery. There are currently 51 pupils at the two schools, however the latest pupil projection information suggest that the total will decrease to 43 by January 2023.
3.3.13	Would require a lot more investment to bring the site anywhere near the standard of Banw	Whilst it is acknowledged that the Llanerfyl building does not have some of the facilities available at the Banw building, the quality of accommodation at Llanerfyl has been assessed by HoWPS to be of better quality than the accommodation at Banw C.P. School.
3.3.14	The school would be unsuitable to accommodate the merged school due to its small size, absence of important facilities and the inflexibility of the existing building and site.	The Council notes these comments regarding the suitability of the Llanerfyl building to accommodate a new school to serve the Banw Valley area. It is true that the HoWPS report carried out in 2018 assessed the suitability of the building as 'C/D – Poor to bad'. As stated on page 10 of the consultation document, 'This assessment is based on the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property'.

		<p>However, as identified on page 32 of the consultation document, the Council has re-calculated the school's capacity in accordance with Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales' with the inclusion of the Art room as a class base. This calculation identified a pupil places capacity of 59 + 5 nursery, which is sufficient to accommodate all pupils currently attending the two schools.</p> <p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> <li>- Commission HOWPS to carry out further work to identify the scope of the work required</li> <li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li> </ul>
3.3.15	Llanerfyl is homely, welcoming and cosy, but it is not capable of providing the best and most effective education for the children of the area	<p>The Council notes this comment. Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken</p>

		<p>to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> <li>- Commission HOWPS to carry out further work to identify the scope of the work required</li> <li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li> </ul>
3.3.16	If parents were not happy with the facilities available at the school they would simply move their children either to Banw or to an alternative school. However pupil numbers remain constant – it is the school with supposedly better facilities where pupil numbers are declining	The Council notes this comment, however the information provided in the Consultation Document shows that pupil numbers at Llanerfyl C. in W. (Foundation) School have decreased over the last few years, from a maximum number of 51 in 2012 to the current number of 32.
3.3.17	Previously there were 62 children attending Llanerfyl School and inspectors and advisors visited frequently. At no point did anyone say that there was an issue with capacity or with the facilities.	The current capacity of Llanerfyl School based on current use of the accommodation is 44 + 5 nursery, as indicated on page 51 of the consultation document. The Council has also carried out an updated capacity calculation in accordance with Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales', based on including the Art room as a class base. This provides a capacity of 59 + 5 nursery.
3.3.18	There has never been a capital bid for improvements to the Llanerfyl building, so the Council can't say that the facilities are poor.	With regard to the facilities at the school, the Council commissioned HOWPS to carry out an updated condition and suitability assessment of the two schools. As indicated on page 10 of the consultation document, the suitability assessment provided for Llanerfyl School was C/D – Poor to bad. This was based on 'the perceived limitation of having no hall, and the significant limitations due to conversion and extension of the original property.'

3.3.19	From the consultation document, it seems that the only issue with Llanerfyl is the facilities – however this is not an issue for us as parents, and if it was we would send out children elsewhere	Comment noted.
3.3.20	Llanerfyl site with a few improvements to toilets, kitchen could work as a stop gap for the next few years, until Welsh-medium education in the Banw Valley becomes untenable.	Comment noted.
<b>3.4 The School Site</b>		
3.4.1	Does not seem to have land available to extend without compromising the outdoor space	The Council notes these comments regarding the facilities and space available at Llanerfyl C. in W. (Foundation) School
3.4.2	The outdoor playing area in Llanerfyl is much smaller than Banw	
3.4.3	Although there is a playing field in Llanerfyl, it does not offer the same facilities to children as the one in Dyffryn Banw	
3.4.4	The surrounding land is in private ownership	It is true that the land surrounding Llanerfyl C. in W. School is privately owned.
<b>3.5 Parking</b>		
<b>3.5.1 Reference to the adequacy of the amount of parking facilities at the school</b>		
3.5.1.1	The parking at Llanerfyl School is limited	It is acknowledged that parking space at Llanerfyl C. in W. (Foundation) School is limited. Should a decision be made to establish a new school on the Llanerfyl site, the Council would need to look at ways to address this. There is pavement along the road from the Village Hall, therefore one possibility could be to encourage parents to park at the Village Hall and walk along the pavement to the school.
3.5.1.2	The school does not currently have capacity for parents to drop off / pick up children or to park whilst attending school events if pupil numbers were to increase	
3.5.1.3	It's chaos at pick up time with cars everywhere – this would only get worse if there were more pupils	

3.5.1.4	There are car parking spaces for approx. 10 cars, most of which will be taken by teaching staff. Parents would need to park on the side of the road and collect their children.	It is acknowledged that parking space at Llanerfyl C. in W. (Foundation) School is limited and that some parents drop off and collect children outside the school gates. Whilst this is not ideal, there is pavement along the road to the school, therefore there is a safe route for parents to walk with their children to school should they need to park outside the school site. Should a decision be made to establish a new school on the Llanerfyl site, the Council would need to look at ways to address this. There is a pavement along the road from the Village Hall, therefore one possibility could be to encourage parents to park at the Village Hall and walk along the pavement to the school.
3.5.1.5	Parents drop off and pick up children outside the school gates which is not ideal	
3.5.16	There is adequate parking at the school, especially as the majority of pupils walk to school	Comment noted.
<b>3.5.2 Health and safety concerns related to the parking arrangements</b>		
3.5.2.1	Parking is available on the road, however this is a public road which is used by cars, large tractors, school buses, timber and livestock lorries	These comments regarding the use of the road outside the school are noted.
3.5.2.2	Log wagons, large tractors and trailers use the road outside the school throughout the day, this is a safety hazard	All schools should have a traffic management plan in place, which should address any hazards posed by the road outside the school. Should a new school be established on the Llanerfyl site, the new school would be expected to put a traffic management plan in place, which would take account of the number of pupils attending the new school.
3.5.2.3	Aware that risk assessments would be done in relation to the parking situation, however there has already been one accident this year on the bridge	The school's traffic management plan would be expected to refer to any high risk areas, and to provide information about how to deal with that situation.
3.5.2.4	The parking arrangements mean that it is not always possible to ensure the health and safety of pupils	
<b>3.5.3 Buses are unable to access the school site</b>		

3.5.3.1	Buses have to reverse up the narrow road by the side of the school to get to the safest place, which is still on the main road – there are houses up this road too, and the bus blocks the road to them	The Council notes this comment regarding difficulties with buses accessing the school site.
<b>3.6 Classroom Configuration</b>		
3.6.1	The configuration is awkward and there is no circulation space – rooms open onto other rooms	The Council notes these comments regarding the configuration of the building.
3.6.2	Children have to walk through another classroom to go to the toilet – this would lead to disruption of another class of pupils.	
3.6.3	Configuration of the space must make teaching difficult	
3.6.4	Apart from the conservatory area, the classrooms are small and cramped and have very little natural light	The Council notes this comment regarding the classrooms at Llanerfyl C. in W. (Foundation) School.
3.6.5	There is no covered outdoor classroom for the foundation phase to access	The Council acknowledges that the current foundation phase classroom at Llanerfyl does not meet the design guidance. For example, there is no external covered canopy for outdoor education.
3.6.6	Foundation phase pupils are taught in the entrance lobby where there are large conservatory style windows – this must be unbearable in the sunshine	Should the Council proceed with the establishment of a new school on the Llanerfyl site, the following steps would be taken, as outlined on page 41 of the Consultation Document:
3.6.7	The foundation phase class is too small to offer the range of activities which is offered in Banw	<p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> <li>- Commission HOWPS to carry out further work to identify</li> </ul>

		<p>the scope of the work required</p> <ul style="list-style-type: none"> <li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li> </ul>
3.6.8	There is no opportunity for pupils to get away from their workspace, particularly on wet days, as they work, eat, play (on wet days), and do all other activities in the same room – this cannot be good for their emotional well-being.	<p>The Council acknowledges that this is not ideal.</p> <p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, the following steps would be taken, as outlined on page 41 of the Consultation Document:</p>
3.6.9	If it's raining pupils don't leave their classroom as there is nowhere for them to go	<p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> <li>- Commission HOWPS to carry out further work to identify the scope of the work required</li> <li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li> </ul>
<b>3.7 Reference to the new curriculum</b>		
3.7.1	New curriculum – children need to learn from experience, with flexibility for teachers to achieve this in creative ways which suit the learner, sufficient space is needed to ensure that the new curriculum can be implemented fully so that different learning areas can be set out around the classroom. There is no room for this in Llanerfyl	<p>The Council acknowledges that the Llanerfyl building could pose challenges in terms of implementation of the new curriculum – as stated on page 37 of the consultation document:</p> <p>'The Llanerfyl building is smaller than the Banw building, and</p>

		this, coupled with the reduced facilities available, could impact negatively on the new school's ability to provide appropriate learning experiences for pupils, particularly given the requirements of the new curriculum.'
3.7.2	One of the areas of the new curriculum is 'Expressive Arts' – access to a hall will be essential to enable pupils to develop creative and performing skills	
3.7.3	The configuration will cause challenges for the new curriculum, as more square meters will be needed per child	
<b>3.8 Toilets / Changing Facilities</b>		
<b>3.8.1 Toilet facilities</b>		
3.8.1.1	Legally, pupils over 5 years have to have 1 toilet for every 20 pupils. In Llanerfyl there is one boys toilet (and urinal) and 2 girls toilets – one of which was out of order.	The current number of toilets at Llanerfyl C. in W. School, including the out of order toilet which would be repaired and put back into operational use, is sufficient for the current number of pupils attending the school.
3.8.1.2	Don't think the toilet facilities would be sufficient to accommodate more children	Should the Council proceed with the option to establish a new school on the Llanerfyl site, the Council would need to check the suitability and sufficiency of the toilet provision across the age ranges, as part of the steps outlined on page 41 of the Consultation Document.
3.8.1.3	Concerned about maintaining hygiene standards with regard to the toilets due to the high volume of use for the minimal facilities	
3.8.1.4	The toilet areas are open and next to each other – lacking in privacy.	The Council acknowledges that the current toilet arrangements at Llanerfyl C. in W. School are not ideal for Key Stage 2 pupils over 8 years old.
3.8.1.5	The toilets are back to back with hardly any privacy	Should the Council proceed with the option to establish a new school on the Llanerfyl site, the Council would need to consider the suitability and sufficiency of the toilet provision across the age ranges, as part of the steps outlined on page 41 of the Consultation Document.
3.8.1.6	The coat peg area and toilets for boys and girls are next to each other with no door for privacy – would only need to look around a corner and you could see the boys at the urinals	
<b>3.8.2 Changing facilities</b>		

3.8.2.1	Lack of separate changing areas to provide privacy for girls and boys	These comments regarding the lack of separate changing areas at Llanerfyl C. in W. School are noted. Most Powys primary schools do not have separate changing areas, and the provision of changing rooms is not included within Building Bulletin 99, the design guidelines for primary schools.	
3.8.2.2	Unclear whether changing facilities exist		
3.8.2.3	Pupils have to change for PE in the classrooms		
<b>3.9 Kitchen / Dining Facilities</b>			
<b>3.9.1 Reference to dining arrangements</b>			
3.9.1.1	Pupils eat at their desks – this is far from ideal	It is acknowledged that pupils eating lunch at their desks is not ideal, and that this is a situation which requires managing by school staff.  However, Llanerfyl is not the only school in Powys where this is the case.	
3.9.1.2	Pupils eat at their desks, which means that they must clear work away before dinner and set up again after dinner – this wastes learning time		
3.9.1.3	I don't think eating in the classroom meets the council's own guidelines		
3.9.1.4	Eating in the classroom does not meet the requirements of the 21 <sup>st</sup> Century Schools Programme or 'Building Bulletin 99'.	It is acknowledged that a separate dining area would be required in order to meet the design guidance for primary schools.  However, Llanerfyl is not the only school in Powys where pupils eat in the classroom.	
3.9.1.5	It's detrimental to pupil well-being that they do not have a break from the classroom	It is acknowledged that it is not ideal that pupils don't have a break from the classroom, however the Council is not aware of any evidence to suggest that this is detrimental to their well-being.	
3.9.1.6	Although there is no law governing children eating at their desks, I feel that this is detrimental to their emotional well-being as they are still at their 'work station' – children need a break from their desks		

3.9.1.7	Hygiene issues with food that must fall onto the carpeted floor when pupils are dining in the classroom	The Council acknowledges this concern. Schools are responsible for the replacement of floor coverings, therefore if replacement flooring was needed, this would be a matter for the school.
3.9.1.8	The dining situation at Llanerfyl works well	The Council notes these positive comments regarding the dining arrangements at Llanerfyl.
3.9.1.9	Mealtimes is by way of silver service, this teaches the children to lay the tables and then serve the food before they all sit down together to enjoy their lunch	
3.9.1.10	The school embraces the family model at lunchtimes. This has been found to be beneficial in teaching children about responsibilities and helping younger children with their meals. Research has shown that this model works very successfully, especially in deprived areas of London for example.	
3.9.1.11	Llanerfyl is not the only school in the county without a canteen, so this must be viewed proportionally	Whilst it is not ideal that pupils eat their lunch in the classroom rather than in a separate canteen, it is acknowledged that Llanerfyl isn't the only school where this happens.
3.9.1.12	The lack of canteen has never been an issue for Llanerfyl pupils, and this is not the only school in Powys that does not have a canteen	
3.9.1.13	Llanerfyl pupils are not disadvantaged by a lack of a canteen, and this should not form any basis for decision making.	
3.9.1.14	The perceived issue with not having a canteen has never been raised as a problem before. Never has a capital bid been placed from Powys County Council to make allowances for a canteen.	
3.9.1.15	If a separate dining area was needed, adaptations could be made to the conservatory area to provide this	The Council notes this comment. Should a decision be made to proceed with establishing a new school on the Llanerfyl site, consideration would need to be given to what work was needed

		to address any issues relating to the building's suitability, which could include adaptations such as these.
<b>3.9.2 Reference to the kitchen</b>		
3.9.2.1	The kitchen is considerably smaller than Banw's and in inferior condition	The Council acknowledges that the kitchen at Llanerfyl is smaller than the kitchen at Banw. Both schools received 5 out of 5 in their latest Food Hygiene rating, carried out in Banw C.P. School on the 7 <sup>th</sup> December 2017 and Llanerfyl C. in W. School on the 23 <sup>rd</sup> January 2018.
3.9.2.2	The pantry is a cupboard, and the door can't fully open due to space issues	Llanerfyl C. in W. (Foundation) School received 5 out of 5 in its latest Food Hygiene rating, carried out on the 23 <sup>rd</sup> January 2018.
3.9.2.3	Would request reassurance that the kitchen facilities have <u>recently</u> been assessed to the standards required. Any improvements needed would need to be factored into the overall decision	<p>Two minor issues were identified, which were as follows:</p> <ul style="list-style-type: none"> <li>i) The painted wall covering in the rear storeroom was flaking. Renew or repair the wall covering and leave in a sound, easy-to-clean condition. (<i>Regulation (EC) No. 852/2004, Annex II, Chapter II, para.1(b)</i>).</li> <li>ii) The whisk in the kitchen drawer was rusted and cannot be adequately cleaned. Replace the whisk. (<i>Regulation (EC) No. 852/2004, Annex II, Chapter V, para.1(c)</i>).</li> </ul>
<b>3.10 Hall</b>		
<b>3.10.1 Reference to pupils accessing the village hall</b>		
3.10.1.1	There is no hall on site – pupils have to walk along the road for indoor PE, concerts etc.	The Council notes these comments regarding the lack of a hall on the Llanerfyl site. However, as noted on page 37 of the consultation document:
3.10.1.2	The school has the use of the village hall which is within walking distance of the school	'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short

3.10.1.3	The children have a safe walk to the village hall whenever they need to use it	distance away from the school, and which is used by the school.'
3.10.1.4	Do not agree that the lack of a hall on site is a disadvantage – the school has access to the village hall within a 5 minute walk, and there is a safe walking route along the way	Whilst it would be desirable for all schools to have a hall on site, it is acknowledged that there are other schools in Powys which don't have a hall immediately adjoining the school. The Council identified on page 37 of the consultation document that:  'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.'
3.10.1.5	Pupils enjoy the short walk to the local village hall which is used regularly and to attend Church Services	Comment noted.
3.10.1.6	The village hall pupils walk to isn't suitable for PE as tables and chairs are stored within the hall – this is dangerous	If there are tables and chairs stored in the hall, this would need to be taken into account when determining what activities to undertake, and where these activities would take place. Whilst it is acknowledged that this is not ideal, it is also acknowledged that as the village hall is not part of the school, this is something over which the school has no control.
<b>3.10.2 Concern about the walk to the village hall</b>		
3.10.2.1	Walking to the hall reduces learning time and also increases risk to the children's safety due to the need to walk along a public road	Whilst it is acknowledged that access to a hall on site would be more desirable than having to walk to access the village hall, there is pavement along the road from the school to the village hall. This would be covered by a risk assessment, and would take place under managed circumstances with staff supervision. Should a new school be established on the Llanerfyl site, the new school would need to complete a new risk assessment, to take account of the number of pupils attending the new school.
3.10.2.2	Concern about children walking along the road to the hall – the road is used by the farming community throughout the day, therefore there are heavy vehicles with limited visibility travelling both ways at any given time	

<b>3.10.3 Reference to PE</b>			
3.10.3.1	Pupils sometimes do PE in their classroom as there is no hall on site – however, this doesn't give enough space, and wouldn't work if there were more pupils attending the site	The Council would agree that the classrooms in Llanerfyl C. in W. (Foundation) School are unsuitable to be used for physical education lessons.	
3.10.3.2	Whilst there is a field and yard which are suitable for physical education, the classes are totally inappropriate for this during bad weather		
3.10.3.3	Lack of a good sized separate indoor space for children to do PE and to play on wet/cold days causes concern for the children's health and well-being	The Council would agree that it is not ideal that there is no separate indoor space on site for children to do PE and to play on wet/cold days, however Llanerfyl is not the only school in Powys where this is the case. The Council is not aware of any evidence that this is detrimental to pupils' health and well-being.	
3.10.3.4	In the pupils questionnaire in Llanerfyl's Estyn inspection in 2014, only 21% of pupils agreed that 'There are lots of chances at school for me to get regular exercise'. This is in contrast with Banw's Estyn inspection in 2016, where 100% of pupils agreed with this statement.	Comment noted. However, it must be recognised that the number of pupils involved was small – 24 Llanerfyl pupils responded to the questionnaire, with 5 of these agreeing with the statement.	
<b>3.10.4 The school's ability to access the village hall</b>			
3.10.4.1	Although there is access to a hall, the Cylch Meithrin use it during the week, so there isn't an opportunity to use it every day	It is true that the Cylch Meithrin use the hall on Wednesday mornings, Monday, Tuesday and Thursday afternoons. However, the hall is available to the school to use throughout the remainder of the week.	
3.10.4.2	Although there is access to the village hall which is 400m away, use of the hall involves pre-booking.	The hall is available to the school throughout the school week, apart from the times when the Cylch Meithrin are using it. The school has a good relationship with the village hall and the need to 'pre-book' the hall does not cause any difficulty – use of the hall is planned in advance, so there is no problem with making the necessary arrangements to use the hall.	

	<b>3.10.5 Queries about why the lack of a hall hasn't been raised as an issue previously</b>	
3.10.5.1	If the lack of a hall immediately adjoining the school is considered an issue, why has the education authority not flagged this up before?	Whilst it would be desirable for all schools to have a hall on site, it is acknowledged that there are other schools in Powys which don't have a hall immediately adjoining the school. The lack of a hall immediately adjoining Llanerfyl C. in W. (Foundation) School is not the reason for the proposal to merge the two schools and establish a new school on one of the two current sites.
3.10.5.2	There is no evidence that not having a hall has had any detrimental effect on the outcome of past pupils and their sporting and cultural achievements suggest that any such evidence would be difficult to provide	
3.10.5.3	If a hall is a fundamental requirement, Powys has failed the children of Llanerfyl in not providing this historically	
<b>3.10.6 Other</b>		
3.10.6.1	The school pays only for its use of the hall, therefore does not have to bear the continuous cost of maintenance and heating. This is in contrast to the community hall used by Banw, which I believe is on the same heating system as the school, billing wise	<p>Whilst it is true that Banw C.P. School is on the same heating system as the community hall, arrangements are in place to ensure that the community hall pays for its own heating.</p> <p>In respect of oil and water, the school pays for the oil and water used, and the Council invoices the Hall for their use based on the following locally agreed percentages:</p> <p>Oil: School 56% Hall 44%</p> <p>Water: School 67% Hall 33%</p> <p>In respect of electric, the school pays for the electric, and the community hall is billed for its actual usage based on readings from a separate meter.</p>

		The heating for the hall can be turned on without having to turn on the heating for the school. In addition, storage heaters have recently been installed in the committee room and the toilet in the community hall, so there is now no need to turn on the heating in the school for any events that take place in the hall outside school hours.	
3.10.6.2	Should the Llanerfyl site be chosen, there would be no provision for a school hall to be built, therefore Banw children would be moving to a site with inferior facilities – this is not putting the well-being of children first.	As noted on page 37 of the consultation document:  'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.'	
3.10.6.3	If the school is located in Llanerfyl it must be on the condition that an on-site sports hall is constructed, but I struggle to see how one could be accommodated at the site	Whilst it would be desirable for all schools to have a hall on site, it is acknowledged that there are other schools in Powys which don't have a hall immediately adjoining the school. The Council identified on page 37 of the consultation document that:  'Whilst there is no access to a hall on the current Llanerfyl site, there is a village hall in Llanerfyl, which is located a short distance away from the school, and which is used by the school.'	Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:  'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:

		<ul style="list-style-type: none"> <li>- Commission HOWPS to carry out further work to identify the scope of the work required</li> <li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li> </ul>
<b>3.11 Community Use / Links</b>		
<b>3.11.1 Reference to the school's role in the community</b>		
3.11.1.1	The school is the hub of the village and has the support of the whole community	The Council notes the comments about the important role of Llanerfyl School in the community, and acknowledges that closure of any school has an impact on the community in which the school is located.
3.11.1.2	The role of the wider community is very important in Llanerfyl School – parents, grandparents, siblings, children and cousins of current and former staff and pupils, all of whom still feel a connection to the school. A highly motivated, socially conscious group of people that support the school and the wider community. We volunteer and form the backbone of local sports teams e.g. Llanfair Hockey Club, Dyffryn Banw FC, COBRA Rugby Club, and local community organisations such as Cylch Meithrin, Sant Erfyl Church, Bethel and Pentyrch Chapels	
3.11.1.3	All the school's events are well supported as well as the entertainment activities organised by a strong Friends of the school committee.	
3.11.1.4	Second and third generations of families attend the school, this shows the importance of the school to the community	
3.11.1.5	The Friends of the School at Llanerfyl are active in buying practical equipment such as book bags, school bags and arranging inclusive meetings and activities	The Council acknowledges the support provided to the school by the Friends of the School.

<b>3.11.2 The school building is not a focus for the community</b>		
3.11.2.1	The building does not serve the community as Banw school obviously does	The Council notes these comments and acknowledges that the Llanerfyl building is not as extensively used by the community as the Banw building, due to the extensive use made of the Banw Community Hall by a range of organisations.
3.11.2.2	Would be very difficult to increase the scope of community benefits / offerings to match what Banw provides to the community	
<b>3.12 Disabled Access</b>		
3.12.1	Classroom arrangements for physically challenged children wanting to attend the school would be limited as wheelchair bound pupils would be confined to the ground floor.	<p>It is true that the school is set over 2 floors, and does not currently provided disabled access.</p> <p>Should a pupil with additional physical needs wish to attend the school, a full review would need to be carried out, and it is likely that additional facilities would need to be provided.</p>
3.12.2	Designed as a house so is set over 2 floors – issues re disabled access.	
<b>3.13 Health and Safety queries</b>		
3.13.1	How would fire regulations stand should there be a significant number of extra pupils at the school?	Should the Council proceed with establishing a new school on the Llanerfyl site, a revised Fire Risk Assessment would be carried out based on the new number of pupils attending, and any shortcomings identified would be addressed.
<b>3.14 Opportunities to Develop the Site</b>		
3.14.1	Whilst Llanerfyl could be extended to accommodate any increase in pupil numbers, concerns about where and how, and whether additional land could be purchased.	<p>As indicated on page 32 of the consultation document, the Council has carried out an updated capacity assessment of Llanerfyl C. in W. (Foundation) School which includes the Art room as a class base. This provides a capacity figure of 59 + Nursery, which is sufficient to accommodate all current and projected pupils.</p>
3.14.2	The school runs through a river course, which would need to be taken into account if considering developing / extending the site.	

		<p>Should the Council proceed with the establishment of a new school on the Llanerfyl site, it is acknowledged that steps would need to be taken to address the suitability. As outlined on page 41 of the Consultation Document:</p> <p>'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision:</p> <ul style="list-style-type: none"> <li>- Commission HOWPS to carry out further work to identify the scope of the work required</li> <li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust'</li> </ul> <p>This work would also need to consider whether additional land was available and issues relating to the river.</p>
3.14.3	No opportunity to accommodate local pre-school/nursery services on the site	This is identified on page 34 of the Consultation Document as a disadvantage of the proposal to establish a new school on the current site of Llanerfyl C. in W. School – one of the disadvantages listed is 'Currently there is nowhere to accommodate Cylch Meithrin / early years provision on the site.'
3.14.4	New hard flooring is to be laid in the classroom, which will ensure that it is multi-functional and making full use of its facilities.	Comment noted.
<b>3.15 Possible alternative uses should there be no school on the site</b>		

3.15.1	The building is owned by the Priscilla Foster Trust, so could be handed back to the trust	The building occupied by Llanerfyl School is owned by the Priscilla Foster Trust, not the Council. Should the building no longer be required for educational purposes, it would be handed back to the Trust, who would determine its future use.
3.15.2	Should there be no school in this building, it would not be the Council's responsibility to find an alternative viable use for the building	
3.15.3	The building could easily be converted to a single residential dwelling in the same way that many chapels in the area have been converted.	
3.15.4	Perhaps Llanerfyl School could be used as a community business or hub	
3.15.5	What would happen to the Llanerfyl building if the Council decided to close it?	
3.15.6	Llanerfyl School is located in a much smaller building than Banw, and on a site which is in a less prominent location off a minor road. Should it be difficult to identify an alternative use for the building, the building would be less visible than the Banw building.	Comment noted.
<b>3.16 Successes of Ysgol Llanerfyl</b>		
3.16.1	Llanerfyl School is renowned for its successes on the playing fields having had particular success at the Urdd football tournament, and in the last 5 years reaching the finals in Aberystwyth. Pupils have successfully competed in a range of sports competitions, and pupils have gone on to represent Newtown and Shrewsbury academies in football, Central Wales football, Rygbi Gogledd Cymru South, represented North Wales in hockey – therefore there cannot be any issues with the playing fields and facilities at Llanerfyl	The Council acknowledges the previous successes of Ysgol Llanerfyl. However, as outlined in the Consultation Document, pupil numbers in the Banw Valley have reduced over recent years, and the Council is keen to identify a solution which will ensure that excellent educational opportunities continue to be provided to pupils in the area in the future.

3.16.2	Llanerfyl School received a document where the inspector commented that he hadn't seen such good standards of written or spoken Welsh in his 30 years of teaching, however this is not included in the consultation document	The information with regard to quality of provision which is included in the Consultation Document is the same for both schools, in order to enable comparison. As required by the School Organisation Code (2013), information on the outcome of each school's most recent Estyn inspection is provided, as well as information from the latest school categorisation exercise.
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#### **4. CATEGORY OF ANY NEW SCHOOL**

##### **4.1 Church in Wales categorisation**

###### **4.1.1 Reference to current categorisation of Llanerfyl as a Church in Wales School**

4.1.1.1	Llanerfyl is a Church in Wales school and this ethos plays an important part within the school.	The Council notes these comments regarding the current status of Llanerfyl School as a Church in Wales school and the positive impact this has on the pupils. The Council's proposal is to establish a new Church in Wales school, to ensure that pupils in the area can continue to benefit from these elements.
4.1.1.2	Llanerfyl pupils enjoy the links with the church and being able to walk to the church to worship as part of their school life	
4.1.1.3	As a Church in Wales School, Llanerfyl offers a safe, friendly and family environment in which children can learn and develop. The school's aims, objectives and values include celebrating the rich heritage of faith and its ethos on respecting equality	
4.1.1.4	Llanerfyl School has a strong connection with the church and this tradition should continue	
4.1.1.5	Pupil numbers at Llanerfyl reflect parent satisfaction with regard to being a Church in Wales school	

###### **4.1.2 Support for establishing a new Church in Wales School**

4.1.2.1	It has been acknowledged that schools with a religious character play an invaluable role as first class providers within the system, providing an approach to education that helps to make an increasingly diverse Wales, a more tolerant nation characterised by justice and prosperity (Faith in Education document)	The Council notes these comments, which support the current proposal to establish a new Church in Wales school.
4.1.2.2	Important to maintain our faith schools as they provide a unique ethos	
4.1.2.3	The most important thing is that there is a school in the area. If this means it has to be a Church in Wales School, then this would be the best action to take	
4.1.2.4	Feel that this is the only way to join the two schools	
4.1.2.5	As Ysgol Llanerfyl is already a C in W School, it would be appropriate for the new school to be in this category too	
4.1.2.6	It's acceptable that the new school is a Church in Wales school as Ysgol Llanerfyl already has links with the church. However, it's important that it is a community school for the whole area	<p>The Council notes this comment, and agrees that it is important that the school serves the whole area, regardless of whether or not it is a Church in Wales school.</p> <p>As a Voluntary Aided school, the governing body would be the admissions authority, responsible for the admissions policy and oversubscription criteria. The criteria would need to reflect the trust deed which refers to providing education for the local children.</p>
4.1.2.7	This is acceptable if the church contributes financially towards the school	<p>The Diocese of St Asaph actively supports and resources its 51 Church schools. The school would have access to the services of the Diocesan Education team (in addition to Powys County Council), who can provide advice and support on curriculum, buildings, repair and maintenance, admissions and ethos matters, and who provide regular training and resources for staff. The school would have access to a network of advisers</p>

		<p>and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named ‘Bishop’s Visitor’, who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p> <p>As a Voluntary Aided School, capital repairs and maintenance funding would be apportioned to the school through the Diocese, who receive a grant allocation from the Welsh Government.</p>
<b>4.1.3 Disagree with establishing a new Church in Wales School</b>		
4.1.3.1	As I understand, very little funding support is provided by the Church in Wales, so on this ground I see no benefit of remaining one	<p>The Diocese of St Asaph actively supports and resources its 51 Church schools. The school would have access to the services of the Diocesan Education team (in addition to Powys County Council), who can provide advice and support on curriculum, buildings, repair and maintenance, admissions and ethos matters, and who provide regular training and resources for staff. The school would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named ‘Bishop’s Visitor’, who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p> <p>The Welsh Government provide funding on an annual basis to cover the governor responsibility for the external envelope of the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding, which is applied according to need.</p>

		<p>As a Voluntary Aided school any potential funding through the 21<sup>st</sup> Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The Council can also help with the 15% governor responsibility.</p> <p>The local authority is responsible for repair and maintenance to the internal part of the school.</p> <p>The Diocese also supports buildings investment through capital receipts of redundant sites.</p>
4.1.3.2	Religion does not have anything to do with schooling except as an educational topic	<p>Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context, that allows every child to reach their full potential.</p>
4.1.3.3	I don't agree with Church Schools. Religion should be taught, but I don't think schools should sponsor one religion over another	<p>The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none.</p>
4.1.3.4	There are currently no benefits to being a Church in Wales school	<p>Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context, that allows every child to reach their full potential.</p> <p>The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none.</p> <p>The school would have access to the support and services of the Diocesan Education team (in addition to Powys County Council), who can provide advice and support on curriculum and ethos matters, and who provide regular training for staff. The school would have access to a network of advisers and</p>

		<p>consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school, embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p> <p>As a Voluntary Aided School, capital repairs and maintenance funding can be applied for.</p>
4.1.3.5	Would prefer a community primary school	Comment noted.
4.1.3.6	Don't think any religious body should be involved in education unless it is via an entirely privately funded model e.g. no council funding is provided	Comment noted.
4.1.3.7	Don't know the significance of a school being associated with a particular religion. Tend to think that education should include learning about all religions impartially	A Church in Wales school teaches about other religious beliefs and points of view as well as Anglican Christianity. A church school does not measure its success criteria by pupils adhering to Christianity, but seeks to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and find their own response; be that within Christianity or not. The aim of a church school is to give a gift of broad education, allowing children to make an informed decision.
4.1.3.8	Don't believe the Church should have any input. Most of the parents in both schools are non-believers and have never entered a Church in their life	
4.1.3.9	Don't know why the school should be a church school as very few parents or pupils attend church regularly in Llanerfyl or Garthbeibio	
4.1.3.10	No religious body should oversee education. Schools should be community schools, accepting pupils of all creeds, races and colour	
<b>4.1.4 No preference with regard to whether or not the new school is a Church in Wales school</b>		/

4.1.4.1	I understand that there is little difference between a church school and a community school	Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context, allowing every child to reach their full potential. The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none. The ethos and distinctiveness of a Church school equips learners to appreciate and understand different cultures and faiths with Christian values and ethos at the heart of all it does.
4.1.4.2	No strong opinions on this issue either way	Comment noted.
4.1.4.3	The schools coming together is more important than whether it is a C in W School or not	Comment noted.
4.1.4.4	The site of the school is more important than whether or not it is a Church in Wales School	Comment noted.
<b>4.1.5 Concern about establishing a Church in Wales School on the Banw site</b>		
4.1.5.1	Should the school be sited at Banw, the children would not be able to walk to the Church or Chapel as they can now	The Christian ethos of the school would be maintained regardless of the site, through support from the Diocese and the Section 50 inspection process.
4.1.5.2	Should a Church in Wales school be established in Banw, there would be an additional transportation cost to bring the children down to practices and services at the Church in Llanerfyl	The Section 50 inspection will address each key question, using the following evaluation statements as a guide:
4.1.5.3	Do not believe the same religious ethos could be maintained in Banw. Pupils would not be able to walk to the church or chapel in Llanerfyl, which is an important part of school life. A hall can be built at Llanerfyl School, but it would be impossible to build a church with walking links to Banw school.	How well does the school, through its distinctive Christian character, meet the needs of all learners?  Rationale: Pupils should be achieving their full potential in our church schools. Maximising learning is paramount. Learners have

4.1.5.4	<p>Human Rights Act makes reference to the rights of parents to have their religious and philosophical beliefs respected during their children's education. Moving the school away from Llanerfyl would go against this act as it would sever links not only with the Santes Erfyl Church but also Bethel Chapel – closure of the school would result in religious discrimination and a breach of the human rights act. Ysgol Dyffryn Banw site does not provide these important religious links</p>	<p>academic, personal and spiritual needs, all of which should be addressed in a loving environment where distinctively Christian values and teaching are encountered.</p> <p>Inspectors must evaluate:</p> <ul style="list-style-type: none"> <li>• how well the Christian character contributes to the academic achievement, personal development and wellbeing of all learners, regardless of their ability or background</li> <li>• how effectively the Christian character supports the spiritual, moral, social and cultural (SMSC) development of all learners whether they are Christian, of other faiths, or of none</li> <li>• how effectively the distinctively Christian character shapes the relationships between all members of the school community</li> <li>• how well the Christian character promotes an understanding of contemporary Wales and respect for diverse communities</li> <li>• the contribution of religious education to the Christian character of the school.</li> </ul> <p>Wherever the school is sited it will be important to strengthen the relationship between the school and the Church. The Governing Body will be a key partner with the vicar, church committee, parents, staff, Mission area conference and the Diocesan education team to embed and strengthen the relationship between the Church and the school.</p>
<b>4.1.6 Financial queries related to Church in Wales designation</b>		
4.1.6.1	<p>Understand the potential funding advantages of Church in Wales designation, but have also been informed by the local county councillor that voluntary aided schools are exempt from</p>	<p>Voluntary Aided schools are exempt charities for the purposes of the Charities Act 1993 and therefore automatically qualify for 80% mandatory rates relief.</p>

	<p>paying business rates. Neither Powys nor Church in Wales officers could confirm this at the drop-in event.</p>	<p>They may qualify for relief of up to 100% at the discretion of the local authority.</p>
4.1.6.2	<p>Would the Church in Wales contribute to running and maintaining the school?</p>	<p>Responsibility for the provision, repair and maintenance of a Voluntary Aided School is shared between the school governors and the LA. The Governors are responsible for the external fabric of the school. The LA is responsible for the repair and maintenance and for the initial provision of the kitchen, dining hall, medical inspection room, caretaker's house and playing fields.</p> <p>Under paragraph 5 of Schedule 3 of the School Standards and Framework Act 1998, the Welsh Government has the power to grant aid up to 85% of the costs of the governors approved expenditure, with the governors themselves required to meet the remaining 15%.</p> <p>The Welsh Government provide funding on an annual basis to cover the governor responsibility for the external envelope of the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding which is applied according to need.</p> <p>As a Voluntary Aided school any potential funding through the 21<sup>st</sup> Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The Council can also help with the 15% governor responsibility.</p> <p>The LA is responsible for repair and maintenance to the internal part of the school.</p> <p>The Diocese of St Asaph provides resourcing for its schools in a variety of ways through access to expert advisors, training, resources and capital investment where resources can be</p>

		reallocated and invested. The Diocese does not receive direct grant or public funds but supports its schools through its own fundraising and income generation.
<b>4.1.7 Other queries</b>		
4.1.7.1	Have no objection to the new school being 'Church in Wales', however my preference would be for the school to be owned and run by Powys Council	Comment noted.
4.1.7.2	It's important that the school is a Welsh-medium school, doesn't necessarily need to be a Church of Wales School	Comment noted.
4.1.7.3	Can a CP become a Church in Wales School?	<p>The Council is not proposing that a CP school becomes a Church in Wales School, the Council is proposing to close the two current schools, and to establish a new Church in Wales School on one of the two current sites.</p> <p>It would be possible to establish a new Church in Wales School on the site currently occupied by Banw C.P. School, however this would require the Council to transfer interest in the Banw site to the Diocese, where it would be held in a charitable trust.</p>
<b>4.2 Voluntary Aided Church in Wales categorisation</b>		
<b>4.2.1 Support for establishing a school of this category</b>		
4.2.1.1	No objection to the merged school being Voluntary Aided Church in Wales if this is the easiest / cheapest way to continue Welsh-medium primary education in the area	Comment noted.
4.2.1.2	An advantage to being a Voluntary Aided Church in Wales school is that pupils can start at 4 years of age, which acclimatises them to school life before year one starts	The Governing Body of a Voluntary Aided school determines its admissions at statutory school age, and it is true that many schools provide early entitlement provision to enhance their offer.

4.2.1.3	The school would have access to increased funding by being a VA Church in Wales School	<p>The Welsh Government provides funding on an annual basis to cover the governor responsibility for the external envelope of the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding which is applied according to need.</p> <p>As a Voluntary Aided school any potential funding through the 21<sup>st</sup> Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The council can also help with the 15% governor responsibility.</p> <p>The LA is responsible for repair and maintenance to the internal part of the school.</p>
4.2.1.4	No objection to this, as the only different as far as I can see is the school's current ability to amend the admissions policy.	Comment noted.
<b>4.2.2 Disagree with establishing a school of this category</b>		
4.2.2.1	It doesn't need to be voluntary aided, just Church in Wales	To be a denominational Church in Wales school the statutory category has to be either Voluntary Aided or Voluntary Controlled.
<b>4.2.3 Queries about this category</b>		
4.2.3.1	Document does not make it clear why the new school should be a voluntary aided Church in Wales School. My preference would be for it to be a CP school	Llanerfyl C. in W. (Foundation) School is the only Welsh-medium Church in Wales primary school in Powys. Should any new school established in the Banw Valley not be a Church in Wales primary school, the nearest alternative Church in Wales provision would be Castle Caereinion Church in Wales School (VC), which is an English-medium primary school. The nearest alternative Welsh-medium Church in Wales provision would be at Rhayader C. in W. School or Ysgol Trefonnen, Llandrindod

		<p>Wells, both of which are dual stream schools. The Council is proposing to establish a new Voluntary Aided Church in Wales School in order to continue to provide access to Welsh-medium Church in Wales provision.</p>
4.2.3.2	<p>Don't understand what this category means, or what sort of education this would give the children. Also, what would be the balance and the level of co-operation between the Church in Wales and Powys County Council with regard to funding, the curriculum, monitoring and support etc</p>	<p>In a Voluntary Aided School</p> <ul style="list-style-type: none"> <li>• The governing body employs staff and decides admission arrangements</li> <li>• The land and buildings are normally owned by a charitable foundation</li> <li>• The governing body contributes to building and maintenance costs (through the Capital Repair and Maintenance Programme which is managed by the Diocese)</li> <li>• The governing body will have a majority of foundation governors</li> </ul> <p>Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context that allows every child to reach their full potential. The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives, ensuring that pupils learn tolerance and respect for those of all faiths and none. The ethos and distinctiveness of a Church school equips learners to appreciate and understand different cultures and faiths with Christian values and ethos at the heart of all it does.</p> <p>The school would follow the denominational syllabus for RE.</p> <p>The school would have Estyn inspections as any other CP school, and would also have a Section 50 inspection which would address each key question, using the following evaluation statements as a guide:</p>

	<p>How well does the school, through its distinctive Christian character, meet the needs of all learners?</p> <p>Rationale:</p> <p>Pupils should be achieving their full potential in our church schools. Maximising learning is paramount. Learners have academic, personal and spiritual needs, all of which should be addressed in a loving environment where distinctively Christian values and teaching are encountered.</p> <p>Inspectors must evaluate:</p> <ul style="list-style-type: none"><li>• how well the Christian character contributes to the academic achievement, personal development and wellbeing of all learners, regardless of their ability or background</li><li>• how effectively the Christian character supports the spiritual, moral, social and cultural (SMSC) development of all learners whether they are Christian, of other faiths, or of none</li><li>• how effectively the distinctively Christian character shapes the relationships between all members of the school community</li><li>• how well the Christian character promotes an understanding of contemporary Wales and respect for diverse communities</li><li>• the contribution of religious education to the Christian character of the school.</li></ul> <p>The Diocese of St Asaph and Powys County Council will work closely with regard to funding, the curriculum, monitoring and support.</p> <p>The Welsh Government provide funding on an annual basis to cover the governor responsibility for the external envelope of</p>
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		<p>the school at a rate of 85%. This is through the Capital Repairs and Maintenance Programme which is managed by the Diocese. All Diocese of St Asaph Voluntary Aided schools can apply for this funding which is applied according to need.</p> <p>As a Voluntary Aided school any potential funding through the 21<sup>st</sup> Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The council can also help with the 15% governor responsibility.</p> <p>The LA is responsible for repair and maintenance to the internal part of the school.</p>
4.2.3.3	Would this mean that governors from the church would be the majority on the governing body and not parents? The church in the Banw Valley are continuing to weaken, there are very few services, with an average of 3-5 attending on Sundays. By now, bilingual or English services are held and the members are very elderly. Of course the diocese and wider Caereinion area would support, but this should be secondary compared with input from parents and people in the school's natural catchment area	<p>Governors are the largest voluntary body in the country. They provide a valuable service to the community and help to influence the work of schools and the future of young people. Foundation governors are important members of governing body teams in church schools with a specific responsibility in terms of monitoring and developing the Christian distinctiveness of our church schools as well as a concern for standards.</p> <p>In the Diocese of St Asaph there are two types of foundation governors apart from the ex officio: those elected by the Mission Area Conference (MAC) of the attached parish; and those appointed by the Diocesan Board of Statutory Education (DBSE), generally based on the nomination of the local clergy or MAC.</p> <p>The Mission Area will encompass a number of Church Schools and it is preferable where possible for Foundation Governors to be rooted in or have a close affinity with the worshipping community linked to the school. If this is not possible then the MAC should look to the wider Mission Area to find the candidates with the required skills, enthusiasm and</p>

		<p>experience.</p> <p>Governing bodies have overall responsibility for schools and their core functions are:</p> <ul style="list-style-type: none"> <li>(a) ensuring that the vision, ethos and strategic direction of the school are clearly defined;</li> <li>(b) ensuring that the head teacher performs his or her responsibilities for the educational performance of the school; and</li> <li>(c) ensuring the sound, proper and effective use of the school's financial resources.</li> </ul> <p>The foundation governor has the additional responsibility of ensuring that the Christian foundation of the school is preserved and developed.</p> <p>A Voluntary Aided school will have such number of foundation governors as will lead to their outnumbering the other governors by two. This gives the school a larger governing body, to help and support the headteacher and school.</p>
4.2.3.4	What are the benefits of the category 'Voluntary Aided Church in Wales' for a new school?	<p>The Diocese of St Asaph actively supports and resources its 51 Church schools. The school would have access to the services of the Diocesan Education team (in addition to PCC), who can provide advice and support on curriculum, buildings, repair and maintenance, admissions, and ethos matters, and who provide regular training and resources for staff. The school would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities.</p> <p>They would have a named 'Bishop's Visitor', who would support and challenge the school; embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p>

		<p>As a Voluntary Aided School, capital repairs and maintenance funding will be apportioned to the school through the Diocese who receive grant allocation from Welsh Government.</p> <p>A Voluntary Aided school will have such number of foundation governors as will lead to their outnumbering the other governors by two. This gives the school a larger governing body to help and support the headteacher and school.</p>
4.2.3.5	What would be the make up of the permanent governing body? How much influence would the Church have on who sat on the governing body?	<p>The governing body would have exactly the same amount of community governors, parents governors etc as they usually would, but they would also need to have at least as many Foundation governors, so that they would have a bigger amount of governors.</p> <p>The Foundation Governors would need to be agreed and recommended by the Diocese. They don't have to be members of a Church in Wales, it could be people from a non-conformist background, but it's important that they are able to ensure that the Christian ethos is promoted through the school.</p>
<b>4.3 Other categories</b>		
4.3.1	As long as a new school is created which is willing and able to accept children of all faiths and be sensitive to their needs, the category does not matter	Church in Wales schools seek to provide the highest possible standards of education within a distinctively Christian context. That allows every child to reach their full potential. The curriculum in a Church school requires pupils to explore, appreciate and understand a wide range of different religions, beliefs and perspectives. We ensure that pupils learn tolerance and respect for those of all faiths and none. The ethos and distinctiveness of a Church school equips learners to appreciate and understand different cultures and faiths with Christian values and ethos at the heart of all it does.

		A church school does not measure its success criteria by pupils adhering to Christianity, but seeks to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and find their own response; be that within Christianity or not. The aim of a church school is to give a gift of broad education allowing the children to make an informed decision.
4.3.2	Community primary would also be a suitable category	Comment noted.

<b>5. IMPACT ON PUPILS</b>		
<b>5.1 Additional travel</b>		
5.1.1	Travel distance would increase for some pupils	The Council acknowledges in the consultation document that there would be an increase in travel for some pupils, regardless of where the new school was located. However, the Council's view is that the additional distance is not significant. In addition, there is already significant travel around the Dyffryn Banw area to access facilities across the area, therefore parents and pupils are already used to travelling around the area.
5.1.2	Should the school be in Llanerfyl, the furthest travel distance would be 10.01 miles. However, should the school be in Dyffryn Banw, the furthest travel distance would be 5.85 miles.	The Council acknowledges that the furthest travel distance for pupils would be greater should a new school be located in Llanerfyl.
5.1.3	An increase in travel distance for pupils would also impact on parents – particularly parents of pupils with health issues that need to go into school at lunchtimes	The Council acknowledges that establishing one new school in either location would impact on pupils currently attending the other school and their parents.
5.1.4	The majority of Banw pupils are already transported to school, therefore they are used to travelling by bus/car – an extra few miles will not be as significant for these pupils	The Council acknowledges on page 35 of the consultation document that if a new school was established on the current Llanerfyl site, 'Additional home to school transport would also be required for pupils currently attending Banw C.P. School. A

		number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance is likely to have a minimal impact.'
5.1.5	A few miles extra travel a day will not be a problem. Parents take their children across the county almost daily to different evening activities and think little of it.	Comment noted. The Council identified in the Consultation Document that the additional travel for pupils that would be required in order to achieve either option would be minimal, and therefore the additional travel was unlikely to have a significant impact on pupils.
5.1.6	Over 50% of present and future pupils live within walking distance of Llanerfyl school. Transferring these to the Banw site would be costly	The Council identified in the Consultation Document that 'Pupils living in Llanerfyl are able to walk to the current Llanerfyl building. Should the option to establish a new school in the current Banw C.P. School building be implemented, these pupils would no longer be able to walk to school'.  The Consultation Document also includes an estimate of the impact of implementation of each option on school transport costs, which takes into account the impact of each option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College. This estimates that both options would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day.
5.1.7	Only a very limited number of children would be able to walk/cycle to a school located in Banw compared with the number able to do this in Llanerfyl – reference to Active Travel (Wales) Act 2013. Benefits of walking to school are well documented – children who walk or cycle to school are more alert and ready to learn than those who arrive by car. Sustrans Cymru has stated that 'Active travel to school needs to be recognised and promoted as an effective and equitable way of young people increasing their physical activity levels and reducing levels of childhood obesity across Wales	The Council notes this reference to the Active Travel (Wales) Act 2013, the comments by Sustrans Cymru and the comments about the benefits of walking to school.

5.1.8	Whichever site is chosen, Council spending should be put in place to provide safe walking/cycling routes from the main village centres (including Foel) to the chosen site, reducing car usage and encouraging physical activity both for school children and the wider community	Comment noted.
<b>5.2 Impact on vulnerable pupils</b>		
5.2.1		The current proposal is to close both schools and to open a new school on one of the current sites. Whilst the comment is noted, the written feedback collated after the engagement with parents held in February does not include any discriminatory comments about any children from ethnic minorities.
5.2.2		The current proposal is to close both schools and to open a new school on one of the current sites. The draft Equalities Impact Assessment produced as part of the consultation documentation identifies that there may be pupils belonging to an ethnic group other than White British at Llanerfyl C. in W. School.
5.2.3		However, as outlined on page 34 of the draft Equalities Impact Assessment, 'the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority's view is that the proposal would not have a negative impact on them in the longer term.'
5.2.4	There are a higher number of pupils with Special Educational Needs at Llanerfyl, therefore closure of this school would have a greater impact on them and on their well-being. The School Organisation Code says that 'relevant bodies <b>should</b> pay	Consideration has been given to the impact of the proposal on children with Special Educational Needs (SEN), as required by the School Organisation Code. The impact of each option to establish a new school on the current Banw site is considered

	<p>particular attention to the impact of the proposals on vulnerable groups, including children with Special Educational Needs (SEN)'</p>	<p>on page 35 of the Consultation Document, and on page 33 of the Impact Assessment Document produced, as part of the draft Equalities Impact Assessment.</p> <p>As indicated on page 35 of the Consultation Document, 'Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. This will have a greater impact on pupils required to move school sites. Mitigation of possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.'</p>
5.2.5	<p>Concern about the impact on autistic children who may struggle in bigger, noisier classes.</p>	<p>This concern is noted. The impact on pupils with additional learning needs is considered on pages 21 and 35 of the consultation document. As identified on these pages, should the Council proceed with a proposal to establish a new school on either of the current sites, 'The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition'.</p>
5.2.6	<p>When any change is implemented, important that a plan is put in place so that children with additional needs can slowly be introduced to a bigger school</p>	<p>This concern is noted. The impact on pupils with additional learning needs is considered on pages 21 and 35 of the consultation document. As identified on these pages, should the Council proceed with a proposal to establish a new school on either of the current sites, 'The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition'.</p> <p>Whilst it is acknowledged that any new school likely to be established will have more pupils than currently attend Banw C.P. School or Llanerfyl C. in W. School, the new school remain a relatively small school, with less than 60 pupils.</p>

5.2.7	Keeping the school at Llanerfyl would act in the best interests of the majority of pupils and in particular the most at risk group of children (those with SEN and those belonging to BME group)	<p>The proposal's impact on pupils with SEN and pupils belonging to BME group is considered in the draft impact assessments carried out in respect of this proposal. The draft impact assessments will be updated to take account of issues raised during the consultation period, and will be taken into consideration when determining how to proceed.</p> <p>Whilst it is acknowledged that the proposal impacts on pupils with SEN and pupils belonging to BME group, the aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs and any pupils belonging to ethnic groups other than White British.</p>
5.2.8	How are you going to accommodate autistic spectrum, ADHD, cerebral palsy, epilepsy, dyslexia, ADD, physical needs – these are things that haven't been thought of	<p>The proposal's impact on pupils with additional learning needs has been considered on pages 21 and 35 of the consultation document. This would include pupils with conditions such as those listed. The Council's assessment of the impact on both options on pupils with additional learning needs is as follows:</p> <p>'All schools in Powys are responsible for meeting a child's additional learning needs, in accordance with the Council's ALN Strategy and Operational Guidance. The new school would be expected to adhere to the same guidance. Funding from the Council is delegated to individual schools to support pupils with additional learning needs, and this funding would be allocated to the new school, ensuring that needs continue to be met. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.'</p> <p>Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. Mitigation of possible negative effects of change,</p>

		especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.'
<b>5.3 Impact on quality of education</b>		
5.3.1	I don't think there would be an improvement to the educational opportunities for pupils at Ysgol Dyffryn Banw by establishing a new school in Llanerfyl without significant investment	Comments noted. As indicated on page 41 of the consultation document:  'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision: <ul style="list-style-type: none"><li>- Commission HOWPS to carry out further work to identify the scope of the work required</li><li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li></ul>
5.3.2	Pupils would be disadvantaged by a move to Llanerfyl due to the cramped conditions and the absence of the existing superior facilities only a mile up the road	
5.3.3	The new curriculum has 6 areas of Learning and Experience. The first two are Expressive Arts and Health and Well-being. Ensuring facilities area available to enable the delivery of these key requirements should be paramount to the decision-making process if we value our children's education	Comment noted.
<b>5.4 Other</b>		
5.4.1	The children are the ones that will suffer if a wrong decision is made – the physical, intellectual, emotional and social well-being of each child is of paramount importance	Comment noted.

5.4.2	<p>Quotes from the consultation document seem to be clear in concluding that:</p> <ul style="list-style-type: none"> <li>- If pupils moved from Llanerfyl to Banw, they would benefit due to the improved size and facilities available</li> <li>- If pupils moved from Banw to Llanerfyl, they would be negatively impacted. Existing pupils at Llanerfyl would also be disadvantaged due to the increased pupil numbers</li> </ul>	Comments noted.
5.4.3	If the Llanerfyl pupils came to Banw it would be a win win situation – Banw children would have more social interaction and Llanerfyl children would have more facilities. If Banw pupils went to Llanerfyl, it would be a lose lose situation – Llanerfyl pupils would have less space individually and Banw pupils would be losing the hall and facilities	As outlined in the Consultation Document, there are advantages and disadvantages associated with both site options.
5.4.4	Pupils from the two schools would have to get to know each other	It is true that should the Council proceed with one of the options, pupils would need to get to know each other. However, the Council would work with the two schools in order to establish new school, and it is hoped that opportunities could be provided for pupils to get to know each other during the period before the school opens.

<b>6. PUPIL NUMBERS</b>		
<b>6.1 It's unfair to close Llanerfyl School</b>		
6.1.1	Pupil numbers at Llanerfyl are increasing	As outlined in the Consultation Document, pupil numbers at Llanerfyl C. in W. (Foundation) School have decreased over recent years, from a maximum of 51 in January 2012 to 32 in January 2018. The latest projected pupil numbers available for

		the school also do not suggest any significant increase in pupil numbers at the school over the next few years.
6.1.2	A reduction in pupil numbers in Banw School is the problem – it was the same situation 30 years ago, when the Council wanted to close Llanerfyl School and transfer the children to Banw.	As outlined in the Consultation Document in respect of this proposal, pupil numbers at both schools have decreased over recent years.
6.1.3	Although numbers at Llanerfyl School are declining, this is at a much slower rate than Banw CP School. Llanerfyl School's track record of community support will ensure that the school continues to thrive.	
6.1.4	The governing body at Banw School approached the Council because their numbers had dropped, and Llanerfyl School is suffering because of it	
6.1.5	Banw pupil numbers are low whilst the projected numbers at Llanerfyl are consistent – surely it makes more sense to disrupt the minority rather than the majority? Since when has Powys closed the school with the larger number of pupils to save the school that has the least number of children?	The Council is not proposing to close the school with the larger number of pupils to save the school that has the least number of children.  Whilst it acknowledged that pupil numbers at Banw C.P. School are lower than pupil numbers at Llanerfyl C. in W. (Foundation) School, and are projected to decrease further over the next few years, pupil numbers across the Banw Valley have decreased over recent years, and are not projected to increase over the next few years.
6.1.6	It is morally wrong to close the school where the majority of the pupils attend (Llanerfyl) to a school with seriously falling numbers (Banw).	
6.1.7	Projected pupil numbers in consultation document suggest that pupil numbers in Llanerfyl School will remain stable for the next 5 years, whilst Dyffryn Banw numbers are down to as low as 13 by 2022. Why should Llanerfyl children suffer as a result of Ysgol Dyffryn Banw being unable to attract enough pupils to satisfy its future?	The Council is proposing to close the two schools and establish one new school in either of the two sites, in order to ensure continued provision of high quality Welsh-medium education for pupils in the area.
6.1.8	Predicted number for January 2022 is 13 in Banw School but 31 for Llanerfyl. 31 is still a large enough number of pupils for a	

	<p>school to remain viable. If Llanerfyl School was located anywhere else in Powys, closing it would not be a consideration.</p>	
6.1.9	<p>Llanerfyl's geographical proximity to Ysgol Dyffryn Banw where numbers are small is the only reason why its future is under threat – other authorities in Wales would treasure such a school and would do all they could to protect it</p>	
6.1.10	<p>Can the Council give examples of when they have previously closed a school with a larger number of pupils to save a school that has the smaller number of pupils? By 2020, projected figures show only 18 pupils at Banw.</p>	
6.1.11	<p>Not in any community previously has school B been closed to save school A. It would be severely unfair and a judicial review would follow if the decision was to close Llanerfyl.</p>	
6.1.12	<p>The school needs to be where the pupils are, and this is Llanerfyl – it's not practical to move a whole school population to a school where there are very few children.</p>	
6.1.13	<p>Closing Llanerfyl School would not act in the best interests of the majority of learners – projected number of pupils in Key Stage 1 is more than double in Ysgol Llanerfyl, so why move the majority of learners (13) for the benefit of the minority (6) in Key Stage 1? These are children who will be greatly affected given their young age and vulnerability – the School Organisation Code states that 'Proposers should ensure that the disruption to learners is minimised'</p>	<p>The authority is concerned about the overall sustainability of pupil numbers in the whole area and establishing one school is a solution that was supported by both governing bodies.</p> <p>The authority recognises that any changes resulting from school reorganisation can be worrying for pupils. However, the authority works with school communities to ensure that the impact of any change is minimised. There is also responsibility on the leadership and management of any school to ensure that the wellbeing of pupils.</p>
6.1.14	<p>Is Ysgol Pontrobert under threat because of its pupil numbers? Ysgol Llanerfyl shouldn't be sacrificed because of pupil numbers at Banw</p>	<p>The Council is not currently reviewing Ysgol Pontrobert. As outlined on page 6 of the Consultation Document, the review of primary provision in the Banw Valley was instigated following</p>

		initial contact from Banw C.P. School, and has involved a number of steps as outlined in the Consultation Document. The review has been carried out in accordance with the Council's School Organisation Policy (2018).
<b>6.2 Surplus places</b>		
6.2.1	School Organisation Code states that 'Where there are more than 10% surplus places in an area overall, local authorities should review their provision and should consider whether to make proposals for their removal if this will improve the effectiveness and efficiency of provision. A significant level of surplus provision is defined as 25% or more of a school's capacity (as defined in Circular 21/2011) and at least 30 unfilled places. Should the new school be in Banw, I know of at least 12 children who would not be attending, therefore there is every likelihood that a school on that site would open its doors with only 36 pupils. The cost per pupil would be higher than other schools in Powys, and there would be at least 50% surplus places. The school could well be facing closure again within a few years.	The Council acknowledges that a number of surplus places would remain in Banw C.P. School should a new school be established here, however there would be a significant overall reduction in the number of surplus places across the Banw Valley area.  Following a decision on the way forward for the provision of primary education in the Banw Valley, parents would need to decide whether they would wish for their children to attend the new school or an alternative school. Should they wish their children to attend an alternative school, it is acknowledged that this would impact on pupil numbers at the new school. This is acknowledged as a risk on pages 20 and 34 of the consultation document.
6.2.2	If all pupils from Llanerfyl went to Banw, there would still be close to 40% surplus places, which is deemed as 'significant' under the WAG School Organisation Code.	The Council acknowledges that a number of surplus places would remain in Banw C.P. School should a new school be established here, however there would be a significant overall reduction in the number of surplus places across the Banw Valley area.
6.2.3	Many Llanerfyl parents wouldn't take their children to Banw because of historical family prejudices, therefore there wouldn't be enough children at the school, and this school would again be under threat of closure in the near future	Following a decision on the way forward for the provision of primary education in the Banw Valley, parents would need to decide whether they would wish for their children to attend the new school or an alternative school. Should they wish their children to attend an alternative school, it is acknowledged that this would impact on pupil numbers at the new school. This is

		acknowledged as a risk on pages 20 and 34 of the consultation document.
6.2.4	The capacity of Llanerfyl school is only 44 + 5 nursery and the projected pupil numbers for 2020 is 48. The school would be at capacity from day 1 and unable to take any more pupils. Projected pupil numbers over 5-10 years are difficult to predict and the Council should build a +/- 10 capacity to any building in order to future proof it. It would be a shortsighted move by the Council to establish a new school on the Llanerfyl site	Whilst the capacity of Llanerfyl School based on current use is 44 + 5 nursery, the Council has carried out a revised capacity calculation of the school in accordance with the Welsh Government Circular 21/2011 'Measuring the Capacity of Schools in Wales', which includes the Art room as a class base. As indicated on page 32 of the consultation document, this provides a capacity of 59 + 5, which can accommodate all current and projected pupil numbers in the two schools.
<b>6.3 Projected pupil numbers</b>		
6.3.1	Should pupil projections have been underestimated, would be a real shame for the local community should the local school not be able to meet demand if the school was located in Llanerfyl	The Council notes these comments and acknowledges that there is uncertainty with regard to projected pupil numbers – as outlined on page 9 of the consultation document, 'These projected pupil numbers are based on a combination of the latest PLASC figures available, live birth information and information held by the Council's finance team, which is supplied by the schools themselves. However, it is acknowledged that the projected pupil numbers are subject to change.'
6.3.2	Although not projected on the consultation, I feel that pupil numbers could rise in the future once there is stability in the site of the new school. Many parents moving to the area have enrolled their children into neighbouring schools because of the threat of closure for both schools.	Whilst it is possible that actual pupil numbers will be higher than the projected pupil numbers, it is also possible that actual pupil numbers will be lower than the projected pupil numbers.
6.3.3	Projected figures show that there isn't a need for such a large school as Banw in the Dyffryn Banw area	As indicated in the Consultation Document, the projected pupil numbers suggest that the capacity at both current schools is sufficient to accommodate all pupils currently attending the two schools, and the projected pupil numbers for the next few years.
6.3.4	Due to the new development plan and planning policies, very few new houses will be erected in the valley in the future and as a result the size of Llanerfyl school would more than adequately serve the Dyffryn Banw community.	

6.3.5	The building in Banw is too big for the purpose of Welsh-medium education in the area. Planning laws will not allow large development within areas such as Dyffryn Banw as explained in Powys' policy H1 (Housing provision), therefore there is no need for a large capacity school in the area.	
6.3.6	Projected numbers are higher at Llanerfyl, however this should have no affect on the decision as both schools will be together whichever remains open. The suitability of the building as a school is the issue.	The Council's priority is to ensure the provision of high quality education for all pupils in the Banw Valley area, and believes the best way to achieve this is to close both current schools and open a new school in one of the two sites. Ensuring the best possible opportunities for pupils will be the main consideration when determining how to proceed.
6.3.7	Unlikely that pupils from different areas will be attracted to the area – generally parents will not transport their children in a different direction to their work place	Comment noted. However, as indicated in the consultation document, a number of pupils from the Banw Valley area currently receive home to school transport to access English-medium provision in Llanfair Caereinion. There is a potential that greater certainty with regard to the provision of education in the area could result in pupils accessing local Welsh-medium provision in the future.
6.3.8	Pupils choosing to attend alternative schools other than Dyffryn Banw was identified as a threat in the consultation document and in the report prepared for Cabinet. This is a real and ongoing threat. If Ysgol Dyffryn Banw site was chosen, there is a very high risk that we would lose Welsh-medium education in the valley altogether	Comment noted. 'Pupils might transfer to other schools instead of the proposed new school, which would impact on pupil numbers' is identified as risk for both options within the consultation document. The mitigation actions identified are to 'move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the option be implemented, work with the two school communities to shape the new school'.
6.3.9	A question in the previous questionnaire asked whether parents would send their children to the opposing school. The answers which came back were that a percentage of parents would not be sending their children to the other school, whether it be Banw or Llanerfyl	

6.3.10	Cylch Meithrin Dyffryn Banw has 17 children on the register in 17/18	Comment noted.
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<b>7. IMPACT ON STAFF</b>		
7.1	Staff jobs should be protected – it would be unfair for staff to lose their jobs	As explained in the consultation document, should the Council proceed with establishing one new school to serve the area, ‘a temporary governing body would be appointed for an interim period, until the new school were to open. The temporary governing body would be responsible for appointing a headteacher for the new school, and would then work with the headteacher to develop the leadership, management and staffing structures for the new school.
7.2	Ensure that staff are retained in the new school by introducing small classes, more one to one help etc	
7.3	The uncertainty is putting a strain on staff – what will the future of their jobs be?	
7.4	What will be the impact on staff working part time – will they be able to do this in future?	Implementation of the new staffing structure would be in accordance with the relevant HR Policies for teaching and support staff. As part of this process, there would be an opportunity for the temporary governing body to ‘ringfence’ all teaching and associated staff posts to staff currently employed within the existing schools in the first instance.’  The Council acknowledges that any school reorganisation proposal has an impact on staff at the affected schools. The Council is keen to conclude this process as quickly as possible, in order to minimise this period of uncertainty. Any staff needing support can be directed to the Powys Counselling Service.
7.5	Need to ensure clear and regular communication with staff and their unions	Comment noted. Regular communication will be provided to staff and unions throughout this process.
7.6	Need to ensure that any reorganisation does not lead to compulsory redundancies, and that the positions in any new	The decision on ringfencing is made by the temporary governing body, however the Council encourages temporary governing bodies to ringfence when possible. Measures to

	staffing structure are ring-fenced to staff who are currently working in the schools, including part time staff	avoid compulsory redundancies are always considered as part of employment consultation exercises. These will include seeking volunteers, voluntary reduction in hours, job sharing, natural attrition (wastage), early restriction on recruitment, redeployment within the council and retraining of employees to meet requirements of vacant posts internally (as reasonable/proportionate). In line with legislation, part time staff would be treated no less favourably than full time staff.
7.7	If reorganisation takes place, there is a need to ensure that the processes for appointing to posts are fair for all candidates and to provide formal feedback to those that request it	The employment consultation process would include consultation on the selection criteria for appointing to posts within the new school. The process will be conducted in an open, fair and transparent manner at all stages. Feedback will be provided to unsuccessful candidates on request.
7.8	If reorganisation takes place, there is a need to be clear about what positions can be applied for and the requirements of those posts	The employment consultation process would include a proposed structure for the new school for comment, and would include consultation with staff and relevant trade unions. This would be underpinned by job descriptions for all posts.
7.9	Need to ensure that staffing structures include detailed job descriptions and appropriate management lines	
7.10	Agreement of structures should be as a result of thorough consultation with staff and their unions	
7.11	Governing bodies have a statutory duty under the School Teachers Pay and Conditions Document to ensure work life balance for teachers and school leaders. An assessment of impact on workload will need to take place in relation to any new arrangements.	The new school's Challenge Advisor will support the new governing body in ensuring that the Estyn guidance on reducing workload for teachers and headteachers is properly understood and implemented.
7.12	Any period of change creates uncertainty which can impact on staff well-being and morale.	The Council acknowledges that any school reorganisation proposal has an impact on staff at the affected schools. The Council is keen to conclude this process as quickly as possible,

		in order to minimise this period of uncertainty. Any staff needing support can be directed to the Powys Counselling Service.
7.13	Would staff start at the bottom point of the pay grade following implementation of a new staffing structure for any new school?	Employees will continue on whatever point they are on at the moment if the job is on the same grade.
7.14	What would happen if staff didn't want to apply for a post in the new school?	This would depend on the redundancy position at the time. Staff would have to engage in the process, however in some cases if there was not a suitable post in the new structure, staff could receive redundancy.

## 8. IMPACT ON THE COMMUNITY

### 8.1 Impact on the Banw Community

#### 8.1.1 Reference to use by community organisations of the building in which the school is located

8.1.1.1	Dyffryn Banw football club could no longer function without the facilities provided by the hall	The Council notes these comments regarding use of the building currently occupied by Banw C.P School by a range of organisations.
8.1.1.2	Several county organisations find the size, location, facilities and access attractive, notably Ysgol Theatr Maldwyn, Powys Eisteddfod	
8.1.1.3	Dyffryn Banw FC – makes regular use of the school corridor and cloakroom nearest the hall along with the ‘committee room’ throughout the football season. Also use the car parking space around the school and hall on match days, when hosting junior festivals and for parking when the juniors are training on the pitch. Without these facilities being available, the club would face huge difficulty in being able to replace them to continue to operate, losing the men’s senior team and the junior section	

	which has 60 players signed on. This would be a great loss to the community of Llangadfan and Llanerfyl	
8.1.1.4	Merched y Wawr regional committees have met three times a year in Banw since the Centre opened in the 1980s. A number of sub-committees meet on these evenings, so the school and the centre are used. Closing Ysgol y Banw would have a negative impact on Merched y Wawr and other organisations that hold regional meetings here	
8.1.1.5	The community hall is used for activities such as Urdd, football club, young farmers, parties	
8.1.1.6	The building and adjoining hall are used for a number of community activities e.g. YFC, local sporting activities, a community facility for hire for local events, community events hosted by the school	
8.1.1.7	The committee room is used for Welsh language governor training, INSET training arranged by the authority	
8.1.1.8	The building is used for live performances by companies such as Theatr Arad Goch, Mewn Cymeriad, Bara Caws, Opera Cenedlaethol Cymru as there is room for up to 300 to sit in the hall	
8.1.1.9	Cwmni Theatr Ieuenciad Maldwyn rehearse here weekly, as well as the local YFC, local Football Club, Merched y Wawr – local and regional, Associated Board of Royal School of Music hold piano exams here, Badminton Club, Table Tennis Club, location for Remembrance services	
8.1.1.10	Banw School are arguing that many societies use the school, however it is the adjoining community centre which is used not	The Council notes this comment, and notes that many societies which use the building, such as Cwmni Theatr Maldwyn and the local football club, use the hall / changing rooms rather than the

	the school itself – this would continue to be available after closing the school building	school itself.
8.1.1.11	Much has been made of the fact that Cwmni Theatr Maldwyn and the local football club use the site, however they use the hall / changing rooms, not the school	
8.1.1.12	Reference has been made to the importance of the ‘cerrig orsedd’ – however, the future of education shouldn’t be based on the siting of the ‘cerrig orsedd’	A decision on where to locate a new school to serve the Banw Valley area will not be based on the location of the ‘cerrig orsedd’.
8.1.1.13	Dyffryn Banw FC has developed a pitch separate from the school, and plans are in place to set up changing rooms by the pitch, which is a requirement to progress up the football association of Wales pyramid. If this were to happen, the club would not be reliant on Banw School for changing facilities	The Council notes this comment, and that Dyffryn Banw FC are looking to set up changing rooms by the pitch, which would mean that they would not be reliant on the facilities at the school. However at the current time, there are no changing rooms by the pitch.
8.1.1.14	It is argued that the football team use Banw school to change etc, however it would be simple enough to erect a shower unit on the football field, which would be more convenient	
8.1.1.15	What would happen to activities such as the football club if the school closed? I want to know what would happen to this and other activities if the school closed.	<p>The Council’s current proposal only relates to the school, not the adjoining community hall. However, should the Council proceed with a proposal which would result in there no longer being a school on the site currently occupied by Banw C.P. School, the Council would need to determine the future use of the site, taking into account the complexities regarding the Community Hall’s lease.</p> <p>Should the outcome be that there was no community hall, organisations such as the football club would need to identify alternative locations for their activities.</p>
<b>8.1.2 Reference to the Community Centre</b>		

8.1.2.1	Due to the co-location of the school with the Hall, they are entwined and rely on each other	<p>Comment noted. The Council acknowledges the links between the Hall and the school due to the fact that they are located within the same building, and that whilst the Council is not proposing any changes to the community centre, it is possible that closure of the school would impact on the community centre. The Council notes on page 14 of the consultation document that one of the weaknesses of the option to establish a new school operating from the current Llanerfyl site is 'Concern about the impact on the Banw Community Hall if there was no school located on the site.'</p> <p>The Council also identified on page 44 of the consultation document in the summary of the Community Impact Assessment carried out in respect of the option to establish a new school on the Llanerfyl site that 'The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future.'</p> <p>The Council notes these comments regarding the lease of the Community Hall and complexities related to the co-location of the Hall and the school which would arise should the school close.</p>
8.1.2.2	The future of the conjoined Community Hall at Banw and some of its users are at real risk if there was no longer a school on the site	
8.1.2.3	A decision to close the school may affect the community centre which would be a loss to the whole area	
8.1.2.4	Concern about the financial consequences to the community centre should Ysgol Dyffryn Banw close	
8.1.2.5	The hall is a separate entity to the school – it has its own separate committee. Closure of the school would not mean closure of the community hall	
8.1.2.6	The hall and changing rooms have a separate entrance so could easily standalone from the remainder of the school	
8.1.2.7	The complexity and length of the community council's lease of the Hall, which includes parts of the Banw school footprint as well as a substantial parking area, undermines sales prospects for the school site	
8.1.2.8	Banw community hall lease includes shared access from the main road, the parking area in front of the hall and the main hall building and access lobby. In addition, it extends to three rooms within the footprint of the original school building. A condition of the lease is that the school has priority use of the whole leased area during normal school term time and during school hours. The lease stipulates financial arrangements between the Hall Committee and the School – PCC makes an annual capitation payment to the Hall in support of priority usage. All services	

	reach the Hall from within the school. The central heating boiler and oil store are on the school premises	
8.1.2.9	If the school closed, there would be implications to PCC due to the fact that it is adjacent to the hall – PCC would still have to maintain the building in line with H&S. Insurance would still have to be paid and heating would still be needed. If the building was demolished, the cost of demolition and removal would need to be taken into account	
8.1.2.10	Banw Community Hall holds a 99 year lease from the County Council for the Community Hall. There are about 88 years still to run. The lease includes shared access from the main road, the parking area in front of the hall and the main hall building and access lobby. In addition, extends to three rooms within the footprint of the original school building. A condition of the lease is that the School has priority use of the whole leased area during normal school term time and during school hours. The lease stipulates financial arrangements between the Hall Committee and the School – PCC makes an annual capitation payment to the Hall in support of priority usage. All services reach the Hall from within the school. Central heating boiler and oil store are on school premises  There are stipulations built into the lease relating to a County Council decision to close and demolish the school. Strict enforcement of those conditions would impose costs which far exceed the current finances and financial prospects of the Community Centre Committee and Community Council. Without detailed investigation of possible mitigation, the prospects for the Community Centre and potential Powys disposal receipts are bleak. Community Council wish to remind the County Council of Policy DM11 in the LDP relating to protection of Existing Community Facilities and Services.	

8.1.2.11	<p>Need to ensure it's just the schools that are evaluated and not the hall at Banw. The community hall at Banw can still function without the adjoining school. Toilets, kitchen and dining area are all directly adjacent to the hall, ensuring that all gatherings / functions could continue unaffected by closure of the school</p>	<p>The Council's priority is to provide education of the highest quality for pupils in the Banwy Valley, and this will be the main consideration when determining how to proceed.</p> <p>However, the School Organisation Code (2013) states on page 29 that:</p> <p>'Where proposals involve the closure of a school the following information <b>must</b> be included in the consultation document:</p> <ul style="list-style-type: none"> <li>• The impact of proposals on the local community, particularly in rural areas...'</li> </ul> <p>The summary of the findings of the draft community impact assessment carried out in respect of the option to establish any new school on the Llanerfyl site noted that 'The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future.'</p>
8.1.2.12	How financially viable is the community hall?	The viability of the Community Hall is not a consideration within this consultation.
8.1.2.13	Who pays for maintenance and upkeep of the hall?	The Community Hall is responsible for maintenance and upkeep of the hall.
8.1.2.14	It cost £100 to hire the Banw Community Hall for a recent charity event. Had the same event been held in Llanerfyl, it would have only cost £40.	Comment noted. Hire charges for the two community halls are determined by the management committee of each hall, and it is up to organisers of events in the local area which hall they choose to hold an event.
<b>8.1.3 General impact on the community</b>		

8.1.3.1	Removal of the school from Banw would not have such a big impact on the community as it would have in Llanerfyl as there are other facilities in Llangadfan e.g. a busy café, shop and public house. Llanerfyl does not have a café, shop or public house	The Council notes these comments. The Council's view is that closure of any school has an impact on the community in which the school is located, therefore the Council acknowledges that closure of either site would impact on that community. The Council's priority is to provide the best possible education for pupils in the area, and the Council's view is that establishing one new school to serve the whole Banw Valley area is the best way to achieve this.
8.1.3.2	The Banw community is more dispersed, so moving the school's location would not have such a great impact on the community.	
8.1.3.3	Banw School is in a much more prominent location than Llanerfyl School, on the A458 Trunk Road, and adjoins two of the largest housing estates in the Banw Valley. Having such a prominent site left vacant would impact on the residential amenity of nearby residents, would detract from the appearance of the wider community and the impression people have of the county.	The Council notes the comment, and acknowledges that Banw School is located in a more visible location.
<b>8.2 Impact on the Llanerfyl community</b>		
<b>8.2.1 Impact of closing the school on the village of Llanerfyl</b>		
8.2.1.1	Losing the local school would have a negative impact on social activity, and on the village's Welsh life	The Council notes these comments regarding the impact of not having a school in Llanerfyl on the Llanerfyl community. The Council acknowledges that closure of any school will impact on the community in which it is located, however the Council's priority is to ensure the best possible educational provision for pupils in the Banw Valley for the future.
8.2.1.2	Losing the school from Llanerfyl would change the unique character of this Welsh speaking village for ever	
8.2.1.3	Llanerfyl School plays an important role in the community and brings the community together as there is no shop, café or public house in the village.	A draft Community Impact Assessment was published with the consultation documentation, this will be updated to take account of issues raised during the consultation and will be considered by Cabinet when determining how to proceed.
8.2.1.4	Llanerfyl School is at the heart of the community, without it the village would have nothing	Should the Council proceed with establishing one new Welsh-

8.2.1.5	Numerous activities take place throughout the year where the community come together to support the school and socialise, either in the village hall, the Church or the School itself.	medium school on either of the current sites, the school would be expected to serve the whole Banw Valley area, and the Council would expect the school to maintain community links across the area.
8.2.1.6	The school plays a vital part in the community, with its strong links to the Church, Cylch Meithrin and the wider community	
8.2.1.7	Llanerfyl School events involve the whole community, which is very important in a rural community such as this, where social isolation can be such a problem, especially for the elderly	
8.2.1.8	Closure of Llanerfyl site would have a greater impact on the Llanerfyl community as there is no shop/tea rooms or public house for local people to engage and interact, unlike Llangadfan	
8.2.1.9	Closing the school would be another step towards destroying the local community (e.g. after the local shop/post office closed)	
8.2.1.10	Llanerfyl as a village would be a very sad place without a school and the sounds of children playing at break times	
<b>8.2.2 Impact on Llanerfyl Village Hall</b>		
8.2.2.1	Should there be no school in Llanerfyl, there would be an impact on the village hall as there would be a reduction in the use of the Hall. This would have a financial impact on the hall, which could lead to its closure	The Council notes these comments regarding the use of Llanerfyl Village Hall by Llanerfyl C. in W. (Foundation) School, and the potential impact on the hall should there be no school in Llanerfyl.
8.2.2.2	Llanerfyl School make regular use of the Village Hall, and brings the community together by holding concerts, coffee mornings, or other activities such as discos and beetle drives	
8.2.2.3	The village hall in Llanerfyl is not directly attached to the school, so it would not be directly affected should the school be re-sited at the Dyffryn Banw site	

		use of the village hall, therefore closure of the school would potentially impact on use of the village hall.
8.2.2.4	The village hall is the community hub of Llanerfyl, not the school	The Council notes this comment
8.2.2.5	Closure of Llanerfyl school would not affect the community hall	<p>In the Community Impact Assessment carried out in respect of this proposal, the Council identified that 'There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities.'</p> <p>However, it is also acknowledged that there could be an impact on the Village Hall in terms of a reduction in income following loss of the school's use of the Hall.</p>
<b>8.2.3 Other</b>		
8.2.3.1	A high percentage of children at Llanerfyl school are from farming families. Recent evidence suggests that loneliness and mental health issues are high among farmers – they are at higher risk of social isolation. On average, one farmer commits suicide per week in the UK – let's not add to this problem by removing one element, which is so important in reducing this loneliness for people	The Council notes the comment. Whilst the Council is proposing to merge the two current schools and establish one new school in the area, there would continue to be access to primary provision in the Banw Valley.
<b>8.3 General comments with regard to impact on the community</b>		
8.3.1	Acknowledgement that loss of a school is detrimental to any community	<p>The Council acknowledges that closure of any school would impact on the community served by that school. The Council's priority is to provide the best possible education for pupils in the area, and the Council's view is that establishing one new school to serve the whole Banw Valley area is the best way to achieve this.</p>
8.3.2	The community locally has deteriorated a lot in 20 years, closing a school in either Llanerfyl or Llangadfan will not make a bit of difference to that village	

8.3.3	Reference to Wales Spatial Plan (2008 update) – refers to the social and physical well-being of the community, and that good access to services (which includes access to community services) is a key determinant of quality of life in rural areas	Comment noted.
8.3.4	To strengthen the community and potentially grow the Welsh language and educational opportunities for everyone, the new school needs to be established in the hub of the Dyffryn, its community centre, the football team, at the location that was built specifically for this purpose, with ample room for extension	Comment noted.

## 9. IMPACT ON THE WELSH LANGUAGE

### 9.1 Impact on the Welsh language in the Banw community

9.1.1	Although 85% of pupils at Banw School come from non Welsh speaking homes, Welsh is spoken consistently in the classes and on the yard	The comment is noted. The Council has no concern about standards in Welsh at either of the current schools.
9.1.2	In Banw, only 12% of children speak Welsh at home – 88% are from non Welsh speaking backgrounds, therefore their first language and preferred language is naturally going to be English	The comments are noted. However, the Council has no concern about standards in Welsh at either of the current schools.
9.1.3	At the recent Harvest thanksgiving service, the Headteacher of Banw School had to prompt the pupils as they could not answer the Welsh guest speaker's questions – this shows that Welsh is not the first language of pupils.	As stated in the Welsh Language Impact Assessment carried out in respect of these proposals:  ‘There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the

		Banw Valley area.'
9.1.4	It is a positive thing that the majority of pupils attending Ysgol Dyffryn Banw come from non Welsh speaking homes. This supports the aims of the Council's Welsh in Education Strategic Plan and the School Organisation Policy	The Council's aim is to increase the number of pupils educated through the medium of Welsh, in order to contribute to the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. The Council agrees that attracting pupils from non Welsh speaking homes to Welsh-medium education will be key in order to achieve this.
<b>9.2 Impact on the Welsh language in the Llanerfyl community</b>		
9.2.1	Welsh is the natural language of the yard in Llanerfyl	The Council notes these comments regarding use of the Welsh language in Llanerfyl C. in W. (Foundation) School and the wider Llanerfyl community. As indicated in the Welsh Language Impact Assessment carried out in respect of these proposals:
9.2.2	80% of pupils in Llanerfyl School come from home where at least one of their parents speak Welsh	
9.2.3	All governors of Llanerfyl School are Welsh speaking, and meetings are held in Welsh. The Community Councillors are also all Welsh speaking, and the majority of Village Hall committee members. This is something that is quite unique in Powys these days	'There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.'
9.2.4	Llanerfyl is a natural Welsh speaking school with at least 75% of pupils speaking Welsh at home in comparison to a very small number of pupils at Banw. There would be greater impact on the Welsh language should the school not be in Llanerfyl. Many parents would send their children to the English stream at Llanfair Caereinion should the school be based in Banw – this would have a profound effect on the Welsh language in the valley as the Welsh language would be considerably diluted, and goes against the Welsh Government aim of having 1 million Welsh speakers by 2050	Implementation of the proposal would result in the establishment of one new, larger school in the Banw Valley area, and the Council's view is that this would contribute towards the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. This is supported by Estyn in their response to this consultation, which states that: ' <i>Both option a and b</i> would contribute to realising the Welsh Government's strategy of achieving a million Welsh speakers by 2050'.

9.2.5	Llanerfyl is unique in the area by having a core of Welsh speaking families living and moving into the area. This is reflected in 75% of pupils at the school speaking Welsh at home.	Should the Council proceed with the proposal to establish one new Welsh-medium school to serve the area, the Council would hope that all pupils attending the two current primary schools in the area would transfer to that new school, ensuring continued access to Welsh-medium education in a Welsh-medium school. However, all parents are entitled to apply for a place for their child in whichever school they choose, and these applications will be accommodated in accordance with the Council's admissions policy.
9.2.6	If Llanerfyl school closed, some parents will be sending their children to the English stream in Llanfair Caereinion, which will reduce the number of pupils accessing Welsh-medium education and will be a step backwards in the Welsh Government's plan to reach a million Welsh speakers by 2050.	
9.2.7	Closing Llanerfyl School would irrevocably damage the Welsh language and Welsh medium provision in the area, the core of Welsh speakers would be split up, friends and families will be split with parents considering sending their children to five different schools	
9.2.8	Llanerfyl School is an integral part of the Welsh community that exists in Llanerfyl	The Council notes these comments relating to the role of the Welsh language within the Llanerfyl community. Should the Council proceed with implementation of the proposal, a new Welsh-medium primary school would be established to serve the whole Banw Valley. There is no reason to believe that this would have a detrimental impact on the Welsh language in Llanerfyl.
9.2.9	Llanerfyl School plays an important role in the continuance of the Welsh language in the community	
9.2.10	The Welsh language community of Llanerfyl is thriving, with more and more young families moving to the village	
9.2.11	Greatest fear is that closing the school would be detrimental to the Welsh language in the community	
9.2.12	The community of Llanerfyl is a stronghold for the Welsh language, and the school plays a vital role in ensuring it remains so	
9.2.13	Llanerfyl is the strongest area in terms of Welsh speaking – it's important to continue with the Welsh medium primary school within the most predominantly Welsh area	

9.2.14	The Welsh language is stronger in Llanerfyl. There is no doubt that moving children to Banw would weaken the Welsh language in the community	
9.2.15	Consultation on the school organisation code published this year identified the need to protect or maintain schools where Welsh is the natural language of the community. 75% of pupils attending Llanerfyl School are from a Welsh speaking background, compared with only 12% of children attending Ysgol Dyffryn Banw.	This consultation has been carried out in accordance with the School Organisation Code (2013), and a draft Welsh language impact assessment has been carried out in accordance with the Code's requirements. This assessment will be updated to reflect the comments received during the consultation period, and will be considered when determining how to proceed.
<b>9.3 General comments with regard to impact on the Welsh language</b>		
9.3.1	The impact of losing pupils from Welsh speaking homes who currently attend Llanerfyl, many of whom would not attend Banw school, would have a significant impact on the language spoken on the yard, and on the ability of non Welsh speaking pupils to absorb and learn the Welsh language by hearing it being spoken naturally	<p>As outlined in the Welsh language impact assessment carried out in respect of the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, 'There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.'</p> <p>Implementation of the proposal would result in the establishment of one new, larger school in the Banw Valley area, and the Council's view is that this would contribute towards the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. This is supported by Estyn in their response to this consultation, which states that: '<i>Both option a and b</i> would contribute to realising the Welsh Government's strategy of achieving a million Welsh speakers by 2050'.</p>

9.3.2	School Organisation Policy states 'the Council aims to...increase demand for Welsh-medium education and provides access to provision that will enable pupils to become confident Welsh speakers'	The Council's view is that the proposal to establish a new school on either site would meet this aim and the Welsh Government aspiration to achieve a million Welsh speakers by the year 2050. This is supported by Estyn in their response to this consultation, which states that: 'Both <i>option a</i> and <i>b</i> would contribute to realising the Welsh Government's strategy of achieving a million Welsh speakers by 2050'.
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<b>10. REFERENCE TO EARLY YEARS PROVISION</b>		
10.1	Query whether the current location of the Cylch Meithrin in a village hall is ideal considering that there is an opportunity to establish a permanent Cylch Meithrin that would attract more children on the school campus at Ysgol Dyffryn Banw.	The Council notes this comment. The opportunity to look at locating early years provision on site was identified on page 19 of the Consultation Document as one of the 'Reasons for the Proposal' in relation to establishing a new school on the current Banw site.
10.2	Locating the Cylch Meithrin on school land would enrich the offer of the proposed new school, and would also facilitate the possibility of providing wraparound care	
10.3	Support for the principle of relocating the Cylch Meithrin to the site of the new school, on the condition that appropriate permanent indoor and outdoor space is available, which meets the requirements of CSSIW, Estyn and any other regulatory body. Would also request space for staff to keep resources and materials.	The Council notes these comments. Any plan to relocate the Cylch Meithrin to the site of the new school would be made in full discussion with the Cylch Meithrin to ensure that the provision met their requirements and the requirements of regulatory bodies such as CSSIW and Estyn.

<b>11. FINANCIAL CONSIDERATIONS</b>		
<b>11.1 Transport costs</b>		

11.1.1	Transporting pupils from Banw to Llanerfyl would be much less than the cost of maintaining the Banw building	Estimated additional transport costs have been included in the estimated savings illustrated in the Consultation Document in respect of this proposal. It is true that transporting all pupils currently attending Banw C.P. School to Llanerfyl and closing Banw C.P. School would result in an overall saving to the Council, however the same is true should the Council transport all Llanerfyl pupils to Banw.
11.1.2	The Council would save money by not having to provide as much transport for children if the school was in Llanerfyl, but is that a justified reason for locating the new school there?	There would be savings to the Council should there be one new school in the Banw Valley to replace the current two schools, regardless of the location of the new school. There are strengths and weaknesses associated with both possible locations, these are outlined in the Consultation Document issued in respect of this proposal.
11.1.3	Transport costs would be greater if the new school was in Banw as there would be more pupils to transport to the new school	An estimate of the impact of implementation of both options on school transport costs was received, and included in the Consultation Document.
11.1.4	If more than twice as many children need to be transported to Banw, the cost is naturally going to be greater than if the school was in Llanerfyl, even though the document says that the extra travel cost involved would be the same.	As outlined in the Consultation Document, the estimate 'takes into account the impact of this option on the total cost of home to school transport in the Banw Valley, which includes transport to Caereinion High School and NPTC College.' Based on this assessment, it is estimated that implementation of either option 'would result in an increase in the daily cost of home to school transport from the current cost of £546.02 per day to approximately £730 per day'.
11.1.5	Transporting the majority of pupils from Llanerfyl to Banw would create a large increase in transport costs – currently only 3 Llanerfyl pupils receive transport	It would not be possible to calculate the actual costs until the location of the new school was known, as well as which pupils would be attending the school.
11.1.6	As well as transport to Banw, the Council would need to provide free transport to Llanerfyl parents who choose to send their children to the English stream in Llanfair Caereinion	Parents are entitled to choose English-medium provision if that is their preference, and as admissions authority, the Council has to accommodate these choices. Home to school transport

11.1.7	<p>The Council keeps telling us it is short of money, yet it carries 15 children each day to Llanfair Caereinion primary site from the Banw valley – your own policy seems to be shooting yourself in the foot</p>	<p>would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, which states that 'For those qualifying pupils who wish to receive their education through the medium of English or Welsh, transport will be provided to the nearest allocated school/centre for primary school pupils providing education through that language medium. In order to qualify pupils must meet the standard qualifying criteria.'</p> <p>Should the Council proceed with a proposal to establish a new school, the Council would hope that pupils that currently attend Banw C.P. School and Llanerfyl C. in W. (Foundation) School would transfer to the new school, where they would continue to access Welsh-medium provision in a Welsh-medium school, however this would be a decision for pupils and their parents.</p>
<b>11.2 Capital receipts</b>		
<b>11.2.1 Reference to selling the Banw site</b>		
11.2.1.1	With the cuts and savings the Council is facing, selling the Banw building would help to fill the Council's coffers	<p>The Council notes these comments. The potential that the Council could achieve a capital receipt from sale of the Banw C.P. School building was identified on page 33 of the Consultation Document in respect of this proposal.</p>
11.2.1.2	Selling all or part of the Banw site releases much needed capital to the Council	
11.2.1.3	Selling Banw school could be used to enhance the site at Llanerfyl in the longer term	
11.2.1.4	If the Council needs to sell Neuadd Maldwyn, why not sell Banw School too	
11.2.1.5	The ownership of the Banw site allows possibilities for generation of much needed cash, whereas Llanerfyl gives no such opportunity.	

<b>11.2.2 Reference to the Llanerfyl site</b>		
11.2.2.1	The Council doesn't own the Llanerfyl building, so there would be no financial benefit to the Council from closing it	The Council notes this comment, and acknowledges that the Llanerfyl building isn't owned by the Council. This was acknowledged on page 19 of the Consultation Document – 'The Council would not benefit from any sale of the Llanerfyl site as it isn't owned by the Council.'
<b>11.3 Capital costs</b>		
<b>11.3.1 Reference to improvements to the Banw site</b>		
11.3.1.1	The cost of improvements to the Banw building would be much less than the option of investing in a piece of land to extend the buildings/grounds – this is not covered in the consultation document	The current proposals are based on establishing a new school in either of the two current buildings in their current condition. However, as explained in the Consultation Document, should a decision be made to proceed with either of the options, steps would be taken to ensure that the quality of accommodation for all pupils is at least as good as their current provision.
11.3.1.2	Alarming to see that the site at Banw would require £211,025 more to maintain over the next 5 years – how can this be justified in the current climate?	The Council has a duty to maintain school buildings to a standard that enables good teaching and learning.  Should the Council proceed with the option to establish a new school on the Banw site, the Council would take steps to identify the scope of the work required to the building, and take appropriate steps to identify the appropriate funding source and commission the work, as outlined on page 26 of the Consultation Document.
11.3.1.3	Ongoing maintenance costs may be a bit more for the Banw site, but this is to be expected because it is a much larger building with more components/facilities to maintain. At a cost per square metre, the Banw site surely provides better value	Comment noted. Financial implications are one consideration of many to be taken into consideration when determining how to proceed.

<b>11.3.2 Reference to improvements to the Llanerfyl site</b>		
11.3.2.1	According to the consultation document, no capital funding has been allocated to provide additional facilities at Ysgol Llanerfyl, therefore this can't be taken into consideration when making a decision on the site	The Consultation Document makes clear that no capital funding is required to achieve either option. There is sufficient capacity within the two current buildings to accommodate the current and forecasted pupils at the two schools.
11.3.2.2	Cost of the upgrades required to Banw would be significantly less than the extension required at Llanerfyl to give the building the facilities it needs to enable it to function as a successful school.	Should the Council proceed with either option, steps would be taken to identify any investment needed, however a decision on the way forward will be based on the current buildings.
11.3.2.3	It would be a huge waste of taxpayers money (and possibly not even lawful) to invest in the Llanerfyl site which is not even owned by Powys CC, when a perfectly good one is available at Banw	
<b>11.3.3 Other</b>		
11.3.3.1	Both buildings need some maintenance work. Costings state that Banw needs approx. £388,275 over 5 years to get it to the desired standard. At the end of the 5 years, there would be a school with full facilities in good condition. The same report states that Llanerfyl would need £177,356 over a 5 year period to get to the desired standard. However, this does not include money needed for an extension which has been mentioned, and the school will still not have the facilities that Banw has. I'm sure the money that would need to be spent on Llanerfyl would be substantially more than £177,356.	Comment noted.
11.3.3.2	The County Times (19 <sup>th</sup> October) ran an article suggesting Llanerfyl could apply for a grant of a million pounds. Has this been misreported and if not why can Banw not apply for this funding?	Yes, this was misreported.

11.3.3.3	How could the council justify capital expenditure on another property not owned by the Council when Banw has all the facilities needed?	The Council is not currently planning any capital expenditure on either property. As outlined in the Consultation Document, should the Council proceed with either option outlined in the document, steps would be taken to identify any improvements required and funding arrangements.
11.3.3.4	Should the schools merge, would the funding for Llanerfyl School be available to be transferred to Banw School to help facilitate improvements to the condition?	If the two schools merge, the new school would be funded as one school in accordance with the funding formula. Other than funding linked to pupil numbers, funding linked to the closed site wouldn't automatically transfer to the new school.
11.3.3.5	Consultation document states on p14 and p34 that capital investment would be required to provide additional facilities, whereas on p25 no capital funding is required at Banw. In view of this, would Powys be prepared to spend money on a building they do not own and would the Trust who own it want such alteration to their building?	As outlined on page 41 of the Consultation Document:  'Should the Council proceed with the option to establish a new school on the Llanerfyl site, the following steps would be taken to address any issues relating to the building's suitability, in order to ensure that the quality of accommodation is at least as good as the current provision: <ul style="list-style-type: none"><li>- Commission HOWPS to carry out further work to identify the scope of the work required</li><li>- Dependent on the scale of the work required, the Council will consider what would be the appropriate funding source for this work. As the building is not owned by the Council, discussions would need to take place with the Priscilla Foster Trust.'</li></ul>
11.3.3.6	Would like to see the same kind of investment in the valley as has been seen in the new primary schools in the south of the county to give the children the best opportunity with the best teachers at the best new school in Powys – this is what the children deserve	The Council follows a process of prioritisation as outlined in the Schools Asset Management Plan when determining which schools will receive capital investment. The Council currently has no plans to invest in schools in the Banw Valley area, however should the Council wish to do so, business cases would need to be submitted to the Welsh Government for approval in order to access capital funding.

<b>11.4 Cost per pupil</b>		
11.4.1	Having the school on the Llanerfyl site would make more economical and financial sense as the school would have far fewer surplus places and would cost less per pupil than if the school was on the Banw site	<p>It is true that the cost per pupil of a new school on the Llanerfyl site would be lower than the cost per pupil on the Banw site. Based on the estimates provided in the Consultation Document, and an estimate of 54 pupils, the cost per pupil of a school on the Llanerfyl site would be £3945, whilst the cost per pupil of a school on the Banw site would be £4208. This is because more funding would be provided to a school on the Banw site due to factors such as the building condition and the square meterage.</p> <p>However, establishment of a new school on either site would result in an overall saving to the Council, and a reduction in surplus places in the area. Financial implications are one of a number of matters to be taken into consideration when determining how to proceed.</p>
11.4.2	Providing education at Llanerfyl would be more cost effective as the cost per pupil would be significantly less (over £350 per pupil). Cost per pupil at Banw is likely to increase as at least 12 children from Llanerfyl will not attend a new school should it be located at Banw	It is true that there would be an impact on the cost per pupil of a new school located on the Banw site should at least 12 children currently attending Llanerfyl C. in W. (Foundation) School not attend the school. However this is also true should pupils currently attending Banw C.P. School decide not to attend a new school located on the current site of Llanerfyl School.
11.4.3	Banw has the highest cost per pupil in Powys because of a building which is too big, lack of numbers and transportation costs	There are numerous factors which affect a school's cost per pupil. Cost per pupil only includes funding elements which are delegated, this doesn't include transport costs, therefore transport costs aren't a reason for the current cost per pupil of Banw C.P. School.
<b>11.5 Reference to financial contribution from the Church</b>		
11.5.1	If an extension was needed to the Llanerfyl site, the financial burden on the Council would not be too great as the St Asaph	If an extension was needed to the Llanerfyl then it would be considered by both the Council and the Diocese/Trustees.

	diocese has promised to contribute to the cost, and with a contribution from the Welsh Government it would not cost as much as the maintenance costs for Ysgol Dyffryn Banw	Funding could be applied for through 21 <sup>st</sup> Century School Progamme. As a Voluntary Aided school any potential funding through the 21 <sup>st</sup> Century Schools Programme would be at a rate of 85% Welsh Government grant aid. The council can also help with the 15% governor responsibility.
11.5.2	Connection with the Church in Wales allows for some match funding for any future projects which may be necessary	
11.5.3	The Diocese in St Asaph has said that it would be prepared to introduce capital should the school be located on the Llanerfyl site – questionable whether such funding would be available should the school be at Banw	If the school were on the site of Banw the same funding stream would potentially be available as the school would be a Voluntary Aided school.
<b>11.6 Priscilla Foster Trust</b>		
11.6.1	Llanerfyl School benefits from an annual sum of £500 from the Priscilla Foster Trust	The Council notes this comment, and notes the financial contribution which Llanerfyl School currently receives from the Priscilla Foster Trust.
11.6.2	The school building in Llanerfyl has been left in trust to the children of Llanerfyl. It would be a shame not to use this asset, surely it would make economical sense?	The Diocese of St Asaph has for many years endowed schools to serve their local area. Regardless of the site of the new school, the Diocese would work with Powys County Council and the local community to ensure that any asset was used for the benefit of the children in the locality.
11.6.3	The Priscilla Foster Trust was established to provide an education for the children of the Parish – such fuding may not be forthcoming should the school be sited at Banw	The new school would still be meeting its original charitable purpose if it was providing education for the children of the parish, even if it was sited in Llangadfan.
11.6.4	There seems no evidence to assume that the Priscilla Foster Trust could not be persuaded to consider investing in the Banw site from the proceeds of disposal if Banw were to become a C in W School	
<b>11.7 Overall savings to the Council</b>		

11.7.1	The consultation document indicates that closing Banw and opening the new school on the Llanerfyl site would be a greater financial saving to the authority (£14,000) – I don't understand why this should be. However, would be very disappointed if the decision were money led when this could be detrimental to the children's welfare and education	<p>It is true that the Consultation Document indicates that establishing a new school on the current Llanerfyl site would result in a greater financial saving to the Council. This is because more funding is provided to the Banw site in relation to premises costs.</p> <p>Whilst financial impact is one element to be considered with regard to school reorganisation proposals, this is only one of a number of considerations. The Council's priority is to ensure the best possible education for pupils.</p>
11.7.2	As a taxpayer, the Council has a duty to demonstrate to me and others that they make prudent and sustainable long term decisions. A saving of £14,200 would be made annually if the site was at Llanerfyl	<p>It is true that the estimated costings provided in the Consultation Document suggest that there would be a greater saving to the Council should the new school be established in Llanerfyl, however, establishing a new school on the Banw site would still result in an estimated annual saving to the Council of £49,226.</p>
11.7.3	The local authority has a duty to its tax payer, and the financial figures produced in the consultation paper shows that the site which is the most financially viable is the Llanerfyl site	<p>Whilst financial impact is one element to be considered with regard to school reorganisation proposals, this is only one of a number of considerations. The Council's priority is to ensure the best possible education for pupils.</p>

<b>12. OTHER OPTIONS</b>		
<b>12.1 Retain both schools</b>		
12.1.1	Keep both schools open	As indicated in the consultation document in respect of this proposal, there are many challenges facing the provision of education in the Banw Valley. These include low and decreasing pupil numbers, financial challenges, issues with building condition/ suitability and the need to continue to provide high quality provision.
12.1.2	Keep both schools open and support both to increase their numbers. If there was no threat of closure on either, more families would send their children to them	

12.1.3	<p>Leave the schools as they are. It's not going to work having the two schools working together when there is bad feeling between them</p>	<p>Consideration was given to 'Status Quo' as an option, however as indicated on page 16/17 of the consultation document, this was discounted because of the following reasons:</p> <p>'The Status Quo has been discounted because of the following reasons:</p> <ul style="list-style-type: none"> <li>- There would still be small numbers of pupils at each school</li> <li>- Pupils would still be taught separately</li> <li>- Would still be running two buildings which would mean twice the cost</li> <li>- Would not reduce surplus places in the area</li> <li>- Would not lead to a financial saving to the council</li> <li>- No early years provision in either school</li> <li>- Would not address the financial pressures faced by the two schools</li> <li>- Further decline is expected in pupil numbers in the area.'</li> </ul> <p>The discounting of the Status Quo option is also supported by the findings of the questionnaire published as part of this consultation exercise, where 83% of respondents agreed that merging the two schools was the most suitable way forward in order to safeguard the provision of Welsh-medium education in the area.</p>
<b>12.2 Open a new school in a new location</b>		
12.2.1	Open a brand new school in a new setting	Consideration was given to 'A new school operating from a new site in the area' as an option, however as indicated on page 17 of the consultation document, this was discounted for the following reasons:
12.2.2	Building a new school building between the villages would probably be acceptable to most in the valley, however it isn't	

	really an option because the Banw site is obviously an ideal setting for the new school as it stands	<p>'Option 4 (A new school operating from a new site in the area) has been discounted because of the following reasons:</p> <ul style="list-style-type: none"> <li>- There are already two buildings in the area that can accommodate current pupil numbers</li> <li>- Would need to purchase land, which would add to the expense</li> <li>- No guarantee that Welsh Government would provide funding as the new school would be very small</li> <li>- Would not provide good value for money based on potential investment per pupil.'</li> </ul>
12.2.3	Building a new school building between the villages would probably ease community friction, however I am sure that the most economical way forward is to use the Banw site	
12.2.4	If funding could be secured from the Welsh Government to fund a new build school under the 21 <sup>st</sup> Century Schools programme, you should look at the possibility of a brand new school on a new site	
12.2.5	This would be the most sensible option, offering excellent educational experiences for children in the area, as is the case in other rural areas e.g. 'Craig y Deryn', 'T Llew Jones'	
12.2.6	Disappointing that consideration hasn't been given to this option as part of Band B of the Welsh Government's 21 <sup>st</sup> Century Schools fund, or the recent Welsh-medium capital grant.	The Council's plans for Band B of the 21 <sup>st</sup> Century Schools programme and the Welsh-medium capital grant needed to be submitted to Welsh Government before any decisions had been made on the future of Banw C.P. School and Llanerfyl C. in W, School
<b>12.3 Multi-sited option</b>		
12.3.1	The two schools working together would be the best option	<p>Consideration was given to 'A new school operating across the two current site' as an option, however as indicated on page 17 of the consultation document, this was discounted for the following reasons:</p> <p>'Option 1 (A new school operating across the two current sites) has been discounted because of the following reasons:</p> <ul style="list-style-type: none"> <li>- There would still be small numbers of pupils on each site</li> </ul>
12.3.2	One school on two sites would be acceptable whilst investigating the possibility of a new build on a new site in the area	
12.3.3	Retain the two schools under one headteacher – this happened 4 years ago when Llanerfyl, Dyffryn Banw and Glantwymyn were under one headteacher. Also for some years now Glantwymyn, Llanbrynmair and Carno have been run by one headteacher. This type of arrangement may help with some of the tensions	

	and concerns locally, and in time, merging may happen naturally with the support and goodwill of the whole community	<ul style="list-style-type: none"> <li>- Pupils would still be taught separately</li> <li>- Would still be running two buildings which would mean twice the cost</li> <li>- Would not reduce surplus places in the area</li> <li>- Would not lead to a financial saving to the council'</li> </ul>
12.3.4	Wouldn't be cost effective to have a school operating on 2 sites	
12.3.5	Concern about the option of one establishment operating over 2 sites – communication suffers, reducing efficiency. Provision of resources is also less efficient	
<b>12.4 Establish English-medium provision in the area</b>		
12.4.1	Open an English-medium school in Banw to try and stop the migration down to Llanfair Caereinion from pupils wanting English-medium education	As identified in the consultation document, it is true that a number of pupils from the Banw Valley area are currently transported to other schools in order to access English-medium provision. The Council is committed to providing continued access to Welsh-medium provision in the Banw Valley in order to contribute to the Welsh Government strategy to achieve a million Welsh speakers by the year 2050, and would hope that the establishment of one new school in the area, and greater certainty with regard to the future of education in the area, would lead to a reduction in the number of pupils accessing English-medium provision elsewhere in the future.
12.4.2	A bilingual school in the area to keep those that travel to Meifod, Llanfair Caereinion, Castle Caereinion and Rhiw Bechan	
<b>12.5 Carry out a wider review of education in the area</b>		
12.5.1	The future of Welsh-medium primary and secondary education in the wider Caereinion catchment should also be under consideration.	<p>These comments are noted. The Council's current priority is to ensure continued access to high quality Welsh-medium education in the Banw Valley.</p>
12.5.2	Close both schools and build a larger Welsh-medium school in Llanfair Caereinion	
12.5.3	Would prefer to see the Council adopting a policy of clustering schools in the area. Closing a school would damage any community	

12.5.4	Build a larger school. All schools under 50 should be closed	
12.5.5	Invest in Llanfair Caereinion	
<b>12.6 Increase pupil numbers in the area</b>		
12.6.1	Understand what plans other agencies have in place that might lead to an increase in population numbers in the future e.g. NHS and MoD	The latest pupil projections for the two schools in the Banw Valley, as indicated on page 9 of the consultation document, do not suggest that an increase in pupil numbers in the area is likely over the next few years. Even if more families were to move to the area in the coming years, it is unlikely that this would have a sufficient impact on pupil numbers to justify the retention of both schools.
12.6.2	Attract more families to the area	
12.6.3	Stop providing transport to schools further away	Home to school transport is provided to pupils living in the Banw Valley area who choose to attend English-medium provision. This is in accordance with the Council's current Home to School Transport Policy, which states:
12.6.4	Stop transporting children out of the area just because they don't want to learn Welsh. Make them see it as a good idea, and if they still want to go to an English-medium school, they should pay for transport themselves.	'For those qualifying pupils who wish to receive their education through the medium of English or Welsh, transport will be provided to the nearest allocated school/centre for primary school pupils providing education through that language medium. In order to qualify pupils must meet the standard qualifying criteria.'
<b>12.7 Other</b>		
12.7.1	Allow one school to come to a natural end rather than closing both	As indicated on page 9 of the consultation document, pupil numbers at both schools have decreased over the last few years. The Council's priority is to continue to provide Welsh-medium education of the highest quality to pupils in the Banw Valley in the future, and the Council does not believe that

		allowing ‘one school to come to a natural end’ is an acceptable solution.
12.7.2	Close both schools if people don’t agree	The Council’s current aim through these proposals is to provide continued access to Welsh-medium education in the Banw Valley.
12.7.3	Consider the possibility of the new school not being a voluntary aided C in W school, but a community school instead	Comment noted. Whilst the Council could have proposed establishment of a community school, the Council is proposing to establish a Voluntary Aided C. in W. School in order to provide continued access to Welsh-medium Church in Wales provision.
12.7.4	Consideration should be given to working with the Cylch Meithrin to provide wraparound care on the site (in the context of the 30 hour provision)	This will be a consideration once a final decision has been made on whether or not to proceed with their option.
12.7.5	Welsh language immersion centre to be located on the site of the new school as a resource for the county	The Council has committed in its WESP for 2017-20 to establish provision for latecomers in Powys, however this has not yet been progressed. Consideration will be given to a range of options in order to determine how to proceed.
12.7.6	Investment in technology to enable full use of specialisms in other schools	The Council is developing a digital learning strategy with a view that schools should have the ability to work collaboratively without having to travel.

<b>13. REFERENCE TO DOCUMENTATION</b>		
<b>13.1 Consultation Documentation</b>		
13.1.1	The consultation document does not provide a common set of objectives and facilities for the new school and compare the cost and implications of achieving those objectives at each of the	The consultation document is based on the current facilities available at the two schools. As outlined in the Consultation Document, consideration would be given to any investment

	potential sites – the intention seems to be to make a decision on the basis of other criteria, and only then work out what is going to be provided and at what cost	needed following a decision on where to locate the proposed new school.
13.1.2	Unclear what the capacity of the Llanerfyl building is as p.32 says 59+5 and p.51 says 44+5	As explained in the Consultation Document, the capacity figure of 44+5 on page 51 is the school's current capacity based on current use of the accommodation. The figure of 59+5 provided on page 32 is a re-calculated capacity figure, which includes the Art room within the school as a class base.
13.1.3	Would question the viability of the capacity figure of 59 for Llanerfyl	
13.1.4	The consultation document says that there are no walking routes to Banw School, however 27% of pupils walk daily to school from the housing estate which is behind the school	The Council notes this comment, and notes that pupils living in the housing estate behind Banw C.P. School walk to school.
13.1.5	The pupil projection figures need to be reviewed	As explained on page 9 of the Consultation Document, 'These projected pupil numbers are based on a combination of the latest PLASC figures available, live birth information and information held by the Council's Finance team, which is supplied by the schools themselves.' However, it is also acknowledged that pupil projection figures are subject to change – 'It is acknowledged that projected pupil numbers are subject to change'.
13.1.6	Pupil projections cannot be exact – for example people might move to the area.	
13.1.7	Disagree with the consultation document that the geographical location of Llanerfyl is better than Banw –Ysgol Dyffryn Banw is situated in the middle of the valley, between the three villages of Foel, Llangadfan and Llanerfyl.	The Council notes this comment, and acknowledges that Ysgol Dyffryn Banw is situated in the middle of the catchment area currently served by the two schools.
13.1.8	Access to Llanerfyl School is down a 'B' road, with space for two cars to travel down the lane without issue – not a narrow lane as incorrectly stated in the consultation document	The Council notes this comment, and that the 'narrow lane' referred to in the Consultation Document is in fact a 'B' road.
13.1.9	P.19 states that it would be more difficult for Llanerfyl to access after school activities at Banw – this is misleading because	Comment noted.

	many parents already attend activities at Banw village hall, including the boys football club	
13.1.10	P.14 Llanerfyl school may attract pupils from the Llanfair area, this is doubtful as Llanfair already has very good Welsh stream primary education	As stated on page 12 of the Consultation Document, as well as input from officers, the SWOT analyses for each of the options 'reflect comments provided by parents during initial engagement work carried out as part of the review process'.
13.1.11	p.14 states that there is land nearby which could be purchased to extend the Llanerfyl car park and building – is this for sale? How costly would it be to purchase? Is it close enough to the school to avoid having to walk to it? Is this going to be done before the new school opens?	These statements, which are identified as 'opportunities' in the SWOT analyses, were suggested by parents during this process.
13.1.12	Consultation document indicates that 26 children from the catchment area of both schools are travelling on a daily basis to a school further afield. There should be a policy from within the council to incentivise pupils to be educated at their nearest school. If a guardian decides to send their child further afield, the cost of transport should be from the individual not the council.	Comment noted. Home to school transport is provided to pupils living in the Banw Valley area who choose to attend English-medium provision. This is in accordance with the Council's current Home to School Transport Policy, which states:  'For those qualifying pupils who wish to receive their education through the medium of English or Welsh, transport will be provided to the nearest allocated school/centre for primary school pupils providing education through that language medium. In order to qualify pupils must meet the standard qualifying criteria.'
13.1.13	Misleading that the consultation document uses the condition assessment to conclude that 'therefore, there would be an improvement in the quality of accommodation for pupils currently attending Banw C.P. School' – it would be fair to say that it would result in pupils attending a 'building that is in better condition', but not 'better quality of education'. Quality of accommodation is a combination of several factors – condition of the building, space standards, facilities available etc.	Comment noted.

13.1.14	<p>There is no statement in the report from the Church in Wales agreeing to support the Banw option, if it were selected, nor from the County Council explaining why Church in Wales designation was preferred at Banw</p>	<p>It is true that there is no statement from the Church in Wales agreeing to support the Banw option. The Diocese of St Asaph is a consultee in the process. A consultation response was received from the Diocese which states that 'the Diocese of St Asaph wishes to support a way forward that enhances the educational opportunities for pupils so that the children of Llanerfyl and Banw, and the wider community can benefit', and that 'the Diocese will in partnership with Powys County Council and the local communities support the proposal to establish a new Voluntary Aided Church in Wales school'.</p> <p>The Consultation Document states that the proposal to establish a new Church in Wales School 'would ensure continued access to Welsh-medium Church in Wales provision'.</p>
13.1.15	<p>Query re the inclusion of Estyn reports going back to 2014 for Llanerfyl School and 2016 for Dyffryn Banw School</p>	<p>The School Organisation Code (2013) states on page 27 that a consultation document must include the following information:</p> <p>'information from the most recent Estyn reports for each school likely to be affected'</p>
13.1.16	<p>The document and impact assessment fail to adequately consider the impact that closing either site would have on the surrounding village landscape in terms of visual and residential amenity (i.e. potentially creating a vacant/derelict site) – the report states that should the Banw site no longer be required for education then the Council would need to determine how to use the vacant building in future – however, I would suggest that in order to fully consider the impact of closing the school on the community, the Council needs to consider how to use the vacant building/site now.</p> <p>Building on the Banw site is similar to that of Beguildy Primary School which was closed several years ago and remains for sale. Shocked to pass the site recently and see how badly the</p>	<p>These comments regarding the impact of closure of the Banw site on the visual and recreational amenity, and the references to the closure of Beguildy Primary School, are noted.</p> <p>The consultation document and draft impact assessments have been produced in accordance with the requirements of the School Organisation Code (2013). This states on page 28 that the consultation document should include 'details of any potential transfer or disposal of land or buildings that may need to occur as a result of the proposals.'</p> <p>In respect of the proposal to establish a new school on the Llanerfyl site, the impact on land or buildings is provided on page 41 of the consultation document:</p>

	<p>site had dilapidated since its closure – detracts significantly from the visual amenity of the area and character and appearance of the village.</p> <p>Banw CP School site is in a much more prominent location, on the A458 Trunk Road, a major strategic road linking the Midlands to the coast. Also adjoins two of the largest housing estates in the Banwy Valley. Having such a prominent site left vacant would impact on the residential amenity of nearby residents, would detract from the appearance of the wider community and the impression that people have of the county.</p>	<p><b>'ii) Impact on buildings</b></p> <p>Should a new school be established on the Llanerfyl site, this would mean that the Banw building would be surplus to requirements for the delivery of education.</p> <p>The Banw site is owned by the Council, therefore should the building no longer be required for the delivery of education, it would be declared surplus to requirements and would be disposed of in accordance with the Council's asset management procedures, with the potential that a capital receipt could be realised. However, the school shares a site with a community hall. This could cause difficulties with any possible sale of the site.'</p> <p>The draft community impact assessment published has been produced in accordance with the guidance provided in the School Organisation Code (2013). The draft assessment will be updated to reflect comments made during the consultation period, and an updated version will be considered when determining how to proceed.</p>
<b>13.2 HoWPS building reports</b>		
13.2.1	Query re the HoWPS building reports – there are several instances where the descriptions of the elements and conditions were the same as Llanerfyl, but Banw was given a higher rating (Dyffryn Banw building report section 3 1.8, 2.7, 4.3. Also section 3.2 and section 3.4)	The Property Condition Surveys produced by HoWPS provide a headline indication of building elements. The coloured rating indicates the surveyor's assessment of work urgency, hence projects that have a similar description can have a different prioritisation.
13.2.2	Section 3.1 in Llanerfyl's condition report states that the structural condition has no evidence of structural or movement throughout the whole building, yet in costings, it states cracking to external stonework evident recommend assessment and	Comment noted – there is an inconsistency in the report as the report indicates that a costing of £1,500 for structural assessment is required while the earlier narrative indicates that there is no structural movement within the building.

	initial report from a structural engineer for both Music Room and resource (external wall) and Staff Room (External Wall)	
13.2.3	Feel the costings in the report are biased and unrealistic – it states that both schools need new boilers and both schools need the boiler rooms refurbishing, in fact Llanerfyl needs two boilers replacing. However it says that the work required on Llanerfyl would cost £27000 but Banw's would cost £80000	The Property Condition Surveys produced by HoWPS provide a headline indication of where likely action is needed, and both schools are identified as requiring attention within the short or medium term. Potential costs were identified with the best information available to hand.

#### 14. COMMENTS RELATING TO THE PROCESS

##### 14.1 Initial meetings with governing bodies

14.1.1	Llanerfyl governors did not agree to the closure of their school and the creation of a new school	It is true that the initial contact with the Council was made by Banw C.P. School. Subsequently, separate meetings were held with the two governing bodies, as well as two joint meetings. The minutes of the second of these joint meetings, held on the 15 <sup>th</sup> January 2018, state that:  'Officers asked whether the two governing bodies agreed that closing the two schools and opening a new school would be the most appropriate way to move forward. Some governors commented that they thought that this was the most appropriate way forward.  Neither governing body indicated that they disagreed that this was the most appropriate way forward.'
14.1.2	At no point in earlier discussions did the governors of Ysgol Llanerfyl agree to closing their school, however we were willing to work in collaboration with Ysgol Dyffryn Banw for the best interests of pupils	
14.1.3	Llanerfyl governors did not agree to close the school. Dyffryn Banw's headteacher made the first contact to Powys with concerns about pupil numbers. Llanerfyl did not contact Powys because numbers are generally consistent at around the 32-36 mark (with the inclusion of pre year 1 pupils)	However, following the meeting, it is acknowledged that correspondence was received from the governing body of Ysgol Llanerfyl, stating that they had not agreed to close Ysgol Llanerfyl.

<b>14.2 Informal session for parents held on the 7<sup>th</sup> February 2018</b>		
14.2.1	Some of the comments written by Ysgol Dyffryn Banw parents showed that Llanerfyl pupils aren't welcome in Banw – comments such as 'Welsh professional snobs', 'we've had to put up with their s*** food now we'll have to put up with their s*** children.' Also nasty personal comments about some of the school's staff	Whilst the comment is noted, the feedback collated after the engagement with parents held in February does not include any evidence of comments such as those quoted here, although it is acknowledged that some comments were made regarding staff.
14.2.2	Shocked and appalled by the written comments from parents of Ysgol Dyffryn Banw during the consultation day held at Llanerfyl on the 7 <sup>th</sup> February 2018. Parents referred to in a derogatory manner, and negative comments made about pupils.	Whilst the comment is noted, the Council's view is that none of the written comments made by parents of pupils at either school in the initial engagement held in February could be described as 'shocking' or 'appalling'
14.2.3	Reference to use of 'excrement' as descriptions in the informal consultation session.	Whilst the comment is noted, the Council has no evidence the 'excrement' was used as a description in the initial engagement held in February.
14.2.4	Comments suggested negative feelings towards the Welsh language, Llanerfyl children and their families. Some of the comments can be interpreted as racist	Whilst the comment is noted, the Council does not agree that any of the written comments provided were racist.
14.2.5	One of the Banw governors behaved in a threatening way to one of Ysgol Llanerfyl's parents in the car park after the meeting, leaving her very agitated	The Council is unaware that any Banw governors behaved in this manner to one of Ysgol Llanerfyl's parents.
14.2.6	Many parents won't want to send their children to Banw after their experiences during this session	Comment noted. Should the Council proceed with one of the options outlined in the consultation document, the Council would work with the two current schools to establish the new school, and would hope that all pupils currently attending the two schools would transfer to the new schools, regardless of where it is located. However, it is a matter for parents to decide which school they wish their children to attend, and should they prefer for their children to attend an alternative school, they

		could apply for a place in accordance with the Council's Admissions Policy.
<b>14.3 Parents questionnaire Spring 2018</b>		
14.3.1	The conclusion of the questionnaire was that the majority of respondents thought the Banw site was the best place for the new school, despite the majority of responses coming from parents at Llanerfyl school	<p>It is true that the conclusion of the report outlining the findings of the questionnaire distributed to parents of pupils at Banw C.P. School, Llanerfyl C. in W. (Foundation) School and Cylch Meithrin Dyffryn Banw in Spring 2018 states the following:</p> <p>'Whilst 16 questionnaires were received from families that currently have children attending Ysgol Llanerfyl, only 11 questionnaires ranked the option of 'A new school operating in the current Llanerfyl building' as their preferred option. In contrast, only 8 questionnaires were received from families that currently have children attending Ysgol Dyffryn Banw, however 12 questionnaires ranked 'A new school operating in the current Dyffryn Banw building' as the preferred option.'</p>
14.3.2	A question in the previous questionnaire asked whether parents would send their children to the opposing school. The answers which came back were that a percentage of parents would not be sending their children to the other school, whether it be Banw or Llanerfyl	<p>The questionnaire distributed to parents of pupils at Banw C.P. School, Llanerfyl C. in W. (Foundation) School and Cylch Meithrin Dyffryn Banw in Spring 2018 asked respondents to indicate how likely they were to choose for their children to attend a new school established in the current Dyffryn Banw building or the current Llanerfyl building.</p> <p>10 respondents (36%) stated that they were unlikely or very unlikely to choose for their child/children to attend a new school operating in the current Dyffryn Banw building. 2 respondents (7%) stated that they were unlikely or very unlikely to choose for their child/children to attend a new school operating in the current Llanerfyl building.</p>
<b>14.4 Decision making process</b>		

14.4.1	Hope that this important decision will be made in an honest, unbiased and sensible manner by the members of the Cabinet, and that you will remember that it is the future of our children that is central to this issue	These comments are noted. The Council's aim is to ensure the provision of education of the highest quality for pupils in the Banw Valley area in the future, and the decision on the way forward will be made on this basis.
14.4.2	It's important that the decision is made based on providing the best education for children in the area, on facts and truths, not on emotion and politics	
14.4.3	I trust the intelligence of the panel and Cabinet members to make the correct and most logical decision	
14.4.4	Would have concerns that the well-being and educational needs of pupils aren't at the forefront of decision making if it was decided to move children from a satisfactory school to a poor/bad school from a suitability perspective	
14.4.5	If the decision is for Llanerfyl pupils to come to Banw, the decision will have been made for the community, not because of politics.	
14.4.6	Will the decision be made on costs?	Whilst financial impact is one element to be considered with regard to school reorganisation proposals, this is only one of a number of considerations. The Council's priority is to ensure the best possible education for pupils.
<b>14.5 Reference to Cabinet meeting 18<sup>th</sup> July 2018</b>		
14.5.1	The site at Llanerfyl scored as a more cost effective and appropriate option in the report presented to Cabinet in July 2018	The report presented to Cabinet in July included an officer recommendation that the new school should be established on the Llanerfyl site, based on an options appraisal carried out by officers.  However, there was little to choose between the two sites, and
14.5.2	A detailed report was compiled over a period of 8 months plus. The recommendation made was to site the new school in	

	Llanerfyl, and there was factual and concise evidence to reinforce this recommendation.	therefore, as stated in the minutes of the Cabinet meeting: 'The Portfolio Holder for Finance, Countryside and Transport presented the report and advised that he was proposing an amendment to the recommendation in the report so the consultation would not be specific on which site the new school would be on.'
14.5.3	Why did the Cabinet disregard the outcome of the report by the consultation team in July?	This is part of the democratic process – Cabinet can either accept the recommendations presented to them, amend them or throw them out altogether. There are other occasions where recommendations have been amended at the Cabinet meeting.
14.5.4	How was one councillor able to change the recommendation presented to Cabinet?	The Cabinet member had suggested that it would be fairer for the consultation to include both sites as options. The other Cabinet members had agreed with this, and had supported the amendment.
14.5.5	I asked the Cabinet member why he waited until the afternoon of the Cabinet meeting to come up with another recommendation, and he simply said that he hadn't ready the report correctly prior. Should the future of our children's education be based upon the flippant attitude of one man and completely ignore the views of a team who had spent months compiling the report?	This was the first opportunity the Cabinet member had to discuss this matter with his Cabinet colleagues.
14.5.6	I wonder how much persuading the Chairman of Banw Governing Body did of one of the Cabinet members to change the original recommendation	The Cabinet member was not influenced by anybody to change the original recommendation. He made his judgement on the basis of the paper presented.
<b>14.6 Reference to the consultation process</b>		
14.6.1	Parking and space to drop off and collect the children is an important factor – I did not see highways listed in the list of consultees	The School Organisation Code does not require consultation to take place with highways specifically.

14.6.2	100 or more attended the consultation session in Banw, only 40 or so attended the session in Llanerfyl	It is true that more than 100 attended the drop in consultation session held in Banw Community Hall on the 15 <sup>th</sup> October 2018, whilst approximately 40 attended the drop in consultation session held in Llanerfyl Village Hall on the 4 <sup>th</sup> October 2018.
<b>14.7 Reference to process going forward</b>		
14.7.1	Llanerfyl is a Foundation School and a Church in Wales School and any decision relating to its closure would have to be referred to the Welsh Government	<p>The fact that Llanerfyl is a Foundation School and Church in Wales School does not mean that any decision on closure of the school would automatically be referred to the Welsh Government. However the School Organisation Code (2013) does state the following on page 45:</p> <p><b>'5.7 Referral of local authority decisions to the Welsh Ministers'</b></p> <p>Under section 54 of the 2013 Act where proposals have been approved or rejected by a local authority the following bodies may within 28 days refer the proposals to the Welsh Ministers for consideration:</p> <ul style="list-style-type: none"> <li>i. Another local authority affected by the proposals;</li> <li>ii. The appropriate religious body for any school affected;</li> <li>iii. The governing body of a voluntary or foundation school subject to the proposals;</li> <li>iv. A trust holding property on behalf of a voluntary or foundation school subject to the proposals; and</li> <li>v. A further education institution affected by the proposals.</li> </ul> <p>The bodies making the referral will need to set out why they believe that the decision reached by the local authority is wrong.'</p>

14.7.2	Will the original report that concluded that the proposed new school should be in Llanerfyl still be part of the process?	The work done up until the Cabinet meeting on the 18 <sup>th</sup> July was considered by Cabinet at that meeting. At the next decision point, Cabinet will be considering the consultation document and the responses received to the consultation. However, most of the information that was included in the original Options Appraisal report is also contained within the consultation document.
14.7.3	In the next step of the process, will the recommendation be made known to the Headteacher and governing body before it goes to Cabinet, as with the previous stage?	The Cabinet papers are published a week before the Cabinet meeting. The Council would endeavour to let the schools know before the papers are published.
14.7.4	Will an extension be needed to the timeline because of the amendment to the consultation made in Cabinet?	No, the timeline is still the same.
14.7.5	How will the temporary governing body be formed?	The temporary governing body would be formed by requesting Expressions of Interest from members of the two existing governing bodies.
14.7.6	Will the local member be allowed to speak in the Cabinet meeting?	Yes, the local member will be allowed to speak as local member. However, she will not be involved in the decision making.
14.7.7	What is the role of the scrutiny committee within this process?	Scrutiny does not have a role in this process. As the consultation report goes to full council for a discussion, it does not go to scrutiny.
<b>14.8 Reference to legal challenge / judicial review</b>		
14.8.1	Apart from the hall matter, all factors conclude in favour of the Llanerfyl site. To conclude otherwise would leave the local authority open to challenge without any basis for their decision based on the information provided	As outlined in the consultation document in respect of the proposals for Banw C.P. School and Llanerfyl C. in W (Foundation) School, there are advantages and disadvantages associated with both site options, and these, as well as the issues raised during the consultation document will be considered by the Cabinet when determining how to proceed.

14.8.2	In today's climate I do not believe the decision to close Llanerfyl could be justified under challenge given the economic factors involved	The Council's priority is to ensure the best possible educational provision for pupils in the Banw Valley for the future.
14.8.3	Any decision must be made with the backing of the information available and distributed, as the decision of closure may well be challenged by both side	
14.8.4	Llanerfyl is clearly the choice the local authority has to make as this is the choice the evidence supports – any decision contrary to Llanerfyl would be difficult, if not impossible to defend by the local authority. Based on the information provided, Llanerfyl should be the preferred site and any decision to the contrary would be open to subsequent challenge	
<b>14.9 Reference to County Councillors</b>		
14.9.1	It's unfair that Cllr Myfanwy Alexander is on the Governing Body of Llanerfyl School – the council sides with her	Cllr Alexander has declared an interest in this matter, and therefore has stepped down as Portfolio Holder for Education for this matter.
14.9.2	The councillor for Banwy should resign as a governor on Llanerfyl School and listen to the views of her electorate and represent the whole area. We need a councillor to speak up for us now more than ever.	
14.9.3	Cllr Alexander should resign as Chair of the friends of Llanerfyl School or step down as a councillor.	
14.9.4	Concern about the impartiality of the local member and her influence in the Council	
14.9.5	How familiar is the Leader of the Council with the area? Has she visited the community?	The Leader of the Council has visited both schools.
<b>14.10 Impact of the process on the community</b>		

14.10.1	I urge you to bring the discussion to an end and make a decision as soon as possible as it is creating bad feeling in the community	The Council acknowledges that any school reorganisation proposal has an impact on the affected communities, and is keen to conclude this process as quickly as possible, in order to minimise this period of uncertainty for the communities involved.
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## **Appendix C - Minutes of meetings with School Councils, Governors and Staff**

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## **A Report on the meeting with the School Council of Banw C.P. School**

**October 24th 2018**

## **A Meeting with the School Council of Banw C.P. School**

Officers from the School Transformation Team met with Dyffryn Banw School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Dyffryn Banw and Ysgol Llanerfyl.

One session was held with 8 pupils from the school council.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
  - a. On the current site of Dyffryn Banw Primary School **or**
  - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

### **1. What do you like about Ysgol Dyffryn Banw? What's good about the school?**

- The park and the large hall
- The yard for playing netball
- A good place to do exercise and sports
- A good place to do athletics with a 200 metr running track
- A good place to do the long jump
- 4 classrooms so we study maths and language in different rooms
- Many computers
- The hall is good for sports if it rains
- The hall is good for concerts, Eisteddfod y Foel. The Powys Eisteddfod is also coming here
- A good hall for gymnastics
- A large canteen and kitchen
- An after school cooking club
- There is a kitchen by the hall as well
- A breakfast club
- School lunch has improved and the food is delicious - the food comes up from Llanerfyl
- Chips on Friday
- There is a lot of space here, so there is enough room for us to have time alone if necessary
- The little ones like the bikes
- It is a healthy school and we make fruit pots

- The school is suitable for disabled children or children who have had an injury e.g. a broken leg, because there are no stairs
- 2. Is there anything you dislike about Ysgol Dyffryn Banw, or anything that could be better?**
- No
  - Have more spaces for nature, a nature corner
- 3. If things changed, and if Ysgol Llanerfyl pupils also came to the school in Dyffryn Banw, what Impact would this have?**
- We are friends with Llanerfyl children already, so there wouldn't be much of an impact on us
  - Llanerfyl children come here quite a lot already, for example to see Mr Formula
  - It would be good to have more sports and competitions. There are not enough children here to have a netball team at present, so there would be enough children for this
  - It would be good to have more children in the school and more friends
  - Llanerfyl children would have to come to school by car / on the bus
  - There is room for 120 children here, so there is plenty of room for more children
- 4. Is there anything that worries you about the possibility that Ysgol Llanerfyl children could come to Ysgol Dyffryn Banw?**
- I worry that we wouldn't be friends and that Llanerfyl children would stick together and that Dyffryn Banw children would stick together
  - We would be happy for Llanerfyl children to come here - there's plenty of space here and I would be happy to welcome new children here.
- 5. If things changed, and if Ysgol Dyffryn Banw pupils went to school in the Ysgol Llanerfyl building with Ysgol Llanerfyl children, what impact would this have?**
- I would worry about this - my mother is English and my sister wasn't allowed to go to Llanerfyl because Mum was English
  - This would be good for Llanerfyl children, but there's not enough room for everyone there
  - There are stairs at Ysgol Llanerfyl and I worry that if there were disabled children at the school, they would not be able to get upstairs
  - There wouldn't be room for everyone in the classes
  - There is no canteen or hall
  - It's dangerous to cross the road to go to the hall
  - There is only one female toilet at Llanerfyl, there are more toilets here

**6. Is there anything that worries you about the possibility that you would have to go to Ysgol Llanerfyl?**

- I don't think there's enough room for everyone
- I'm worried that people would move to Ysgol Llanfair or Ysgol Pontrobert
- I worry about crossing the road to go to the hall
- I'm worried that they don't let English children go to Llanerfyl. I would have to go to Llanfair
- It would be good for Llanerfyl children, but I don't think the change would be good for us.

**7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:**

- Having one school is a good idea but the loss of a school in one place will affect that community
- If there were one school, it would be easier for the children to make friends and the school would be able to compete in netball and choir competitions, and be better at Eisteddfodau.
- Ysgol Llanerfyl is good at some things and Ysgol Dyffryn Banw is good at other things, so the new school would be able to be good at lots of things

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.



## **A Report on the meeting with the School Council of Llanerfyl C. in W. (Foundation) School**

**October 24th 2018**

## **A Meeting with the School Council of Llanerfyl C. in W. (Foundation) School**

Officers from the School Transformation Team met with Llanerfyl School Council on 24 October 2018 to discuss the consultation on the future of Ysgol Llanerfyl and Ysgol Dyffryn Banw.

One session was held with 7 pupils from the school council, and a second session with 2 late arrivals.

The officers explained the proposals in relation to Dyffryn Banw Primary School and the Llanerfyl Church in Wales (Foundation) School, namely:

- To close Dyffryn Banw Primary School and Llanerfyl Church in Wales (Foundation) School and to establish a Welsh-medium Church in Wales Voluntary Aided School.
- To establish the new school either
  - a. On the current site of Dyffryn Banw Primary School **or**
  - b. On the current site of Llanerfyl Primary School

The pupils were asked a number of questions and their responses are summarised below:

### **1. What do you like about Ysgol Llanerfyl? What's good about the school?**

- The food is good here
- We are all friends
- The building is big enough
- There is plenty of room here
- It's easier to be here because there aren't many children here
- The site is open after school and at weekends
- The building is old
- The building and the classrooms are colourful, and there are lots of things on the walls
- The playing field, there is plenty of space to have 4 play areas at the same time
- I like to play rounders, cooking, running, football, netball and crafts here
- Eisteddfodau and taking part in the Urdd
- The site is safe and it's safe enough to cycle and walk to school
- The teachers are kind and willing to help you
- The teachers can be strict but they help us and are kind
- Being able to walk to school
- I like the fact that it is a small school, there are friends in different year groups, and everyone knows each other

### **2. Is there anything you dislike about Ysgol Llanerfyl, or anything that could be better?**

- Rugby, we are not allowed to tackle because it's a 'contact sport'
  - There are plenty of computers in the school, but the internet is slow
  - There is no hall at the school, but we use the village hall. When it rains, we use the classrooms. We use the hall for the Urdd and for concerts, and go to the Church for thanksgiving.
  - It's a long way to Welshpool to buy sweets!
  - Nothing, I like the school
- 3. If things changed, and if Ysgol Dyffryn Banw pupils also came to the school in Llanerfyl, what impact would this have?**
- We don't know them very well, so we would have to get to know them
  - I worry that there is less space at this school - no room in the classroom or on the playing field
  - We know some of the children already through trips, playing rugby and Mr Formula
  - We need to get to know the children first
  - We would have to make new friends
  - Llanerfyl children would show Dyffryn Banw children where to go
  - We would be able to make more friends
  - If the Dyffryn Banw children came here, the school would have to be made bigger
- 4. Is there anything that worries you about the possibility that Ysgol Dyffryn Banw children could come to Llanerfyl?**
- No, nothing worries us about the Dyffryn Banw children coming here
  - There would be more competition to get a place in the sports teams
  - How would 55 pupils fit in this building?
  - The only concern is that Ysgol Llanerfyl would have to be made bigger
- 5. If things changed, and if Ysgol Llanerfyl pupils went to school in the Ysgol Dyffryn Banw building with Ysgol Dyffryn Banw children, what impact would this have?**
- We would not be able to cycle to school
  - We would have to go to school by car or by bus
  - A larger minibus would be needed to take everyone to school
  - It would be harder for small children to find their way around the school because the school is bigger
  - Different teachers, it would be better if our present teachers went to Ysgol Dyffryn Banw too
  - The school is bigger and there would be more space for sports
  - Mum works at Ysgol Dyffryn Banw so that would be good
  - It would be sad for my parents and grandparents because they went to school at Llanerfyl and the school wouldn't be there any more

**6. Is there anything that worries you about the possibility that you would have to go to Ysgol Dyffryn Banw?**

- I would have to make new friends
- I do not want to go to Dyffryn Banw, I want to stay here

**7. Pupils were asked if they had any further comments or anything else to add. The following comments were made:**

- We are happy in the school
- We like the school as it is

To conclude the session, the officers explained the next steps in the consultation process. It was explained that the consultation will close on the 5th November, after half term, and the pupils were encouraged to send any further comments to the school transformation team, or to their teachers who will be able to arrange for them to be sent on.

**Minutes of the Consultation meeting with governors and staff of Ysgol Gynradd  
Gymunedol Dyffryn Banw held on the 15<sup>th</sup> October 2018 at 7.30pm at Ysgol Dyffryn  
Banw**

Present-

**Governors of Ysgol Dyffryn Banw** – Kate Pinder, Emlyn Thomas, Eleri Mills, Richard Tudor, Marie Shirley Smith, Ruth O'Dwyer

**Staff of Ysgol Dyffryn Banw** – Delyth Thomas, Catrin Tudor, Nia Ellis, Rhian Jones, Penny Davies, Mererid Lewis, Betsan Llwyd

**Powys County Council representatives** – Cllr Aled Davies, Alec Clarke – Head of Learning, Marianne Evans – Senior Manager Schools Transformation, Catherine Cottle – HR Business Partner

**Representative of the St Asaph Diocese** – Sheridan Goodey, Jennie Downes

Clerk – Diane Rees

## **1      Welcome**

Cllr Aled Davies welcomed everyone to the meeting and thanked them for attending. All present introduced themselves.

Cllr Aled Davies explained that Cllr Myfanwy Alexander was the Portfolio Holder for Education but had declared an interest as she is a Governor at Ysgol Llanerfyl, therefore he had been appointed to act as temporary Portfolio Holder for this consultation.

Cllr Aled Davies commented that a drop in session had been held in the Community Hall from 3.00pm until 7.00pm that day and that the purpose of the evening meeting was to give the opportunity for Banw governors and staff to ask questions about the consultation.

## **2      Background to Consultation**

Cllr Aled Davies asked Marianne Evans to outline the background to the consultation process.

Marianne Evans provided an overview of the consultation. She explained that the consultation period had started on 24 September 2018 and was due to finish on 5 November 2018. When the consultation period ends, the next step will be to look at the comments received during the consultation period, and to produce a consultation report, which responds to the comments. The consultation report will go to the Council, who will discuss the proposal, and then Cabinet who will make a decision on how to proceed.

If the Cabinet decides to go ahead with one of the options, statutory notices would be published, and there would be a period of 28 days when people could submit objections. Following this, another report would be produced, outlining the objections received. This report would be considered by Cabinet, who would then make a decision on whether or not to proceed with implementation. It is anticipated that the whole process will be complete by May/June 2019.

## **3      General discussion**

**Comment:** Pleased to note the good response to the afternoon consultation session. I believe that when the facts are looked at, for the parents of pupils at Banw to move to

**Llanerfyl school there would be a need for investment – the facilities are not as good there. No discussions have been held regarding building commitments at the Llanerfyl site if it was chosen, but there would be a wish list of improvements that would be needed, which would be very costly.**

Dr Alec Clark: The figures that were in the report from Heart of Wales Property Services (HOWPS) have to be taken into context, there are fluctuations year on year in schools. In many ways some of the things mentioned were a wish list more than how old a boiler is at that point in time. It is clear in the consultation document that there are two categories that would be looked at – the condition of the building and then the suitability of the building in terms of day to day use. In terms of looking in the round, I would like to visit both schools on a school day when there are children there. In terms of the council's Challenge Advisors and School Improvement colleagues, there are no major concerns about the quality of education in either of the schools. We have historical Estyn reports, however remember that these are snapshots of the school at a point in time. I would want to see both schools in the light of day, running as usual.

Cllr Aled Davies: I would like to visit with Alec. I visited the school on the snow day in April, it was planned that there would be children here but unfortunately both schools were closed. However, both schools are able to accommodate all children in their current state.

Dr Alec Clark: I'm confident that an effective school with all the pupils in it could be run on either site. However, whatever decision is made, it is possible that there won't be full buy in from the other party. If the new school was in Banw, some consultees have already indicated that not all the Llanerfyl children would come here, and vice versa.

Cllr Aled Davies: Although it would take time to settle, I hope for the sake of the education within Dyffryn Banw that the two school communities can move forward with whichever option is chosen. It's so important that a school continues here in the valley and for it to flourish.

**Comment: If you are providing a good education, it attracts people anyway. The most important people in all of this are the children.**

Dr Alec Clark: We have been told that the current uncertainty at the moment is resulting in parents not wanting their children to come to this school at the moment.

**Comment: I understand that, that's why it's so important that a decision is made as soon as possible.**

Dr Alec Clark: Whatever the outcome of this process, it needs to be a stable solution that is fit for the future.

**Comment: I'm sure it said in the report that there are 26 children who travel out of the area to another school, and are provided with free transport.**

Dr Alec Clark: Which ever site is chosen, it is unlikely, from the comments that we have heard, that the new school will manage to receive all the pupils in the area, but if only a percentage choose the new school, it would be an increase to the current numbers on roll.

Cllr Aled Davies: With regard to potential investment in the future, there is no doubt that whichever site is chosen, investment would be needed in the medium term.

Marianne Evans: Based on the capacity of the two buildings, all children can be accommodated on either site. However, there is a duty on the authority to look at the suitability of what's there already and what's actually needed because there would be

different needs in both. For example, if the school was in Llanerfyl, we would need to look at whether there is enough storage, have they got enough cloakrooms, have they got enough toilets, and I think it would probably be the same here. No capital funding is needed immediately to be able to accommodate all pupils at either site, but as an authority we would want whichever site is chosen to be the most suitable to meets the needs of learners, so there would have to be some funding at some point.

**Comment: If all the pupils came from Llanerfyl School to Banw School – it would be a win win situation. The Banw children would have more social interaction and the Llanerfyl children would have more facilities. If the Banw school pupils went to Llanerfyl school, it would be a lose lose situation because Llanerfyl would have less space individually and Banw would be losing the Hall and the facilities.**

Marianne Evans: Cabinet will have to look at things from each perspective, and consider the advantages, disadvantages and the impact for both.

**Comment: The community aspect comes into it as well due to the co-location of the school with the Hall – they are entwined and rely on each other.**

Marianne Evans: I have spoken with the Chair of the Community Hall committee, who explained which bits of the hall were leased to the community but also that every service coming in was via the school – electricity etc. so I accept that there would be a huge impact – you can't just close a door and say, that was the school, that was the Hall – the two are far more integrated.

**Comment: How did the HOWPS survey not pick up that the Hall and the school were so intertwined?**

Marianne Evans: It was known that they were intertwined but we hadn't had the full details or appreciated the reality.

Dr Alec Clark: HOWPS carried out a broad building survey more in the style of an asset management plan, they came in as building surveyors. It was not their duty to unpick in terms of community usage, potential expensive costs of separating the buildings. I had assumed that the switch gear, mains inlets and outlets, drainage etc were shared, so actually it was a more complex picture but it is the quality of potential education for children and that would come at the top of the list.

**Comment: The Hall is a huge asset to the school because we use it so often, we have use of it during the day, we have PE lessons there and use the stage for performances, we can access it all day and with the new curriculum it would be used even more.**

Dr Alec Clark: I agree that it would help deliver the standard for the performing arts and expressive arts element of the curriculum and also the Health and Wellbeing in terms of having dry access to sporting and physical activities during the day.

**Comment: The children that attend Llanerfyl have to walk to the Hall in all weather, at some times of the year when there were practices for performances such as Christmas time, they had to walk back and forward four or five times a day. This could be seen as a Health and Safety issue. If it is raining, PE has to be carried out in the classroom, if you have 32 children in a classroom, this is not acceptable, there is nowhere for the pupils to go for fresh air. Some pupils eat their lunches at their desk as well.**

**Comment: If Llanerfyl pupils came to Banw, it would be because individuals had made a decision for the community, not a school that exists because of politics. The report has given us figures regarding money to be spent on building a new extension at Llanerfyl, however it does not take into account that there would be additional costs to move boilers / services etc if Banw school shut. Shutting the school would not be a simple process. Also how much call would there be for a building of this size in this rural area if the building was closed?**

Cllr Aled Davies: Property prices aren't the same as the middle of Birmingham or London, the potential of capital receipt for the authority was not a large sum compared to other costs. Everyone had seen the list in the consultation. While there could be receipts for potential investment, this did not drive the process, what drove it was the education and the opportunities for pupils in a small school. By opening one school, it could help with things such as budget, as well as other things such as numbers for football teams. The authority could invest in the building – there had been an extension in the past. Possibly the Church could be asked to provide a contribution. If a large amount of expenditure was needed, we could make a bid for a Welsh Government grant. As the proposal is to establish a Church in Wales VA school, whether on the Llanerfyl site or the Banw site, Welsh Government would provide 85%, compared to 50% for other schools.

Sheridan Goodey: The information is correct with regard to the 85% funding, however that would need to be looked at within the limit of the whole 21<sup>st</sup> Century funding for schools and the money available. 21<sup>st</sup> Century Schools funding is for big capital investment, it would need to be looked at in the context of how much money Powys has asked for.

Cllr Aled Davies: A business case would need to be put forward. There are no guarantees, the case to Welsh Government could be accepted or rejected.

**Comment: Where would an extension go on the Llanerfyl site as there are no grounds around the school suitable to build on.**

Cllr Aled Davies: We cannot get into that level of detail at the moment – there is no commitment to any capital expenditure at this stage.

**Comment: There are rumours going around that the person who owns the ground around the school was willing to give the ground to the authority. However, the opposite rumour had also gone around at the meeting in the day, so this information is unreliable and cannot be taken into consideration.**

**Comment: As a parent of a child in the Banw school, are we being asked to choose the site as it is now in Banw or the site as it is now in Llanerfyl? Is that correct?**

Cllr Aled Davies: Yes that is correct.

**Comment: The Llanerfyl site has no car park, canteen, playing field or facilities, disabled access or a hall, however all this is available two miles up the road.**

Cllr Aled Davies: There are pros and cons to both sites, the consultation is an opportunity to gather all the information and highlight the benefits of both sites. A decision will not be made tonight.

**Comment: During the initial engagement with parents held in the spring, parents were asked to complete a questionnaire. More forms were returned from parents at Llanerfyl school than parents at Banw school but actually the consensus was that**

**more parents believed the new school should be at Banw. That included the parents of children who currently attend Ti a Fi.**

Dr Alec Clark: Many people today have talked about the positives of the Banw site, however this is a formal consultation so will be based on written responses. Stakeholders needed to provide their written comments for the authority to look at and analyse.

**Comment: I haven't been to Llanerfyl school yet but will be visiting the school this week. What should I be looking for?**

Dr Alec Clark: In terms of equity at both sites, both are functioning schools, therefore you have to take into account that both could go forward as the new site.

**Comment: The numbers in the consultation paper need to be corrected.**

**Comment: It's wrong where it states in the document that no pupils walk to the school, when there is an estate directly behind the school that pupils walk from.**

Dr Alec Clark: Any comments submitted will be taken into consideration when determining how to proceed. To address any concerns about a local councillor having a vested interest, the Cabinet have shown their high esteem of Cllr Aled Davies by asking him to take over the process.

**Comment: The Friday night previously, the local member took me around the Llanerfyl school site, how could she do this if she didn't have an interest.**

Cllr Aled Davies: The decision was up to the councillor, she may have been asked to go and support Llanerfyl. It is very difficult for a local member to please everybody but it is important that she represents all residents in the area. Everyone needs to try and take the emotion out of the process and look at the evidence, to ensure that thoughtful comments are made through written submissions, not just expressed in meetings. The evidence would then be put into a report, which was such an important process, so that all the relevant information could be gathered together. The Authority's decision may not please everybody.

**Comment: The process sounds fair, but if the process is going according to fairness, would the local member be allowed to speak on the decision day? She would be encouraging the Cabinet to make their decision in favour of Llanerfyl site.**

Cllr Aled Davies: The decision would be made by the Cabinet members but not including Cllr Myfanwy Alexander. Cllr Alexander would be able to speak at the meeting as local member. Before Cabinet makes a decision, the consultation report will also go to full council. Cllr Myfanwy Alexander would be allowed to comment as local member at the full council meeting.

**Comment: the local member should be neutral as she represents both areas, Llanerfyl and Banw, but we are all aware of the situation and of her influence in Council. Would the consultation potentially back Llanerfyl as they have the support of the church?**

Cllr Aled Davies: We have consulted with them before the initial consultation and after the recommendation was altered, and so would ask for their observations. However, the feedback has been that the Dioceses is happy to support whatever decision comes out of the consultation and is best for the communities. At this stage, it is an open consultation, any taxpayer can comment.

Dr Alec Clark: Who the consultation affects has got to have the greatest opinion. This will be considered. People should consider what a seven year old pupil would consider to be the best setting and what's best for the pupils.

**Comment: What power does the scrutiny committee hold within the council?**

Cllr Aled Davies: Scrutiny does not have a role within the consultation. A decision was made a couple of years back that where a consultation goes through full Council, the scrutiny committee does not have a separate role, it was bypassed by full council. If there was clear evidence for a course of action, the consultation going through full council would give it extra weight and it gives everybody a chance to have their say. A recommendation would be received about the consultation from full council and the Cabinet would consider that whilst making the final decision. The regulators, Estyn and the Welsh Government audit office would deem the full council sufficient.

**Comment: Why did the report indicate that the Banw site would need so much money to bring it up to scratch? The school is in Property Plus, the standards are pretty average and the building has a condition rating of B, so if the decision was made for the school to be at the Banw site, would money be spent to upgrade the school or not, as you commented earlier that it was a functioning school, would we just stay as it was.**

Cllr Aled Davies: It's about prioritisation of works through the major improvement programme.

Marianne Evans: There is a priority list which has an agreed scoring criteria, a prioritisation matrix, which looks at condition, suitability, sufficiency, Health and Safety, and whether a school is part of a school reorganisation process.

**Comment: Does it matter who owns the building? Would the council invest in a building they don't own?**

Cllr Aled Davies: It's about providing an appropriate environment for pupils, it doesn't matter who owns it. Llanerfyl school is not owned by the Authority but could have improvements made to it with Authority funding.

Sheridan Goodey: The Llanerfyl school building is held in Trust and the trust would say that it can only be used for educational facilities.

**Comment: What would happen to the Llanerfyl school building if the Authority did decide to close it.**

Sheridan Goodey: Powys County Council would be required to transfer the school into an educational trust and the trust would be held for the children in the community. The asset of the building is held in a trust, this is because the trust has a charity status.

**Comment: If the decision was to site the school at Banw, as there wouldn't be any obvious need for the building at Llanerfyl for education purposes, in those circumstances, would the trust sell the building, invest the proceeds into education in the area.**

Sheridan Goodey: It's more complicated than that, the church would need to wait for a final decision to be made and at that point the Diocese could go to the Charity Commission, to explain the situation and to request to move forward with whatever proposal and wait for them to respond. It's not possible to confirm what the Diocese would do with the building, it would be the Charity Commission's decision to agree to the dissolution of the Trust.

**A query was raised that the diocese was not dissolving a trust simply an asset of the trust.**

Sheridan Goodey confirmed that it would be dissolving a trust.

Cllr Aled Davies: The consultation remains open until the 5<sup>th</sup> November if governors wish to make any further comments.

**4 Staff Feedback / Queries**

Cllr Aled Davies: This is an opportunity for staff to have their say. Catherine Cottle is here to answer any questions staff have regarding the process.

Marianne Evans: If the Cabinet were to recommend closure of the two schools and the establishment of a new school, one of the first things to happen would be to set up a temporary governing body formed from members of the existing two governing bodies.

Cllr Aled Davies: Is it possible to give a timeline or some potential dates, to give an idea of how long the process would take?

Marianne Evans: If Cabinet were to make a final decision in April/May 2019, the Temporary Governing Body could potentially be established at the end of the Summer Term. Their first role would be to recruit a Headteacher. From September to December, the temporary governing body together with the Headteacher would form the staffing structure for the school. It was usual for the new Headteacher to be involved with the staffing process. After that the HR process starts for the staffing structure which Catherine Cottle can explain.

Catherine Cottle: This meeting tonight is part of the public consultation to decide whether or not to proceed with the proposal to establish one new school. The staff are involved in the public consultation as they are being asked, as people who know, who are doing the job, whether this is a good idea or not. This is separate from the consultation process that would happen further down the road if the proposal went ahead, when there would need to be consultation with staff over the staffing structure. As previously mentioned, most new schools start with the appointment of a Headteacher, then the temporary governing body work with the Headteacher to look at the new staffing structure and to match staff to that structure. One point to understand is that staff are employed in a post in Banw School. If the proposal were to go ahead, the posts would be redundant, but there would be new posts within the new school. We would hope very few people would be made redundant. There are very specific sets of guidance around the Headteacher and Deputy Headteacher posts, which state that the temporary governing body could choose whether or not to ring fence those posts, so that would be a very early decision. The same regulations are actually silent on what happens to the rest of the staff but the Local Authority takes a very strong view that the remainder of the posts would be ring-fenced to the existing staff, because it makes moral sense and good business sense. If the authority were to make all the people redundant from the two schools, they would find it very hard to get skilled, experienced people to work at the school, and the current staff are the people who have relationships with the pupils. So there would be an expectation from the Local Authority that the rest of the posts would be ring fenced, and if they weren't the trade unions would be very unhappy.

Dr Alec Clark: The only caveat there would be if enough staff wanted to make themselves redundant or take the opportunity of being made redundant, which is the only time it would not carry through.

Catherine Cottle: The authority would always look at ways of avoiding compulsory redundancies, so one of things that would inevitably be looked at if there was going to be a

reduction in the number of staff would be to ask if anyone was interested in the Voluntary Severance Scheme (VSS). That's not to say that everybody who expressed an interest in VSS would be able to get it. In relation to the transformation in Welshpool Primary schools, where four primary schools merged into two schools, voluntary redundancy was something that was offered under that process but in the end, only one person was able to take it up. There were no compulsory redundancies because inevitably with change, some people moved on and they were left with vacancies in one school and a full staff in the other school. So in Welshpool Primaries and in the establishment of Ysgol Calon Cymru, there were no compulsory redundancies. Although the opportunity for redundancy could be there, the authority would only be able to release people if they were not needed for the structure of the new school.

The way it would work would is that the Headteacher would be involved in creating the staff structure and the appointments to that staff structure, but the temporary governing body are also involved in the appointments, so that helps with any possible allegations there may be of bias. Going by the timeline that Marianne had outlined, the temporary governing body with assistance from Human Resources would develop the staffing structure during Spring 2020, implementing the new structure wherever possible by matching/slotting staff to jobs so they were not put through any unnecessary processes. The selection could be through a skills audit which would allow time for everyone to be in post before the break for the Summer holidays in 2020 and would enable all pupils to know what classes they would be going to in September 2020 and who their class teacher would be.

**Comment: Who would choose the temporary governing body?**

Catherine Cottle: The temporary governing body is made up of members of the existing governing bodies from the current schools, all of whom would be invited to express an interest in being on the temporary governing body, at the same time as still being on the existing governing bodies. Usually it is the Portfolio Holder that makes the final decision about the membership of the governing body but it wouldn't be in this case.

Dr Alec Clark: There is an option for the Cabinet to delegate that decision, but in my experience, it is important that there is a good mix of both schools and a large amount of common sense required.

Catherine Cottle: In Welshpool it sorted itself out, the chair of the governing body was from one school and the vice chair from another school, the governing body would be roughly the same size as the existing one, the temporary governing body could be smaller but there are rules around how you constitute the governing body. There are interim arrangements before the new school starts, the temporary governing body would set a new budget which would need to be agreed with the local authority and then hand over to the new permanent governing body.

Dr Alec Clark: Everyone would need to work together to make sure that the process happened correctly and smoothly for the children.

**Comment: What about the make up of the governing body – would a Church in Wales school's governing body have more members on it?**

Sheridan Goodey: In a Church of Wales school, the governing body would have exactly the same amount of community governors, parent governors etc as they usually would, but they would also need to have at least as many Foundation governors, so that they would have a bigger amount of governors on the governing body.

**Comment: How much influence would the Church have on who sat on the governing body?**

Sheridan Goodey: The Foundation Governors would need to be agreed and recommended by the Diocese. They don't have to be members of a Church in Wales, it could be people from a non-conformist background, but it's important that they are able to ensure that the Christian ethos is promoted through the school, that was the additional job of a Foundation Governor.

**Comment: Would the Christian ethos be a lot more than it currently is at the school as monitored by the authority? Would they have to teach a lot more religious education?**

Jennie Downes: Alongside the Estyn inspection, it would be statutory for the school to undertake a Section 50 Church inspection. The inspection would ensure that the Christian ethos was embedded in the school and core to all the values, Compassion is an example of a Christian value, the pupils showed compassion and the ethos was very visible to people visiting the school. When the new school was created, the School would create a new mission statement, aligned to the Christian values. For example 'working together in harmony'. This might be underpinned with a Bible verse.

The Foundation governors would be people that would support the Christian ethos in your school, ensure the collective worship was of a certain standard, some of this may already be in place in the school

Headteacher: how often are the section 50 inspections carried out?

Sheridan Goodey: The inspection would be either at the same time or within a short period of an Estyn inspection, that would be a decision for the school.

Dr Alec Clark: A lot of schools have the two inspections together, the Estyn team are used to having a member of the diocese with them and it doesn't cause any problems.

Jenny Downes: The Diocese would provide support prior to a Section 50 inspection and would give a few pointers. Good practice might include Governors listening to views of pupils through the School Council the school council and show the school how to work with the community, to help bring the two communities together and make sure that it was successful. The Diocese may ask how the school brought the communities together, how did you manage change, did children have a part in it, were the voices of the communities heard? A church school was still expected to study other religions and other faiths.

Cllr Aled Davies: I have a Church in Wales school in my area and when you walk through the door you don't really see a difference, it's really an extra resource to support the school.

Sheridan Goodey: The Diocese could provide extra support for example during a bereavement, and there are other services that can be accessed through the church which could be helpful.

**Comment: Can we have clarification on the numbers on the governing body? For instance if Banw governing body is made up of 10 members at present, would there be an additional ten foundation governors on the temporary governing body?**

Sheridan Goodey: There is a Statutory Instrument for numbers on a governing body and that would set out the legal requirement for the numbers of governors on a governing body.

**Comment: I had understood from earlier in the meeting that there would be five governors from Llanerfyl and five governors from Banw but if they have to have an**

**equal number of Foundation governors to the governing body, would that then be ten additional Foundation governors?**

It was agreed to provide information about the make-up of the temporary governing body and the new permanent governing body.

**Comment: The timetable mentioned in the consultation paper states that the new school would open in 2020. Could this be shortened, as whichever site is chosen, there is a school running already.**

Marianne Evans: It's fair to raise the point. Concerns about the timescales were also raised in the meeting in Llanerfyl. I accept that it does sound like a long time from here to the opening, so it may be possible to move quicker and to open after Christmas 2019.

Catherine Cottle: Looking at the timescale now and bearing in mind that the temporary governing body wouldn't be established until September, to have the new school open by January 2020 may be too tight. Where the authority has tried to do the process too quickly, it has put the Headteacher and staff under significant stress. After Easter 2020 could be possible, but you would almost be through the school year, so 1<sup>st</sup> September 2020 would be the most sensible option. Unions prefer schools to open in the September, also if there should be the need for any redundancies, which we hope there won't be, it would just be a more natural time for staff to move schools.

**Comment: If a decision is made, what would happen to the staff if not all pupils from the other site transferred to the new school? As staffing is based on expected pupil numbers, if the actual number was lower, would we then have to go through another process to reduce staff?**

Catherine Cottle: Members of the temporary governing body would have to make decisions on staff numbers based on the number of pupils expected to be at the school. If down the line the numbers are lower, then a decision to reduce might have to be taken. There is a risk of lower numbers, it is always a risk in school transformation, and managing change from a staff perspective, staff sometimes say that they are not going to move.

Catherine Cottle: I will be available to answer questions at a later stage, should the proposal be supported by Cabinet, and a generic e-mail address would be given to staff and governors which would be monitored and responded to, as soon as the final decision is made.

**Comment: Why did the original recommendation change?**

Cllr Aled Davies: I asked for the recommendation to be changed. The officers had drawn the Cabinet report, but when I read it all, I thought that it was too close to call. It's important that the process is open to everyone, is open and that no options are closed off.

Cllr Aled Davies thanked everyone for attending, including the representatives from the church and the translator for her services.

## **Minutes of the Consultation meeting with governors and staff of Ysgol Llanerfyl Church in Wales School held on the 4 October 2018 at 7.30pm at Llanerfyl School**

Present-

**Governors of Ysgol Llanerfyl** – Trefor Jones, John Gittins, Lowri Rees, Dyfrig Jones, Cllr Myfanwy Alexander, Rhian Owen, Gaynor Roberts, Ffion Simmons (Clerk)

**Staff of Ysgol Llanerfyl** – Meinir Jones, Llinos Williams, Penny Davies, Haf Lewis, Nesta Jones, Meinir Russell

**Powys County Council representatives** – Cllr Aled Davies, Alec Clark – Head of Learning, Marianne Evans – Senior Manager Schools Transformation, Nancy Owen – Finance Business Partner, Catherine Cottle – HR Business Partner

**Representative of the St Asaph Diocese** – Sheridan Goodey

Clerk – Diane Rees

### **1. Welcome**

Cllr Aled Davies thanked everyone for coming to the meeting to meet with the officers of the Authority. All attendees introduced themselves.

Cllr Aled Davies noted that a drop in session had been held in Llanerfyl Hall from 3.00 until 7.00pm that day, and that the purpose of the evening meeting was to give the opportunity for Llanerfyl Governing Body and staff members to ask questions about the consultation.

### **2 Background to the Consultation**

Marianne Evans provided an overview of the consultation. She explained that the consultation period had started on 24 September 2018 and was due to finish on 5 November 2018.

When the consultation period ends, the next step will be to look at the comments received during the consultation period, and to produce a consultation report, which responds to the comments. The consultation report will go to the Council, who will discuss the proposal, and then Cabinet who will make a decision on how to proceed.

If the Cabinet decides to go ahead with one of the options, statutory notices would be published, and there would be a period of 28 days when people could submit objections. Following this, another report would be produced, outlining the objections received. This report would be considered by Cabinet, who would then make a decision on whether or not to proceed with implementation. It is anticipated that the whole process will be complete by May/June 2019.

### **3 General Discussion**

**Comment: The council had produced a report which reached the conclusion that the proposed new school should be in Llanerfyl. Would that report still be part of the process?**

Marianne Evans: The work done up to now has been considered by Cabinet and, at the next decision point, Cabinet will be considering responses received to the consultation. Most of the information that was included in the original Options Appraisal report is also contained within the current consultation document.

**Comment: Would the report would be considered again?**

Marianne Evans: The pros and cons of the Options Appraisal report are already included in the consultation document.

**Comment: After all the work that had been carried out for the original report, I don't understand how one councillor was able to change the recommendation, it made a mockery of the system.**

Cllr Aled Davies explained that he was the County Councillor who asked for the amendment to the original recommendation, so that consultation took place on the two possible sites. He suggested that it was fairer to both schools to include both sites in the consultation. Members of the Cabinet had supported him with the amendment.

**Comment: If the change to the consultation was fair, did this show that the original report was unfair? The school is an unfair position due to the change in the recommendation.**

Cllr Aled Davies: It was a matter of opinion. I gave my opinion at the Cabinet meeting – I don't believe it was unfair. Point 5.51 in the report refers to the condition / suitability of the two schools. It isn't clear from this information which is the most suitable site, which is why both sites needed to be considered as part of the consultation.

Dr Alec Clark: In terms of the relevance of the report, it was a report that had gone to Cabinet and is available with the papers of that meeting. The original report was a matter of record.

Cllr Aled Davies: You can go on any council website in Wales and download the reports and minutes of council meetings. Elected members may need to look at what is recorded so far.

Dr Alec Clark: Both the Councillors are right. It's a consultation period, which would have to happen anyway for the public record. I know that it may feel like it has had a false start but it hasn't.

**Comment: The original report was compiled by experts, professional people doing it day in day out. There was a lot of hard evidence in there, it was not just someone's opinion, and it was factual.**

Dr Alec Clark: Those facts did not change.

Cllr Aled Davies: The paper was taken to the Cabinet based on the officer recommendation that the new school would be established on the Llanerfyl site. The reasons for this, whilst justifiable, could be challenged. When it came to Cabinet, there was concern that there was little to choose between the two sites, therefore it would be fairer to include both of the school sites. It was not unusual for recommendations to be amended.

Cllr Aled Davies's comment that recommendations were always changing was challenged, and he was asked why there wasn't a discussion beforehand. He was also asked to name three occasions where recommendations had been changed, because she was not aware of any.

Cllr Aled Davies referred to a Finance report regarding the use of reserves where the recommendation had changed. He explained that changes happened regularly and that the

purpose of Cabinet was to consider the report and accept the recommendations, tweak them or throw them out altogether. Once the consultation had finished, a further report will go to Cabinet with a recommendation. Again the recommendation can be amended as part of the democratic process. The amendment to the original recommendation had just brought another element in, not changed it substantially. It is important now that people respond to the consultation document, so that these responses as well as other evidence can be considered when deciding how to proceed. He acknowledged that it was extremely difficult to take emotion out of the situation and look at all evidence before coming to a decision and he would make sure that Cabinet know all the nuances.

Dr Alec Clark: Even if the recommendation had not been amended, the process would still be running to the same timeline, we would still have been here tonight. It is a very difficult decision, and his view was the more consultation carried out the better. Clearly, whatever the outcome, one school will feel like the loser, so it's important that everyone should have the opportunity to give their full opinion. The process was close to the heart of both communities and both had strong opinions – anything that affects your family brings strong emotions. It is where it is in terms of the democratic process, and the democratically elected members chose to go forward on the amended recommendation.

**Comment: At the drop in session I asked Cllr Aled Davies to put himself in my situation - if he was on a governing body for a school where the figures have been consistent and the projections for the next five years are consistent, then there is an issue up the road at another school where the numbers have dipped, would he have been happy to be dragged into the situation, into the consultation? The governing body at Banw approached the Authority and Llanerfyl School is suffering because of it.**

Cllr Aled Davies confirmed that the governing body at Banw had made the initial approach to the authority about a year ago, as they were concerned about pupil numbers and the impact on the education of children in the Dyffryn Banw Valley. He asked Marianne Evans to take the governors through the process since then.

Marianne Evans: It is true that the governing body of Banw School originally approached the Authority with concerns about numbers and the future education of children in the Dyffryn Banw valley. She explained that separate and joint meetings were held, and both governing bodies had agreed that the right way forward was to look at having one school, to protect education in the area. There was a recognition that whilst it was not quite as bad at Llanerfyl, pupil numbers at both schools are forecast to dip, therefore the authority needed to look at the whole picture, to consider the two schools.

**Comment: One thing the community in general in Llanerfyl can't understand is that if numbers dropped in Llangedwyn School, for example, the council would look at closing Llangedwyn School – the council wouldn't look at closing Llanrhaeadr Ym Mochnant School, because that isn't the school where the numbers are dropping. I have looked through the records and can't find a single occasion when consideration was given to closing a school next door to a school where pupil numbers have dropped. I'm more than happy to look at a solution that tries to bring the best for all the pupils and families in the valley but it is important for people who live here to understand why. Llanerfyl school wasn't facing closure until quite rightly the Headteacher at Banw brought up her concerns about the education that could be provided in Banw. Educational experiences for the pupils at Llanerfyl are fine. It's like**

**saying that his house is on fire but we will pour water through your window next door, the crisis was not generated in this school and so it's important to remember, and in an open way, if our numbers were down in the teens, and there were 40 pupils in Banw, the people in Banw would not be happy to close Banw School and send the children down here to Llanerfyl. I know that the difference in numbers is not huge, but there is a feeling that we do not want to be sacrificed to solve their problem. That's not what has happened anywhere else. This was discussed here in the past here, and it has left a bad taste in the mouths of local people. We all want to move onto the future and forget the past, and I think that everyone in this room agrees that there are not enough pupils to sustain two schools in the area, but people feel agitated because they feel that this was an unjustifiable process.**

Cllr Aled Davies: I'm very aware of the feeling in the room, this was reinforced this afternoon at the drop in session. As a council, we need a strategic overview of this and also to focus on the education of the children as well as many other factors. Whichever solution is agreed, it will not be perfect and it will not suit everybody, so we must ensure that there is a strong school in the valley. It is quite a distance to the end of the valley, it's a big catchment area, and I appreciate that the schools are at the heart of the community.

**Comment: I know more about the strategic view of education than a lot of people, but in every other place, if numbers fall in school A, we do not think that we must close school B. We may look at an area solution and in a way that's what we are doing here but on basic fairness, that has to be a major factor. Ultimately the school needs to be where the children are. There has never been a proposal to close a school and move a whole school population to a school where there are a very few children, it hasn't been done because it is not practical and that cannot be stressed enough.**

Marianne Evans: It is not about closing one or two schools, it is about establishing a new school in the valley. For fairness, the council thinks that the best way of doing it is to close both schools and to establish a new school with new governance, new staffing. That would then create a new approach, and also treats both schools equally. Whether you think that's right or wrong is your view, but that is why the authority is proposing to close both schools and start a new school on one of the existing sites.

Dr Alec Clark: There are positives whichever of the sites were chosen. The authority is currently putting bids together to equip schools with up to date IT equipment, which will be more essential than ever in the future. I want IT provision to be really good right across the County but in financial terms, two schools equals two servers, two contracts – the costs kept adding up.

**A question was asked about whether the costs are part of the decision for the consultation.**

Dr Alec Clark: It's the quality of education going forward, making sure you have the appropriate resources – this is more than cost. Also if there was the possibility of putting optic fibre in the valley, that your IT resources are up to date. IT is just an example, but a good example.

**Comment: I asked Cllr Aled Davies in the drop in session this afternoon if the process was about cost, and he had confirmed that it was not about cost. However, as a taxpayer I know that you have to manage your costs. Our school has been so careful**

**with the school delegated budget – parents even cut the grass to keep costs down. This should be noted.**

**Comment: Surely you have to go for sustainable education so that the school can keep on going in the future.**

**Comment: I'm confused about the numbers in the consultation document – on page 32 it gives pupil numbers as one amount whilst on another page, it seems to indicate something different.**

Marianne Evans: Page 32 of the document relates to the option to establish a new school on the current site of Llanerfyl, then it gives the details of the new school if it was established on the Llanerfyl site. The maximum capacity would be 59, this includes the art room as a class base, this is why the figures differ. Page 51 of the consultation document shows the current capacity at Llanerfyl school – it was not possible to propose a school of 44 when the combined pupil numbers would be more than that, so we would seek to get the maximum capacity possible for Llanerfyl school.

**Comment: Is it just the art room that makes a difference to the capacity?**

It was confirmed that this was correct.

**Comment: If the projected pupil numbers show that there is enough capacity at Llanerfyl School for the next five years, with sustainability and the record of careful budget management at the school, surely that was what the Authority should be looking at.**

Marianne Evans: Both sites are big enough to accommodate all pupils, this is why neither site requires capital investment – given the combined pupil numbers, they could all fit in either site. However, dependent on which school site was chosen, the authority would then have to look at the building to see what adaptations, if any, would be required. This could include storage, are there enough toilets etc. Essentially though, all pupils can fit in both buildings.

**Comment: When a previous Headteacher left here, there were 62 children attending the school and Powys inspectors and advisors visited frequently. At no point was it said that there was an issue with capacity or facilities, nobody said that an additional mobile classroom was needed. People who came in and saw how the school was run were quite content with the capacity, so we could be fairly secure on any capacity issue.**

Cllr Aled Davies: Capacity at the school site was not an issue within the consultation. At one time Llansilin school had 90 pupils, but if you went there now you would wonder how it was possible to accommodate all these pupils in that building. The same with Llanrhaeadr – a relatively new school which can accommodate 120 pupils, there are approx. 86 pupils there now and you wonder how it would be possible to accommodate another 30 pupils.

**Comment: There has been an issue with the perceived lack of facilities but I think the parents would tell you if they were not happy with facilities, purely by not stopping here and going up the road to educate their children. The fact that they have stopped**

**here and the numbers are consistent should tell you everything you need to know about how content pupils and parents are with the school.**

**Comment: Challenge that in the consultation paper, it says that the quality of education in Banw school is better than that at Llanerfyl school and that page 51 of the consultation document mentions significant limitations to the buildings. What were the limitations? I have a daughter in the sixth form at Caereinion High School who is very upset that the document suggests that she is having a substandard education.**

Marianne Evans: When the surveyors came out to carry out the condition assessments at the schools and look at the buildings, this is the information we have to base the analysis on. In terms of suitability of the building for teaching and learning and generally supporting pupils, its things like the lack of a hall, lack of dining space. These are a disadvantage at Llanerfyl compared to Dyffryn Banw, however that doesn't mean to say that the building is not fit for purpose.

**Comment: Does that mean that the children currently attending the school are more disadvantaged?**

Marianne Evans: This is what the surveyors told us about the building, this is the suitability assessment that we received. It doesn't mean that the children aren't being taught well and in a happy environment and using the facilities. We know that you have access to a hall, although you do have to walk up a lane to it. You are using the facilities available to the best you can, however we have to include what the property people tell us in the document.

**Comment: Back when there were 62 pupils at the school and nobody flagged it as an issue, at any point was there an application for a capital bid for these additional facilities in Llanerfyl, which we were struggling so badly without? Actually, when the authority decided not to put a hall or a dining hall or a satellite launch pad on the list, that's because they knew there wasn't a problem, because the capital list was driven by the problems in the physical state of the building. There has never been a bid, therefore the Authority cannot comment on the facilities. If the Authority had put in five bids over the last fifteen years but had not received a grant, it would be different, but at no point did anybody say the facilities at Llanerfyl are poor. Carno School is a good example, Carno is a small school where the facilities were terrible and flags had been raised constantly for years of what to do about Carno, whether to close it or whether to renew the building, at no point did anyone say that the facilities at Llanerfyl are poor.**

Cllr Aled Davies: The surveys were in comparison with new schools which had been opened which would score an A, nobody would build an exact school like this now, you would all see improvements that you would want to make, there is always ambition to improve your facilities, so it was a graduation from perfect, brand new at the very top all the way down to the poorest grade D.

**Comment: The quality of the accommodation at Llanerfyl School was graded as a B and Dyffryn Banw school was graded as a C.**

Dr Alec Clark: In terms of the admission number, you are a foundation school, which really puts you in the autonomous bracket in terms of making your own decision for admission numbers, it is a legal status.

**Comment: In the next step of the process, when the recommendation is made on which school to close, would the decision be made known to the Headteacher and governing body before it goes to Cabinet, as in the previous consultation? I went to a meeting and everybody knew at the meeting besides the people that should have been told, someone from Cabinet had released the information before speaking to the school first. Can you assure us this will not happen again?**

Marianne Evans: The documents are published a week before the Cabinet meets. The Authority would let the school know before the paper is published.

Cllr Aled Davies: There would be a discussion right up until the whole council have discussed the proposal, then a recommendation to Cabinet before a decision was made. It is important that the Authority treats the both schools fairly in regard to information going out.

**Comment: If one school costs much more to run than the other, surely the cheaper should win. The officers indicated that the costs would not be relevant, it was not the main factor and I said that the County is skint. There was a balanced budget at Llanerfyl, one school was careful with the budget, one school was haemorrhaging money, surely this should be considered.**

Nancy Owen: The financial situation of both schools is constantly changing. The figures in the documents are the figures submitted to the Cabinet by the full governing body of each school which went in the paper presented to Cabinet every year. My understanding is that since the governing body at Llanerfyl submitted their initial budget on the 1<sup>st</sup> May 2018, they have worked hard and the figures have now changed, and we are now looking at a projected surplus for the 2018/19 financial year.

Marianne Evans confirmed that all the updated information would go into the next report, so it would be an updated version with figures as up to date as are available at the time and explained that only documents signed off officially by the governing body could be included in the consultation document.

**Comment: Queried that on page 11 of the document that the Estyn inspection report went back to 2014 for Llanerfyl school and to 2016 for Dyffryn Banw school.**

Cllr Aled Davies: This was the last official inspection date for each school. Although Llanerfyl had a monitoring visit in 2016, the full report was at the official inspection date in 2014.

Dr Alec Clark: Although Estyn inspectors re-inspect the school on a monitoring visit, they don't give a judgement, and the school doesn't receive a full report. The judgements given in the report cannot be changed. The revisit is a statutory part of the process but it doesn't form a judgement, the purpose of the revisit is to identify whether appropriate progress has been made, and whether the school should be put back into the regular inspection cycle.

**Comment: Llanerfyl School has received a document where the inspector commented that in his 30 years of teaching, he had never seen such standards of written and spoken Welsh, to compare with the inspection. However, that could not be put in the document because it was a thematic review so we were not allowed to publish that. This is why we say that we feel that we don't get a fair crack of the whip – we have got a person who has taught in Ceredigion for 35 years who says that they have never seen standards comparable to those in our school but that was a document that had to be put in a locked box. If Dyffryn Banw won a prize for nose blowing, they would somehow be allowed to be put it in the document – it feels that we are being treated unfairly. If you were to ask the High School about the education these children have**

**when they go up from here into Year 7 of the High School, they would tell you what the standards are like in this school. We have all the evidence of what the standards are like, but for some reason, we are not allowed to say. We are a school where the numbers are not critical and where the standards are so high that people have not seen the like in 35 years but we are not allowed to say that, we have a fine and adequate site which is described as inadequate, we are wondering what the hell would we have to do to be left alone.**

Dr Alec Clark: The documents you refer to could be submitted as part of the consultation response. The church inspection if available could also be submitted, then they would be a matter of public record.

Marianne Evans: the consultation document is based on guidance from the Welsh Government which states what needs to be included. This includes two things about quality of education – that the last Estyn inspection must be published – what the outcomes were plus the follow up activities, and that school categorisation data must also be included. This information is publicly available for all schools.

Dr Alec Clark: The process of school categorisation is that the Challenge Advisors team work under a national model from Welsh Government from a consultation with ERW. Every school should be on a journey to improve the school and the education provided, it needs to be a dynamic process, so they look at the figures, have common sense about it all and look at it as part of the journey. The Challenge Advisor would look at the data and agree the categorisation colour with the Chair of Governors. The information would be updated if the categorisation were to change since the consultation document was published. Are you as governors concerned about the fact that you have a temporary Headteacher which would reflect in the assessment?

**Comment: Following a conversation with the Challenge Advisor for the school it was agreed that in order to receive extra support for a new headteacher, we would accept a lower categorisation, however the Challenge Advisor acknowledged that the results at Llanerfyl were way ahead of many schools assessed as green schools. The governing body accepted a lower categorisation to provide additional support for a new Headteacher but all of a sudden, because of a drop in numbers at a school up the road, it has put us as a disadvantage, if we could go back, the governing body would not have accepted the lower category, we would have argued differently if we had known about the proposed closure and that the problems up the road would affect us.**

Dr Alec Clark: The Cabinet members will look at everything in the final report and all of the things in the consultation process. Going forward, the proposal is to close both schools and establish a new school, if you were green, purple or orange, the quality of education was irrelevant, because going forward it would be a new school.

**Comment: It was not irrelevant for a teacher if you are going for an interview in the new school, because governors and parents were going to read the document and this may affect our employment prospects.**

Dr Alec Clark: If there was a change to overall numbers of staff, this would carried out by formal consultation, with union involvement. This process has nothing to do with categorisation of schools – this would not be included in that context.

Catherine Cottle: The categorisation of a school would absolutely not form part of the process and had no bearing on the selection of staff, it would be the individual skills of the members of staff. I'm involved in the primary school transformation in Welshpool and there,

in terms of the processes, there has been fairly little selection process, some staff had fallen out naturally, the situation depends on people's lives and what they want.

**Comment: Clearly the transportation costs for the two options would not be the same – could we get a more detailed estimate of costs?**

Marianne Evans: The figures in the consultation document are from analysis carried out by the Council's Transport Unit and are based on current costs of home-to-school transport in the area – any updated information will be included in the Consultation Report.

**4 – Staff feedback/queries**

Catherine Cottle explained to the staff members present that the current process is a public consultation, where you are asked what would work at each school and what wouldn't work. Once the final decision was taken, then there would be a separate consultation exercise with staff.

When two schools close and a new school is established, all posts become redundant – your job would not exist. In the consultation process, we would consult with you about the redundancy of the posts and the structure of posts within the new school. The temporary governing body would have the right to ring-fence the post of Headteacher and Deputy Headteacher and that would be their decision, but the legislation doesn't say whether the other posts at the school should be ring-fenced. However, the temporary governing body is made up of existing members of the two current governing bodies, so they would consider why would they let current staff go and then have problem with recruitment. The unions would strongly advise to keep existing staff.

So consultation would take place with staff, the temporary governing body would make changes to the staffing structure, the existing governing bodies would then consult with staff about the redundant posts, then the temporary governing body would consult with existing staff about the new structure. We would want it to be a meaningful consultation and want to hear your comments. If we do have to use a selection process, this is usually through a skills audit, which sounds scary to support staff, but basically you would need to put in writing the kind of things you would be asked in interview, if you have worked in a primary environment, this would tick all the boxes.

**Comment: Would I start at the bottom point of the pay grade as it was a new job?**

It was confirmed that the employee would continue on whatever point they are on at the moment if the job is on the grade – e.g. if you are a grade 4 now and the new job is grade 4. If you are a grade 3 now and you get a grade 5 job, you would start at the bottom of the pay grade. The existing years of service would continue, along with any benefits of long service and sickness entitlement. For pensions calculations there would be no break, the process was a procedural operation,

Catherine Cottle clarified that if a staff member had a drop in salary, there might be a one off compensatory award, which they would get as compensation for loss of earnings, and reassured the staff that HR would be there to help the process at all times.

**Comment: How would the new temporary governing body formed?**

It was explained that the temporary governing body would be formed by requesting Expressions of Interest from members of the two existing governing bodies. Existing governing bodies would continue to run at the same time as the temporary governing body

until the two schools shut which involved double the workload for governors who were members on both of the governing bodies.

**Comment: What would happen if they didn't want to try for a new post?**

Catherine Cottle: It would depend on the redundancy position at the time. Officially you would have to engage in the process. In some cases, if there was not a suitable post in the new structure, you can have redundancy. She advised the staff members to ask their unions for support. The unions were aware of the consultation and would be invited to the relevant consultation meetings. The governors were reassured that although it would be a once in a lifetime process for them, the authority had managed many similar processes.

**Comment: At a governing body meeting earlier in the week, the timeline of the process had been queried – did the authority still expect the new school to open in September 2020 and would they now need an extension due to the amendment of the consultation? Parents were asking governors where their children would be going. Would the new school be ready for pupils to move into by September 2020?**

Marianne Evans: The timeline is still the same – new school to be established by September 2020, Following a final decision, the timeline would be re-looked at to see if it was feasible to make the process shorter, for the school to start on 1 January 2020. It was acknowledged that this was the middle of school year, but it may make a big difference by the schools closing Christmas 2019. She noted that although the process was simple in some ways, in other ways it was not simple and the governors needed to understand the complexity, in terms of what we are doing and to consider the timeframes of HR consultation.

**Comment: They would like the process to be as quick as possible, as this was a period of uncertainty for pupils and staff and as a parent, it was just prolonging the agony if the process dragged on to Easter/May 2020.**

Marianne Evans: When a final decision has been made, the temporary governing body could then be established in September 2019, their first role would be to appoint a Headteacher, the staffing structure and consultation with staff could not begin until a Headteacher was appointed, this would further influence the decision for the timetable.

**Comment: The community will tear themselves apart until there is a decision. If there was any way that the process could go through quicker, it would be better. It was noted that one parent had sent their child to another school, because of uncertainty, we will get over this bump but the faster the better, it could be a just a month is knocked off the timetable.**

Dr Alec Clark: It is a fragile situation where pupils are being moved and that it would be wrong to put out alternative dates unless they were certain, given the size of schools and emotion in the community, but that he had learnt from previous consultations that the longer you wait the worse it was but his advice would be you cannot start considering an earlier date until the Headteacher is appointed. If the new school started in September the Authority would use the funding formula in place at the time, so both existing schools would get 5 months and then the new school would receive 7 months of funding.

Cllr Aled Davies ended the meeting by informing the staff and governors that they could contact the Authority with any questions that they had following the meeting and thanked the governors and staff for attending the meeting. He explained that the Authority was trying to be fair to both schools and that there wasn't an easy answer but that the consultation would be a thorough and open process.

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**Banw Community Primary School  
and  
Llanerfyl Church in Wales Foundation School**

**Updated Impact Assessments**

**February 2019**

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## **Proposals relating to Banw Community Primary School and Llanerfyl Church in Wales Primary School**

### **1. Introduction**

Powys County Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
  - a. on the current site of Banw C.P. School **or**
  - b. on the current site of Llanerfyl C. in W. (Foundation) School

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

In addition, the Welsh Government's School Organisation Code (2013) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

Draft impact assessments were prepared and published with the consultation documentation. These impact assessments have now been updated to reflect issues raised during the consultation period.

## 2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation. Separate impact assessments have been carried out for the two options within the proposal. These assessments are provided on the following pages.

### 2.1 Option to establish a new school on the current site of Banw C.P. School

Proposal	<b>Option A:</b>  To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school on the current site of Banw C.P. School
<b>Outline Summary / Description of Proposal</b>	
<p>The Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> <li>- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School</li> <li>- To establish the new school either           <ul style="list-style-type: none"> <li>a. on the current site of Banw C.P. School <b>or</b></li> <li>b. on the current site of Llanerfyl C. in W. Foundation School</li> </ul> </li> </ul> <p>This assessment considers the impact of Option A – to establish a new school on the current site of Banw C.P. School.</p>	

#### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£28,715	£20,511	£None	£49,226

## 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2a	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	12 <sup>th</sup> September 2018
3a	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	7 <sup>th</sup> February 2019

## 4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)**

**PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

**Service Area informed:**

**Contact Officer liaised with:**

**Mitigation**

## 5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal impact on this priority?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Health and Care</b> <b>We will lead the way in effective, integrated rural health and care</b>	N/A	Choose an item.		Choose an item.
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	This option would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. The Banw building provides access to more facilities than the Llanerfyl building – in particular, there is access to a hall on site. Should this option be implemented, all pupils in the area would be able to access these facilities.	Good		
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	The proposal would mean that there would be no provision in the village of Llanerfyl. However, there is a separate village hall in Llanerfyl, which would continue to be available. The building currently occupied by Llanerfyl C. in W. School is not owned by the Council – should the building no longer be required for the provision of education, the Trust would determine its future use.  Feedback received during the consultation period reflected concerns that implementation of this option would have a negative impact on the community of Llanerfyl through not having a school in the village, and also potentially a negative impact on the village hall through loss of use by the school.	Poor	Priscilla Foster Trust to consider possible future uses of the building.	Poor
<b>Source of Outline Evidence to support judgements</b>				
Initial engagement with parents, consultation report				

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

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>A prosperous Wales:</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.	<p>The proposal would lead to an increase in travel for pupils currently attending Llanerfyl C. in W. School. Whilst the additional distance is minimal, pupils living in Llanerfyl who are currently able to walk / cycle to school would be unable to do so. However, implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	Neutral		Choose an item.
<b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).	<p>The proposal would lead to an increase in travel for pupils currently attending Llanerfyl C. in W. School. Whilst the additional distance is minimal, pupils living in Llanerfyl who are currently able to walk / cycle to school would be unable to do so. However, implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	Neutral		Choose an item.

<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>There is a hall co-located on the current site of Banw C.P. School. Should this option be implemented, all pupils would be able to access this hall for activities when needed. However, this option would mean that pupils living in Llanerfyl who can currently walk / cycle to school would be unable to do so.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>The proposal would enable the community to work together for the benefit of the whole area, although it is recognised that school reorganisation developments can create tensions locally.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area, and that should the Council proceed with implementation of this option, a number of pupils currently attending Llanerfyl C. in W. (Foundation) School were likely to transfer to alternative schools instead of transferring to a new school on the Banw site.</p>	<p>Neutral</p>	<p>Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.</p>	<p>Good</p>

<b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.	n/a	Choose an item.		Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.				
<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p> <p>Feedback received during the consultation period suggested that implementation of this option could have a negative impact on the Welsh language in Llanerfyl, and could result in pupils choosing to transfer to English-medium provision instead of a new Welsh-medium school on the Banw School.</p>	Good		Choose an item.
<i>Opportunities to promote the Welsh language</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p> <p>Feedback received during the consultation period suggested that implementation of this option could have a negative impact on the Welsh language in Llanerfyl.</p>	Good		Choose an item.

<i>Welsh Language impact on staff</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, potentially being part of a larger group of staff could provide improved opportunities for Welsh speaking staff.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Good	<p>Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.</p>	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<p>There is a hall co-located on the current site of Banw C.P. School. Should this option be implemented, all pupils would be able to access this hall for activities when needed. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities. However, there would be no provision in Llanerfyl, therefore pupils who live in Llanerfyl and can currently walk / cycle to school would no longer be able to do so. The additional travel required could also impact on pupils' ability to access after-school activities.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School. Comments were also received that implementation of this option would have a positive impact on opportunities for pupils to take part in sports activities due to being part of a larger group of pupils.</p>	Neutral		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).				
<i>Age</i>	The intention of the proposal is to improve provision for primary school aged pupils in the Banwy Valley.	Good		Choose an item.

<b>Disability</b>	<p>A number of pupils at both current schools receive support for ALN. It is expected that this option would result in provision for ALN pupils which is at least equivalent to the provision available now. It is possible that there would be improved provision for pupils with ALN through the greater ability for staff to develop specialisms across the school.</p> <p>Some feedback was received during the consultation period which expressed concern that this option would have a greater impact on pupils with ALN as there are currently more pupils with ALN attending Llanerfyl School compared with Banw School</p>	Neutral	<p>The aim of the proposal is to improve the educational opportunities for all pupils, including any pupils with ALN. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.</p>	Choose an item.
<b>Gender reassignment</b>	N/A	Choose an item.		Choose an item.
<b>Marriage or civil partnership</b>	N/A	Choose an item.		Choose an item.
<b>Race</b>	<p>The proposal would provide improved educational opportunities for all pupils, regardless of their race.</p> <p>Some feedback was received during the consultation period which expressed concern that this option would have a greater impact on pupils from ethnic backgrounds other than White British as there are may be some pupils belonging to ethnic groups other than White British attending Llanerfyl School.</p>	Neutral	<p>The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils belonging to ethnic groups other than White British.</p>	Choose an item.

<i>Religion or belief</i>	Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School  Feedback was received during the consultation period which outlined concerns that implementation of this option would have a negative impact on links with the Church.	Neutral	Church in Wales ethos to be maintained regardless of site, through support from the Diocese and the Section 50 inspection process.	Choose an item.
<i>Sex</i>	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
<i>Sexual Orientation</i>	N/A	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
PLASC, consultation report				

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

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area, and that should the Council proceed with implementation of this option, a number of pupils currently attending Llanerfyl C. in W. (Foundation) School were likely to transfer to alternative schools instead of transferring to a new school on the Banw site.</p>	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</i>	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Full consultation has been carried out in accordance with the requirements of the School Organisation Code, and a consultation report has been produced which outlines the findings of this consultation exercise. The consultation report will be taken into consideration by the council's Cabinet when determining how to proceed.</p>	Good		Choose an item.
<i>Prevention: Understanding the root causes of issues to prevent them from occurring.</i>	The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.	Good		Choose an item.
<i>Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Choose an item.		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Neutral		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools.  Some concerns were raised during the consultation period about the safeguarding arrangements linked to implementation of this option, due to the co-location of the Banw building with the Community Hall.	Good	There is a Safeguarding Policy in place, and regular Safeguarding Audits are carried out.	Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at the two schools. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff and governors of the two affected schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Neutral	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
PLASC, consultation report				

## 8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
<b>Mitigation</b>		

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

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium	Ensure that pupil numbers and impact on the school's finances are closely monitored by both the school and the local authority, and actions are taken to address any related issues. Should the numbers fall to a point where the new school is unsustainable, further consideration will be required about the school's future.	Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	If the new school is unable to recruit a Headteacher, the authority would need to secure an alternative arrangement with another school e.g. shared headship.	Medium
Welsh Government may not provide capital funding for investment in a school of this size	High	If capital funding via the 21 <sup>st</sup> C Schools Programme is not available for this school, the authority would need to consider alternative sources of funding.	High
<b>Overall judgement (to be included in project risk register)</b>			
<b>Very High Risk</b>	<b>High Risk</b>	<b>Medium Risk</b>	<b>Low Risk</b>
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until early November.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	March 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to	September 2019	Shadow governing body established	

take forward the establishment of the new school			
<b>Portfolio Holder decision required</b>	No	<b>Date required</b>	
<b>Cabinet decision required</b>	Yes	<b>Date required</b>	Various stages during the process
<b>Council decision required</b>	No	<b>Date required</b>	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

## 11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

<b>Support Requirements</b>	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

## 12. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>
N/A	

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

<b>What additional evidence and data has informed the development of your proposal?</b>
N/A

## 14. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
N/A
<b>Please state when this Impact Assessment will be reviewed.</b>
This impact assessment will be reviewed at each stage of the process.

## 2.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Proposal	<b>Option B:</b>  To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school on the current site of Llanerfyl C. in W. (Foundation) School
<b>Outline Summary / Description of Proposal</b>	
<p>The Council is consulting on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> <li>- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School</li> <li>- To establish the new school either             <ul style="list-style-type: none"> <li>a. on the current site of Banw C.P. School <b>or</b></li> <li>b. on the current site of Llanerfyl C. in W. Foundation School</li> </ul> </li> </ul> <p>This assessment considers the impact of Option B – to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School.</p>	

### 1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£36,999	£26,427	£None	£63,426

### 2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2b	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	12/09/18

3b	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	07/02/19
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#### 4. Impact on Other Service Areas

**Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)  
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY**

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

**Service Area informed:**

**Contact Officer liaised with:**

**Mitigation**

#### 5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>The Economy</b> <b>We will develop a vibrant economy</b>	N/A	Choose an item.		Choose an item.
<b>Health and Care</b> <b>We will lead the way in effective, integrated rural health and care</b>	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	<p>The proposal would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. However, the Llanerfyl building is smaller than the Banw building and provides access to less facilities. In particular, there is no access to a hall on site, although the school does access the village hall which is located at the end of the lane.</p> <p>Feedback received during the consultation period suggested that there was concern that implementation of this option would have a negative impact on learning and skills for pupils currently attending Banw C.P. School as there are less facilities in the Llanerfyl building, as well as no access to a hall on site.</p>	Neutral	<p>Investment could be provided in order to enhance the learning environment and to enable the school to embrace new technology. Consideration to be given to the level of investment required and how this can be funded.</p>	Good

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	<p>The proposal would mean that there would be no provision in the village of Llangadfan. Banw CP School is co-located with a community hall, therefore closure of the school / site could impact on the community hall.</p> <p>Feedback received during the consultation period reflected concerns about the impact of implementation of this option on the community hall in Banw, due to the extensive use that is made of the hall by a range of organisations, and about complexities that would arise should there be no school on the site due to the Community Hall's lease. Concern was also raised that it could be difficult to establish an alternative use for the site, and that it could remain vacant, which would have a negative impact on the area, particularly given the school's prominent location on the main road.</p>	Poor	Consideration to be given to possible future uses of the Banw building, which would safeguard the community hall.	Poor
<b>Source of Outline Evidence to support judgements</b>				
Initial engagement with parents, consultation report				

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

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p><b>A prosperous Wales:</b> An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However the additional distance would be minimal, and the number of pupils affected would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Some feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Banw School, and that the furthest travel distance for pupils would be greater should this option be implemented.</p>	Neutral		Choose an item.
<p><b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However, the additional distance would be minimal, and the number of pupils affected would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Some feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Banw School, and that the furthest travel distance for pupils would be greater should this option be implemented.</p>	Neutral		Choose an item.

<p><b>A healthier Wales:</b> A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>There is no access to a hall on the Llanerfyl site. Whilst the school does have access to the village hall, which is located approximately a quarter of a mile walk away, the lack of a hall on site could make it more difficult to access the hall for activities when needed. Many Llanerfyl pupils live in the village and currently walk to school. This recommendation would enable them to continue to do so.</p> <p>Feedback received during the consultation period reflected concerns about the impact on the ability of pupils currently attending Banw CP School to take part in physical activity due to the lack of a hall on the Llanerfyl site and due to the fact that there are less facilities on the Llanerfyl site compared with the Banw site.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>The proposal would enable the community to work together for the benefit of the whole area, although it is recognised that school reorganisation developments can create tensions locally.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area.</p>	<p>Neutral</p>	<p>Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.</p>	<p>Good</p>
<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>n/a</p>	<p>Choose an item.</p>		<p>Choose an item.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.</p>				

<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.	Good		Choose an item.
<i>Opportunities to promote the Welsh language</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.	Good		Choose an item.
<i>Welsh Language impact on staff</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, however being part of a larger group of staff would provide improved opportunities for Welsh speaking staff.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Good	<p>Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.</p>	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<p>There is no hall on the current site, which could impact on opportunities to take part in sport and recreation activities. However, there is access to the village hall, which is located approximately a quarter of a mile away. In addition, there is a yard and a playing field on site which can be used for sport and recreation activities. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would have a negative impact on the ability of pupils currently attending Banw CP School to take part in physical activity due to the lack of a hall on the Llanerfyl site and due to the fact that there are less facilities on the Llanerfyl site compared with the Banw site.</p>	Neutral		Choose an item.

**A more equal Wales:** A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

<b>Age</b>	The proposal will improve provision for primary school aged pupils in the Banwy Valley.	Good		Choose an item.
<b>Disability</b>	A number of pupils at both current schools receive support for ALN. It is expected that this option would result in provision for ALN pupils which is at least equivalent to the provision available now. It is possible that there would be improved provision for pupils with ALN through the greater ability for staff to develop specialisms across the school.  Feedback was received during the consultation period which suggested that this option would have less of an impact on pupils with ALN as there are currently more pupils with ALN attending Llanerfyl School compared with Banw School	Good		Choose an item.
<b>Gender reassignment</b>	N/A	Choose an item.		Choose an item.
<b>Marriage or civil partnership</b>	N/A	Choose an item.		Choose an item.
<b>Race</b>	The proposal would provide improved educational opportunities for all pupils, regardless of their race.  Some feedback was received during the consultation period which suggested that this option would have less of an impact on pupils from ethnic backgrounds other than White British as there are may be some pupils belonging to ethnic groups other than White British attending Llanerfyl School.	Neutral		Choose an item.

<i>Religion or belief</i>	Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School.	Neutral		Choose an item.
<i>Sex</i>	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
<i>Sexual Orientation</i>	N/A	Choose an item.		Choose an item.
<i>Pregnancy and Maternity</i>	N/A	Choose an item.		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				
PLASC, consultation report				

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

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	<u>What will be done to better contribute to positive or mitigate any negative impacts?</u>	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<i>Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<i><b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.</i>	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area.</p>	Neutral		Choose an item.
<i><b>Involvement (including Communication and Engagement):</b> Involving a diversity of the population in the decisions that affect them.</i>	<p>Discussions with two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council. Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Full consultation has been carried out in accordance with the requirements of the School Organisation Code, and a consultation report has been produced which outlines the findings of this consultation exercise. The consultation report will be taken into consideration by the council's Cabinet when determining how to proceed.</p>	Good		Choose an item.
<i><b>Prevention:</b> Understanding the root causes of issues to prevent them from occurring.</i>	The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.	Good		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<i><b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Choose an item.		Choose an item.
<b>Preventing Poverty:</b> Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
<b>Unpaid Carers:</b> Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Neutral		Choose an item.
<b>Safeguarding:</b> Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools.	Good		Choose an item.

Principle	How does the proposal impact on this principle?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at the two schools. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff and governors of the two affected schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Neutral	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.

**Source of Outline Evidence to support judgements**

PLASC, consultation report

## 8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
<b>Mitigation</b>		

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

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating

Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium	Ensure that pupil numbers and impact on the school's finances are closely monitored by both the school and the local authority, and actions are taken to address any related issues. Should the numbers fall to a point where the new school is unsustainable, further consideration will be required about the school's future.	Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	If the new school is unable to recruit a Headteacher, the authority would need to secure an alternative arrangement with another school e.g. shared headship.	Medium
Welsh Government may not provide capital funding for investment in a school of this size	High	If capital funding via the 21 <sup>st</sup> C Schools Programme is not available for this school, the authority would need to consider alternative sources of funding.	High
The current configuration of the school at Llanerfyl may cause challenges for the new school in relation to curriculum delivery following the introduction of the new curriculum	Medium	Capital investment in the school	Low
<b>Overall judgement (to be included in project risk register)</b>			
<b>Very High Risk</b>	<b>High Risk</b>	<b>Medium Risk</b>	<b>Low Risk</b>
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until early November.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	March 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to	September 2019	Shadow governing body established	

take forward the establishment of the new school			
<b>Portfolio Holder decision required</b>	No	<b>Date required</b>	
<b>Cabinet decision required</b>	Yes	<b>Date required</b>	Various stages during the process
<b>Council decision required</b>	No	<b>Date required</b>	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

## 11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

<b>Support Requirements</b>	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

## 12. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>
N/A	

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

<b>What additional evidence and data has informed the development of your proposal?</b>
N/A

## 14. On-going monitoring arrangements?

<b>What arrangements will be put in place to monitor the impact over time?</b>
N/A
<b>Please state when this Impact Assessment will be reviewed.</b>
This impact assessment will be reviewed at each stage of the process.

### 3. Equalities Impact Assessment

## Powys County Council



### Equality Impact Assessment (EqIA)

Separate impact assessments have been carried out for the two options within the proposal. These assessments are provided on the following pages.

#### 3.1 Option to establish a new school on the current site of Banw C.P. School

<b>Proposal</b>	<b>Option A:</b>  To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school either on the current site of Banw C.P. 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>	Joanna Cassey Dr Alec Clark
<b>Date of Assessment</b>	August 2018 Updated February 2019		
The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':			
<ul style="list-style-type: none"> <li><b>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</b></li> <li><b>(b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</b></li> <li><b>(c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</b></li> </ul>			
<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 proposal being assessed.	<p>The Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> <li>- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School</li> <li>- To establish the new school either <ul style="list-style-type: none"> <li>c. on the current site of Banw C.P. School <b>or</b></li> <li>d. on the current site of Llanerfyl C. in W. Foundation School</li> </ul> </li> </ul> <p>This assessment considers the impact of Option A – to establish a new school on the current site of Banw C.P. School.</p>
<b>2. OBJECTIVES</b>	
Please state the current business objectives of the change proposal.	<p>The reasons for establishing a new school on the current site of Banw C.P. School are as follows:</p> <ul style="list-style-type: none"> <li>- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education</li> <li>- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school</li> <li>- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area</li> <li>- Would minimise surplus places in the Dyffryn Banw area</li> <li>- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school</li> <li>- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision</li> <li>- The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site</li> <li>- The Banw building has been assessed as being more suitable for curriculum delivery purposes</li> <li>- There is access to a hall on site</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>- This is the larger site of the two and could easily accommodate all current pupils in the area</li> <li>- There are more facilities on this site e.g. indoor hall, dining hall, large playground and playing fields, plenty of parking</li> <li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li> <li>- Would reduce surplus places in the area</li> <li>- Would lead to a financial saving to the council</li> </ul>
<b>4. CORPORATE RELEVANCE</b>	
How does this change proposal relate to Vision 2025?	Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'
<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. <input checked="" type="checkbox"/>
	Service user satisfaction rates, broken down by the protected characteristics. <input type="checkbox"/>
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service. <input type="checkbox"/>
	Qualitative data gathered from those that are not currently using the service. <input type="checkbox"/>
	Complaints monitoring against the protected characteristics <input type="checkbox"/>
	Wider research reports and findings. <input type="checkbox"/>

	Relevant service based Equality Impact Assessment	
<b>5.2. Are there any gaps in the data?</b>	<p>Yes <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>N/A</p> <p>How will the gaps be addressed going forward?</p> <p>N/A</p>	No <input type="checkbox"/> <input checked="" type="checkbox"/>
<b>6. DATA ANALYSIS</b>		
<p><b>6.1 Quantitative</b></p> <p><b>Summarise the key quantitative data analysis results, providing key headline statistics.</b></p> <p>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><u>PLASC January 2018</u></p> <p><u>Banw C.P. School</u></p> <p>There are currently 26 pupils at Banw C.P. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> <li>- Free school meals: 3 pupils are eligible to receive free school meals</li> <li>- SEN: 5 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 0 pupils are on School Action Plus</li> <li>- Disabilities: 5 pupils have additional learning needs. No other pupils have any disabilities</li> <li>- English as an Additional Language – Welsh or English is the first language of all pupils in the school</li> <li>- Ethnicity: The ethnic group of all pupils in the school is White British</li> <li>- Looked after Children: There are no Looked After Children in the school</li> </ul> <p><u>Llanerfyl C. in W. (Foundation) School</u></p>	

	<p>There are currently 32 pupils in Llanerfyl C. in W. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> <li>- Free school meals: No pupils are eligible to receive free school meals</li> <li>- SEN: 9 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 4 pupils are on School Action Plus</li> <li>- Disabilities: 9 pupils have additional learning needs. No other pupils have any disabilities</li> <li>- English as an Additional Language – Welsh or English is the first language of all pupils in the school</li> <li>- Ethnicity: The ethnic group of 93.8% of pupils in the school is White British. Information has not been obtained for the remaining 6.2%</li> <li>- Looked after Children: There are no Looked After Children in the school</li> </ul> <p>This information shows that the proportion of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. However, 5 pupils currently attending Banw C.P. School and 9 pupils currently attending Llanerfyl C. in W. (Foundation) School have additional learning needs. In addition, a small number of pupils currently attending Banw C.P. School are eligible to receive free school meals. Whilst the ethnic group of the vast majority of pupils is White British, information has not been provided for 6.2% of pupils attending Llanerfyl C. in W. (Foundation) School. Information received from a parent suggests that these pupils belong to an ethnic group other than White British.</p> <p>The proposal to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, as they would need to attend a different site. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the Banw Valley area, including any pupils belonging to the protected characteristics group.</p>
<p><b><u>6.2 Qualitative</u></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</p>	<p>Consultation has been carried out on the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which included consultation with the school councils of the affected schools. The following issues were raised regarding the proposal's impact on pupils belonging to the protected characteristic groups:</p>

<p>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><u>Additional Learning Needs</u> – Comments received during the consultation period reflected general concern about the impact of the proposals on pupils with ALN due to the impact of moving to a bigger school / bigger classes. Comments received also reflected concern that this option would have a greater impact on pupils with ALN, as more pupils with ALN currently attend Llanerfyl C. in W. School.</p> <p><u>Ethnic Group</u> – Comments received during the consultation period reflected concern about the impact of this option on pupils belonging to ethnic groups other than White British, and concerns about discrimination of these pupils, and about the safety of these pupils, should the Council proceed with establishing a new school on the current site of Banw School.</p> <p><u>Religion</u> – Comments received during the consultation period raised concern that a new Church in Wales school established on the current site of Banw School would not have the same ethos as the current Church in Wales school on the Llanerfyl site. Also, whilst some comments were received which supported the potential establishment of a new Church in Wales School to serve the whole area, some comments were also received which raised concerns about this.</p>						
<p><b>7. EqIA RESULT</b></p> <p><b>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</b></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px; background-color: #009640; color: white;"> <b>The proposal does not present any adverse impact on equality.</b>  [Proceed to question 10] </td><td style="padding: 5px;"></td></tr> <tr> <td style="padding: 5px; background-color: #ffcc00; color: black;"> <b>The proposal presents some adverse impact on equality.</b>  [Proceed to question 8] </td><td style="padding: 5px; text-align: center;"><input checked="" type="checkbox"/></td></tr> <tr> <td style="padding: 5px; background-color: #ff0000; color: white;"> <b>The proposal presents significant impact on equality</b>  [Proceed to question 8] </td><td style="padding: 5px;"></td></tr> </table>	<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> [Proceed to question 8]	<input checked="" type="checkbox"/>	<b>The proposal presents significant impact on equality</b> [Proceed to question 8]	
<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> [Proceed to question 8]	<input checked="" type="checkbox"/>						
<b>The proposal presents significant impact on equality</b> [Proceed to question 8]							
<p><b>8. AREAS for IMPROVEMENT</b></p>							

<p><b>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</b></p> <ul style="list-style-type: none"> <li>i) Which protected characteristic groups are particularly affected?</li> <li>ii) Will people on low incomes be affected?</li> <li>iii) Will Welsh speakers be affected?</li> </ul>	<ul style="list-style-type: none"> <li>i) The proposal will impact on a small number of pupils with additional learning needs, and a small number of pupils belonging to an ethnic group other than White British.</li> <li>ii) A small number of pupils currently attending Banw C.P. School are eligible for Free School Meals.</li> <li>iii) As the proposals relate to the closure of two small Welsh-medium schools in order to establish one new Welsh-medium school, the proposal will affect Welsh speakers. As required by the Welsh Government's School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</li> </ul>
<h2>9. EQUALITY IMPROVEMENT</h2>	
<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> <ul style="list-style-type: none"> <li>i) Can the impact be mitigated, and how will this be done?</li> <li>ii) Does the proposal require modification to reduce or remove this impact?</li> <li>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</li> </ul>	<p>Should the proposal be implemented, a new Welsh-medium VA Church in Wales school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.</p> <p>The option to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, however it is acknowledged that there would also be an impact on pupils currently attending Banw C.P. School.</p> <p>Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Banw C.P. School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.</p>

	<p>Ethnic Group – The proposal to locate a new school on the current site of Banw C.P. School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority's view is that the proposal would not have a negative impact on them in the longer term.</p> <p>Free School Meals – a small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Banw C.P. School would have some impact on these pupils, it is unlikely that this impact would be negative. Pupils would continue to access the same school site, therefore there would be no additional travel implication for the pupils or their parents.</p> <p>Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School</p>	
<b>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</b>	<p><b>Yes</b> <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p><b>No</b> <input type="checkbox"/>✓</p> <p>If no, please explain why not: <b>Need was not identified at time of writing Service Strategy</b></p>

### 3.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

<b>Proposal</b>	<b>Option B:</b>  To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school either on the current site of Llanerfyl C. in W. (Foundation) 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>	Joanna Cassey Dr Alec Clark
<b>Date of Assessment</b>	August 2018 Updated February 2019		
The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':			
<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	The Council has carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:		

proposal being assessed.	<ul style="list-style-type: none"> <li>- To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School</li> <li>- To establish the new school either <ul style="list-style-type: none"> <li>e. on the current site of Banw C.P. School <b>or</b></li> <li>f. on the current site of Llanerfyl C. in W. Foundation School</li> </ul> </li> </ul> <p>This assessment considers the impact of Option B – to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School.</p>
<b>2. OBJECTIVES</b> Please state the current business objectives of the change proposal.	<p>The reasons for establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School are as follows:</p> <ul style="list-style-type: none"> <li>- Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education</li> <li>- Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school</li> <li>- Would provide a more efficient model of delivering primary education in the Dyffryn Banw area</li> <li>- Would minimise surplus places in the Dyffryn Banw area</li> <li>- Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school</li> <li>- The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision</li> <li>- Pupils numbers are slightly higher in Llanerfyl C. in W. (Foundation) School than in Banw C.P. School and are projected to remain higher</li> <li>- The building currently occupied by Llanerfyl C. in W. (Foundation) School has been assessed to be in a better condition than the building currently occupied by Banw C.P. School</li> <li>- Potential capital receipt to the authority from sale of the Banw C.P. School building</li> </ul>
<b>3. BENEFITS and OUTCOMES</b>	

i) What are the intended benefits or outcomes from the change proposal?	The benefits of the proposal are: <ul style="list-style-type: none"> <li>- Current numbers at Llanerfyl are slightly higher than Banw, therefore this would be a more convenient location for the majority</li> <li>- Current pupil projections at Llanerfyl are higher than Dyffryn Banw</li> <li>- Building is currently in a better condition than Banw</li> <li>- All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them</li> <li>- Would reduce surplus places in the area</li> <li>- Would lead to a financial saving to the council</li> </ul>	
<b>4. CORPORATE RELEVANCE</b>		
How does this change proposal relate to Vision 2025?	Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'	
<b>5. DATA USED</b>		
<b>5.1. What data has been used to conduct this assessment?</b>	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	<input checked="" type="checkbox"/>
<b>Tick/shade boxes as appropriate.</b>	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>	<p><b>Yes</b> <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>N/A</p> <p>How will the gaps be addressed going forward?</p> <p>N/A</p>	<b>No</b> <input type="checkbox"/> <input checked="" type="checkbox"/>
<b>6. DATA ANALYSIS</b>		
<p><b>6.1 Quantitative</b></p> <p><b>Summarise the key quantitative data analysis results, providing key headline statistics.</b></p> <p>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>iii) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>iv) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>		<p><u>PLASC January 2018</u></p> <p><u>Banw C.P. School</u></p> <p>There are currently 26 pupils at Banw C.P. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> <li>- Free school meals: 3 pupils are eligible to receive free school meals</li> <li>- SEN: 5 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 0 pupils are on School Action Plus</li> <li>- Disabilities: 5 pupils have additional learning needs. No other pupils have any disabilities</li> <li>- English as an Additional Language – Welsh or English is the first language of all pupils in the school</li> <li>- Ethnicity: The ethnic group of all pupils in the school is White British</li> <li>- Looked after Children: There are no Looked After Children in the school</li> </ul> <p><u>Llanerfyl C. in W. (Foundation) School</u></p>

	<p>There are currently 32 pupils in Llanerfyl C. in W. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> <li>- Free school meals: No pupils are eligible to receive free school meals</li> <li>- SEN: 9 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 4 pupils are on School Action Plus</li> <li>- Disabilities: 9 pupils have additional learning needs. No other pupils have any disabilities</li> <li>- English as an Additional Language – Welsh or English is the first language of all pupils in the school</li> <li>- Ethnicity: The ethnic group of 93.8% of pupils in the school is White British. Information has not been obtained for the remaining 6.2%</li> <li>- Looked after Children: There are no Looked After Children in the school</li> </ul> <p>This information shows that the proportion of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. However, 5 pupils currently attending Banw C.P. School and 9 pupils currently attending Llanerfyl C. in W. (Foundation) School have additional learning needs. In addition, a small number of pupils currently attending Banw C.P. School are eligible to receive free school meals. Whilst the ethnic group of the vast majority of pupils is White British, information has not been provided for 6.2% of pupils attending Llanerfyl C. in W. (Foundation) School. Information received from a parent suggests that these pupils belong to an ethnic group other than White British.</p> <p>The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, as they would need to attend a different site. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the Banw Valley area, including any pupils belonging to the protected characteristics group.</p>
<p><b><u>6.2 Qualitative</u></b>  <b>Summarise the key qualitative data analysis, providing key themes or patterns.</b></p>	<p>Consultation has been carried out on the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which included consultation with the school councils of the affected schools. The following issues were raised regarding the proposal's impact on pupils belonging to the protected</p>

<p>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>v) Do certain groups have a different service user experience? How will a change affect this?</li> <li>vi) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</li> <li>vii) What are the reasons behind some groups not using the service? How will a change affect this position?</li> <li>viii) What has consultation on your proposals revealed about impact on the protected characteristics?</li> </ul>	<p>characteristic groups:</p> <p><u>Additional Learning Needs</u> – Comments received during the consultation period reflected general concern about the impact of the proposals on pupils with ALN due to the impact of moving to a bigger school / bigger classes.</p> <p><u>Ethnic Group</u> – Comments received during the consultation period referred to the fact that pupils from ethnic groups other than White British attend Llanerfyl School.</p> <p><u>Religion</u> – Some comments received during the consultation period referred to positive aspects related to the current Church in Wales status of Llanerfyl School. However, whilst some comments were received which supported the potential establishment of a new Church in Wales School to serve the whole area, some comments were also received which raised concerns about this.</p>	
<b>7. EqIA RESULT</b>		
<p><b>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</b></p>	<p><b>The proposal does not present any adverse impact on equality.</b> [Proceed to question 10]</p>	
	<p><b>The proposal presents some adverse impact on equality.</b> [Proceed to question 8]</p>	✓
	<p><b>The proposal presents significant impact on equality</b> [Proceed to question 8]</p>	
<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>iv) Which protected characteristic groups are particularly affected?</p> <p>v) Will people on low incomes be affected?</p> <p>vi) Will Welsh speakers be affected?</p>	<ul style="list-style-type: none"> <li>i) The proposal will impact on a small number of pupils with additional learning needs, and a small number of pupils belonging to an ethnic group other than White British.</li> <li>ii) A small number of pupils currently attending Banw C.P. School are eligible for Free School Meals.</li> <li>iii) As the proposals relate to the closure of two small Welsh-medium schools in order to establish one new Welsh-medium school, the proposal will affect Welsh speakers. As required by the Welsh Government's School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</li> </ul>
<h2>9. EQUALITY IMPROVEMENT</h2>	
<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>iv) Can the impact be mitigated, and how will this be done?</p> <p>v) Does the proposal require modification to reduce or remove this impact?</p> <p>vi) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.</p> <p>The option to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, however it is acknowledged that they would also be an impact on pupils currently attending Llanerfyl C. in W. (Foundation) School.</p> <p>Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to</p>

	<p>meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.</p> <p>Ethnic Group – The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, these pupils would continue to attend the same school site, therefore the impact on them would be minimal. The aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group.</p> <p>Free School Meals – A small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet their needs. However there would be an additional travel implication. Whilst free home to school transport would be provided for the pupils to enable them to access the new school, there would be an additional travel implication for their parents to access any activities at the school.</p> <p>Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School</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>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input 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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## **4. Community Impact Assessment**

### **4.1 Banw C.P. School**

#### **i) Proportion of pupils from within / outside the catchment area that attend the school**

The closest Welsh-medium provider for the pupils that were attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School during the 2017-18 academic year was as follows:

<b>Closest Welsh-medium school</b>	<b>Pupils attending Banw C.P. School</b>	<b>Pupils attending Llanerfyl C. in W. (Foundation) School</b>	<b>Total</b>
Banw CP School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

This suggests that 25 out of the 26 pupils for whom Banw C.P. School is the closest Welsh-medium school attend this school, whilst one pupil attends Llanerfyl C. in W. (Foundation) School. In addition, one pupil that lives closer to another Welsh-medium school attends the school.

#### **ii) Other facilities or services provided by the school**

The school provides a range of after school clubs for all school pupils on Wednesday afternoons from 3.30pm – 4.30pm. Almost all pupils attend the clubs, and an attendance register is kept weekly. All after school clubs are held through the medium of Welsh, and develop skills learnt in the classroom. Members of the Governing Body and Friends of the School that have a DBS help with running these clubs, and past pupils also volunteer to help.

The following clubs were provided by members of the school's teaching staff, assisted by support staff and members of the Governing Body and Friends of the School:

- Cookery Club
- Coding Club
- Sports Club
- Gardening / Eco Club
- Urdd Club

A range of other extra-curricular activities are provided. These include the following:

- Rich tasks – at least one rich task is organised every term which promotes the Welsh language and provides an opportunity to invite the public and parents to be part of the work e.g. Afternoon Tea
- Brass and woodwind lessons
- Mile a day
- Eisteddfod y Foel, Urdd Eisteddfod, Powys Eisteddfod
- Cycling lessons
- 'Cwis Llyfrau' ('Books Quiz')
- Literary competitions such as Barddas (2018), Ymryson y Beirdd Bach in the Powys Eisteddfod
- Improving language skills – Llangrannog Urdd Camp (annually) and the Cardiff Urdd Camp (2018 and every other year)
- A variety of sports practices and competitions including cross country running, tag rugby, swimming, athletics, football and much more, including Urdd Sports and Dragon Sports
- The area's mobile library
- Visits by the IMPACT schools team to promote Christian values (optional)
- Cinema nights in school

### **iii) Other services accommodated by the school**

A number of other activites take place in the school. These include the following:

- Cwmni Theatr Ieuencid Maldwyn rehearse in the Hall and in the school every Thursday evening during the Autumn and Spring terms. Auditions are also held here during the Summer term.
- Merched y Wawr meetings – the school is used for regional meetings
- Governing Body meetings

- Dyffryn Banw Football Club use the school at weekends (facilities including showers which lead to changing areas within the school)
- The Local Authority hold meetings in the school e.g. regional meetings (Headteachers), governor training
- Harp workshops

**iv) Other use by the community of the school building**

The school is co-located with a community hall, which is used for a wide range of activities. These include the following:

- Funeral teas
- Performances by companies such as Theatr Arad Goch, Bara Caws, Opera Cymru
- Eisteddfod y Foel
- Dyffryn Banw YFC meet in the hall/school weekly
- Powys Eisteddfod will be held in the hall in 2019. Almost all sub-committee meetings are held in the hall
- The local Urdd Eisteddfod was held in the school in 2018 – no other school in the Caereinion cluster would have been able to accommodate this – large car park, two canteens, a stage, a hall, separate toilets for girls/boys/adults, a number of classrooms to hold prelims
- Pupils have arranged Welsh lessons and workshops by well known local people for parents and members of the public, starting in September 2018
- Entertainment evenings (e.g. Wedding Party to raise money for Cylch Meithrin Dyffryn Banw)
- Weddings / birthday parties

**v) Other links between the school and the community**

- As above. The community hall which is co-located with the school is used by a number of community organisations in the Dyffryn Banw area, and ensures strong links between the school and the Dyffryn Banw community.

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

- Banw C.P. School is co-located with Banw Community Hall. Whilst the current proposals relating to Banw C.P. School is not proposing any changes to the Community Hall, it is likely that there would be an impact on the Community Hall should there be no school provision on the site.

- There is no other facility in the Llangadfan / Foel area where the services currently provided by / accommodated in the school and community hall could be provided.
  - However, there is a Village Hall in the neighbouring village of Llanerfyl. It is possible that some of the services / activites provided could be accommodated here.
- vii) Distance and travelling time involved in attending an alternative school of the same language category**
- Should there be no school in Banw, additional travel would be required for pupils currently attending Banw C.P. School. Should a new school be located on the current site of Llanerfyl C. in W. (Foundation) School, additional travel would be required to access this site. However, a number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance to the alternative location is likely to have a minimal impact.
- viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported**

Should the Council proceed with any proposal relating to primary provision in the Banw Valley, every effort would be made to fully engage parents and pupils in the process of establishing the new school. By proposing to close the two schools and establish one new school, both current schools would have an equal opportunity to be involved in the new school, e.g. through membership of the shadow governing body, and all pupils currently attending the two schools would have an equal opportunity to participate in activities provided at the new school.

However, it is acknowledged that should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be additional travel distance for pupils / parents living closer to Banw C.P. School, which could impact their ability to access after school activities and other activities arranged by the school.

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

N/A

## **4.2 Llanerfyl C. in W. (Foundation) School**

- i) Proportion of pupils from within / outside the catchment area that attend the school**

The closest Welsh-medium provider for the pupils that were attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School during the 2017-18 academic year was as follows:

<b>Closest Welsh-medium school</b>	<b>Pupils attending Banw C.P. School</b>	<b>Pupils attending Llanerfyl C. in W. (Foundation) School</b>	<b>Total</b>
Banw CP School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

This suggests that all 29 pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium school attend this school. In addition, 3 pupils who live closer to other Welsh-medium schools attend this school.

## **ii) Other facilities or services provided by the school**

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

- Sports Clubs
- Gardening Club
- Cookery Club
- ICT Club
- Coding Club
- Urdd Club
- Art Club

A range of other extra-curricular activities are provided. These include the following:

- Instrumental lessons – brass and harp
- Fund raising for charity e.g. Macmillan coffee morning, Children in Need

- Harvest service in the Church, Christmas service in the Chapel
- Christmas party in the village hall
- Competing in the sports competitions – arranged by the local authority, the Urdd, and other local competitions
- Competing in local Eisteddfodau – Foel and the Urdd
- Taking part in ‘Plygain yr ifanc’
- Joint working with Cylch Meithrin held in Llanerfyl Village Hall
- Visits e.g. to Caereinion High School to see Candelas, Mudiad Meithrin Tour in Welshpool, shows in Theatr Hafren

**iii) Other services accommodated by the school**

- Opportunity for high school aged pupils to help with or lead clubs for their Baccalaureate, work experience
- A member of staff that has additional needs regularly comes to school to help in the kitchen
- A member of staff from the Cylch Meithrin helps in the school, which helps with transition between the Cylch and the school.

**iv) Other use by the community of the school building**

- Local children and young people use the schools external facilities regularly e.g. playing field, yard and park to socialise, play football and other sports
- The Cylch Meithrin held their Afternoon Tea on the school site, using the kitchen and playing field
- The school's Easter Bingo is held in the building and is attended by members of the community
- The end of term BBQ arranged by the Friends of the School is held on the school field and is a community event.

**v) Other links between the school and the community**

- The school uses facilities in the village, including the Church, the Chapel and the Hall
- Pupils attend clubs e.g. Dyffryn Banw football club, Llanfair Caereinion hockey club, Dance club, Gymnastics club
- The school provides integration between members of the community which is important as there is no shop, pub or café in the community.
- Friends of the school activities, coffee mornings held in the Village Hall and religious services held by the school in the Church and the Chapel
- The school / pupils support the Llanerfyl Fair every year
- The children receive easter eggs from the community every Easter

- Members of the community bring produce from their gardens to promote the children's education
- Representatives from the church come to the school to speak with the children and to take religious services. Visits from Impact bus
- Money is received annually from the Priscilla Foster Trust which was established to provide education to the children of Llanerfyl
- Links with the Cylch Meithrin which takes places in Llanerfyl – opportunity for Cylch Meithrin children to attend activities such as the Harvest Service, Sports day, Christmas party
- Members of the community come to school to prepare the children to compete at local eisteddfodau
- Over the last year, many members of the community have come to the school to inspire the children e.g. marathon runner Andrew Davies, John and Tom Ellis, craftsman Carwyn Owen, Sian James, Ben Dant, Mari Lovgreen
- Activities arranged by the school bring the community together e.g. Barbecue, Santes Dwynwen Dance, Bingo, Beetle Drive, Halloween Disco

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

- The building occupied by Llanerfyl C. in W. (Foundation) School is not owned by the Council – it is owned by the Priscilla Foster Trust. Should there be no school in Llanerfyl, the Trust would need to determine the building's future use.
- There is a Village Hall in Llanerfyl which is located on a separate site to the school. Should there be no school in Llanerfyl, it is unlikely that this would impact on the Village Hall, therefore the Hall would continue to be available to community activities.
- In addition, should a new school be established on the site currently occupied by Banw C.P. School, school provision for pupils living in Llanerfyl would be provided at this location, and this facility and the co-located community hall would continue to provide activities for the whole Dyffryn Banw area.

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

Should there be no school in Llanerfyl, additional travel would be required for pupils currently attending Llanerfyl C. in W. (Foundation) School. Should a new school be located on the current site of Banw C.P. School, additional travel would be required to access this site.

Whilst the distance between Llanerfyl C. in W. (Foundation) School and Banw C.P. School, and therefore the travel time between the two sites, is considered to be acceptable, many of the pupils that currently attend Llanerfyl C. in W. (Foundation) School live within the village of Llanerfyl, and therefore are able to walk or cycle to school. Should any new school be located on the site currently occupied by Banw C.P. School, these pupils would be unable to walk to school.

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

Should the Council proceed with any proposal relating to primary provision in the Banw Valley, every effort would be made to fully engage parents and pupils in the process of establishing the new school. By proposing to close the two schools and establish one new school, both current schools would have an equal opportunity to be involved in the new school, e.g. through membership of the shadow governing body, and all pupils currently attending the two schools would have an equal opportunity to participate in activities provided at the new school.

However, it is acknowledged that should a new school be established on the current site of Banw C.P. School, there would be additional travel for pupils / parents living closer to Llanerfyl C. in W. (Foundation) School, which could impact their ability to access after school activities and other activities arranged by the school.

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

N/A

#### **4.3 Issues raised during the consultation period**

Comments received during the consultation period expressed concern about the impact of the proposals on both communities involved. These concerns are listed in full in the consultation report published in respect of these proposals, however a summary of the impact on each community is provided below.

##### **4.3.1 Option to establish a new school on the site currently occupied by Banw C.P. School**

i) Impact on pupil travel

- Pupils who currently walk / cycle to Llanerfyl School would be unable to do so

- Increase in travel for pupils currently attending Llanerfyl School

ii) Impact on parents

- Establishing a new school on the Banw site would be inconvenient for parents as work commitments and other after school activities tend to be in the direction of Llanfair Caereinion, Welshpool, Newtown
- Having to take / collect children from school activities would be inconvenient for parents of pupils currently attending Llanerfyl School.

iii) General impact on the village of Llanerfyl

- Losing the school from Llanerfyl would have a negative impact on social activity in Llanerfyl
- Llanerfyl school brings the community together as there is no shop, café or pub in the village
- Activities arranged to support the school take place during the year, and are an opportunity for the community to come together
- The school has strong links to the Church, Cylch Meithrin and the wider community

iv) Impact on Llanerfyl Village Hall

- Concern about financial impact on the village hall following a reduction in use of the Hall
- Llanerfyl School makes regular use of the Village Hall for concerts, coffee mornings and other activities such as discos and beetle drives
- Comments were also received which suggested that closure of Llanerfyl School would not directly affect the Village Hall as the hall is not directly attached to the school.

#### **4.3.2 Option to establish a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School**

i) Impact on pupil travel

- Pupils living in Llanerfyl would be able to continue to walk / cycle to school
- Increase in travel for pupils currently attending Banw School

ii) Reference to use by community organisations of the building in which Banw School is located

- The building / adjoining hall are used by a number of community organisations:
  - o Dyffryn Banw Football Club
  - o Ysgol Theatr Maldwyn
  - o Powys Eisteddfod
  - o Merched y Wawr regional committee
  - o Urdd
  - o YFC
  - o Governor training / INSET training
  - o Theatre performances
  - o Sports clubs
- Concern about where these activities would take place should there be no school on the site and should this result in an impact on the community hall

iii) Concern about impact on the Community Centre

- Concern about implications for the Community Centre should there be no school on site
- Reference to complexities that would arise should there be no school on site due to the Community Centre's lease
- Concern about financial impact on the community centre should the school close

iv) General impact on the community

- Possible that closure of Banw School would not have such a big impact on the community as there are other facilities in Langadfan, e.g. a café, shop and pub
- Concern about impact on the area should the school close and the Council be unable to identify an alternative use / sell the site due to its prominent location on the main road.

## 4.4 Conclusion

### 4.4.1 Option to establish a new school on the current site of Banw C.P. School

Should a new school be established on the current site of Banw C.P. School, there would be no primary provision in the village of Llanerfyl. This could impact on the community of Llanerfyl through the school's involvement in activities in the village and links with the Llanerfyl community, and comments were raised during the consultation period which referred to the importance of Llanerfyl School within the community, particularly as there is no shop, café or

pub in the village, and that activities arranged by the school are an opportunity for the community to come together. However, should the Council proceed with this option, the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in Llanerfyl, the building currently occupied by the school would be returned to the Priscilla Foster Trust, who would determine its future use.

There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities. However, concerns were raised during the consultation period about the impact on the village hall due to loss of income from the school.

There would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School and other stakeholders to access a new school on the current site of Banw C.P. School. Whilst the additional distance is minimal, it is acknowledged that this would mean that pupils living in the village of Llanerfyl would no longer be able to walk / cycle to school. In addition, there would be an impact on parents, as the school would be located further away from them. For some parents, the Banw site could be less convenient, particularly if they work or need to transport pupils to activities in the alternative direction (Llanfair Caereinion, Welshpool, Newtown).

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

#### **4.4.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School**

Should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be no primary provision in the building currently occupied by Banw C.P. School. This could impact on the area of the Banw Valley currently served by this school, through involvement in school activities and links with the community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in the current Banw C.P. School building, the Council would need to determine how to use the building in the future. The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community

hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future. In particular, concerns were raised regarding the Community Centre's lease, and comments were received which reflected complexities which would arise should the Council proceed with this option, due to the Community Centre's lease, and concern was raised about the financial impact on the Community Centre should there be no school on site.

Ultimately, closure of the school at Banw could mean that the adjoining community centre would no longer be available for the community. Whilst it is acknowledged that a village hall would remain in the village of Llanerfyl, reference was made in the consultation responses to the wide range of community organisations which use the Community Hall at Banw, and concerns were raised about where raised about where these activities could take place should the Community Hall no longer be available.

Should a new school be located on the current Llanerfyl site, there would be an additional travel requirement for pupils currently attending Banw C.P. School and other stakeholders to access a new school on the current site of Llanerfyl C. in W. School. However, this additional travel would be minimal.

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

## **5. Welsh Language Impact Assessment**

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

### **5.1 Banw C.P. School**

#### **i) Standards in the Welsh language**

The following tables provide information about standards in Welsh at Banw C.P. School. Whilst this is useful as background information, the small number of pupils in each year group mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the school.

#### **Foundation Phase**

	<b>Number of Year 2 pupils</b>	<b>No. 5+</b>	<b>% 5+</b>	<b>No. 6+</b>	<b>% 6+</b>
<b>2014</b>	7	6	85.7%	2	28.6%
<b>2015</b>	4	4	100%	1	25%
<b>2016</b>	4	4	100%	2	50%
<b>2017</b>	7	7	100%	0	0%
<b>2018</b>	1	1	100%	1	100%

#### **Key Stage 2**

	<b>Number of Year 6 pupils</b>	<b>No. 4+</b>	<b>% 4+</b>	<b>No. 5+</b>	<b>% 5+</b>
<b>2014</b>	7	7	100%	4	57.1%
<b>2015</b>	2	2	100%	2	100%
<b>2016</b>	8	7	87.5%	4	50%
<b>2017</b>	3	3	100%	1	33.33%
<b>2018</b>	6	6	100%	3	50%

#### **Welsh Language Charter**

The school achieved the bronze award for the Welsh language Charter at the end of the summer term 2018, and are currently working on their silver scheme.

#### **ii) After school / extra-curricular activities which provide additional opportunities to use Welsh**

The school provides a range of after school clubs for all school pupils on Wednesday afternoons from 3.30pm – 4.30pm. Almost all pupils attend the clubs, and an attendance register is kept weekly. All after school clubs are held through the medium of Welsh, and develop skills learnt in the classroom. Members of the Governing Body and Friends of the School that have a DBS help with running these clubs, and past pupils also volunteer to help.

The following clubs were provided by members of the school's teaching staff, assisted by support staff and members of the Governing Body and Friends of the School:

- Cookery Club
- Coding Club
- Sports Club
- Gardening / Eco Club
- Urdd Club

A range of other extra-curricular activities are provided. These include the following:

- Rich tasks – at least one rich task is organised every term which promotes the Welsh language and provides an opportunity to invite the public and parents to be part of the work e.g. Afternoon Tea
- Brass and woodwind lessons
- Mile a day
- Eisteddfod y Foel, Urdd Eisteddfod, Powys Eisteddfod
- Cycling lessons
- ‘Cwis Llyfrau’ ('Books Quiz')
- Literary competitions such as Barddas (2018), Ymryson y Beirdd Bach in the Powys Eisteddfod
- Improving language skills – Llangrannog Urdd Camp (annually) and the Cardiff Urdd Camp (2018 and every other year)
- A variety of sports practices and competitions including cross country running, tag rugby, swimming, athletics, football and much more, including Urdd Sports and Dragon Sports
- The area's mobile library
- Visits by the IMPACT schools team to promote Christian values (optional)
- Cinema nights in school

**iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh**

A number of other Welsh language activities take place in the school. These include the following:

- Cwmni Theatr Ieuencid Maldwyn rehearse in the Hall and in the school every Thursday evening during the Autumn and Spring terms. Auditions are also held here during the Summer term.
- Merched y Wawr meetings – the school is used for regional meetings
- Governing Body meetings
- Dyffryn Banw Football Club use the school at weekends (facilities including showers which lead to changing areas within the school)
- The Local Authority hold meetings in the school e.g. regional meetings (Headteachers), governor training
- Harp workshops

The school is co-located with a community hall, which is used for a wide range of activities, many of which are held through the medium of Welsh. These include the following:

- Funeral teas
- Performances by companies such as Theatr Arad Goch, Bara Caws, Opra Cymru
- Eisteddfod y Foel
- Dyffryn Banw YFC meet in the hall/school weekly
- Powys Eisteddfod will be held in the hall in 2019. Almost all sub-committee meetings are held in the hall
- The local Urdd Eisteddfod was held in the school in 2018 – no other school in the Caereinion cluster would have been able to accommodate this – large car park, two canteens, a stage, a hall, separate toilets for girls/boys/adults, a number of classrooms to hold prelims
- Pupils have arranged Welsh lessons and workshops by well known local people for parents and members of the public, starting in September 2018
- Entertainment evenings (e.g. Wedding Party to raise money for Cylch Meithrin Dyffryn Banw)
- Weddings / birthday parties

**iv) Other links between the school and the Welsh language community**

As above. The community hall which is co-located with the school is used by a number of community organisations in the Dyffryn Banw area, and for a range of Welsh language activities serving the Dyffryn

Banw area and beyond, and ensures strong links between the school and the Welsh language community in Dyffryn Banw and beyond.

## **5.2 Llanerfyl C. in W. (Foundation) School**

### **i) Standards in the Welsh language**

The following tables provide information about standards in Welsh at Llanerfyl C. in W. (Foundation) School. Whilst this is useful as background information, the small number of pupils in each year group mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the school.

#### **Foundation Phase**

	<b>Number of Year 2 pupils</b>	<b>No. 5+</b>	<b>% 5+</b>	<b>No. 6+</b>	<b>% 6+</b>
<b>2014</b>	6	6	100%	3	50%
<b>2015</b>	4	4	100%	2	50%
<b>2016</b>	4	4	100%	1	25%
<b>2017</b>	1	1	100%	0	0%
<b>2018</b>	7	6	85.7%	1	14.3%

#### **Key Stage 2**

	<b>Number of Year 6 pupils</b>	<b>No. 4+</b>	<b>% 4+</b>	<b>No. 5+</b>	<b>% 5+</b>
<b>2014</b>	7	7	100%	3	42.9%
<b>2015</b>	5	5	100%	0	0%
<b>2016</b>	8	8	100%	5	62.5%
<b>2017</b>	8	8	100%	2	25%
<b>2018</b>	5	5	100%	2	40%

#### **Welsh Language Charter**

The school achieved the bronze award for the Welsh language Charter at the end of the summer term 2018, and are currently working on their silver scheme.

### **ii) After school / extra-curricular activities which provide additional opportunities to use Welsh**

The school is a Welsh-medium school, therefore all after-school clubs are provided in Welsh. The following after-school clubs are provided by the school:

- Sports Clubs
- Gardening Club
- Cookery Club
- ICT Club
- Coding Club
- Urdd Club
- Art Club

As a Welsh-medium school, extra-curricular activities are provided in Welsh. These include the following:

- Instrumental lessons – brass and harp
- Fund raising for charity e.g. Macmillan coffee morning, Children in Need
- Harvest service in the Church, Christmas service in the Chapel
- Christmas party in the village hall
- Competing in the sports competitions – arranged by the local authority, the Urdd, and other local competitions
- Competing in local Eisteddfodau – Foel and the Urdd
- Urdd activities
- Taking part in 'Plygain yr ifanc'
- Joint working with Cylch Meithrin held in Llanerfyl Village Hall
- Visits e.g. to Caereinion High School to see Candelas, Mudiad Meithrin Tour in Welshpool, shows in Theatr Hafren

As the majority of children come from Welsh speaking homes, Welsh is the natural language of the yard.

**iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh**

- The school provides an opportunity for high school aged pupils to take part in clubs, and to lead clubs as part of their Baccalaureate qualification.
- As part of the Welsh language Charter, it is intended that pupils will arrange for members of the community to receive Welsh lessons within the school building.
- Governors meetings are held in Welsh.

**iv) Other links between the school and the Welsh language community**

- The school is a central part of the community and village of Llanerfyl, which is a stronghold for the Welsh language.
- There are strong links with the Church, the Chapel, the Village Hall, the Cylch Meithrin and the Community Council.

### **5.3 Issues raised during the consultation period**

Comments received during the consultation period referred to the Welsh language impact of both options. These comments are listed in full in the consultation report published in respect of these proposals, however a summary of the impact on each community is provided below.

Estyn also referred to the impact of the proposals on the Welsh language in their response to the consultation, which is provided in the consultation report. In their response, Estyn stated that both options outlined in the consultation document ‘would contribute to realising Welsh Government’s strategy of achieving a million Welsh speakers by 2050.’

#### **5.3.1 Option to establish a new school on the site currently occupied by Banw C.P. School**

- There would be a greater impact on the Welsh language should there be no school in Llanerfyl
- Should there be no school in Llanerfyl, possible that parents would send their children to alternative, English-medium providers instead of the proposed new school
- Should there be no school in Llanerfyl, possible that Welsh speaking parents of pupils that currently attend Llanerfyl would send their children to alternative schools, which would mean that there would be less pupils from Welsh speaking homes at the school
- Concern that moving the school to Banw would weaken the Welsh language in the area
- The majority of Banw pupils come from homes where no Welsh is spoken

#### **5.3.2 Option to establish a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School**

- The majority of Llanerfyl pupils come from homes where at least one parent speaks Welsh, so Welsh is the natural language of the school
- Llanerfyl is the strongest area in terms of speaking Welsh – it’s important that the Welsh medium primary school is located in the most Welsh area

## **5.4 Conclusion**

### **5.4.1 Option to establish a new school on the current site of Banw C.P. School**

The Banw Valley area is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

Implementation of this option would mean that there would be no provision in the village of Llanerfyl. There is a risk that some pupils would choose to attend alternative provision instead of the new Welsh-medium school, which could include English-medium provision. However a number of pupils from the Banw Valley area already travel to Llanfair Caereinion to access English-medium provision. It is also possible that the provision of a larger school would encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

### **5.4.2 Option to establish a new school on the current site of Llanerfyl C. in W. Foundation School**

The Banw Valley is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

This option would mean that there would be no provision in the building currently occupied by Banw C.P. School. However, there would be provision in Llanerfyl. This would be a larger school, which would be more sustainable for the future. A number of pupils from the Banw Valley area currently travel to Llanfair Caereinion to access English-medium provision. It is possible that the provision of a larger school could encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

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