

Public Document Pack



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CABINET

Tuesday, 17th December, 2024

SUPPLEMENTARY PACK

1.	SCHOOLS DELEGATED FUNDING 2025/26
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Impact Assessment
(Pages 3 - 28)

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Impact Assessment

Schools Delegated Funding 2025/26



Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

Before you begin, please read through the guidance found [here](#) in English, and [here](#) in Welsh.

1. Proposal Information

* Required

Author Name	Anwen Orrells
Head of Service	Anwen Orrells
Portfolio Holder	Councillor Pete Roberts
Proposal title	Schools Delegated Funding 2025/26
Description of proposal *	To provide an update on the proposed funding for Schools Delegated budgets within the Council’s draft Financial Resource Model, which will form part of the 2025/26 budget setting process, and will include scrutiny and budget approval in February 2025.

2. Savings and Consultation

* Required

Profile of savings delivery

2024-25	2025-26	2026-27	2027-28	2028-29	2029+	Total Savings
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

Further information

The proposal seeks Cabinet approval to fully fund the schools previously consulted and agreed funding formula. This includes fully funding schools pay and price pressures in 2025/26, along with the unfunded pressures for 2024/25. The pay and price pressures within the proposal equate to £5.277 million.

Consultation requirements

Consultation required? *	No
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Union consultation date	[Click or tap to enter a date.]
Staff consultation date	[Click or tap to enter a date.]
Public consultation date	[Click or tap to enter a date.]
Consultation plan (or justification where no consultation is required)	
Schools delegated funding formulas for primary, secondary / all age and special schools have previously undergone full consultation and scrutiny and have been agreed by the Cabinet.	

3. Impact on other service areas, geographical areas, and data protection ⁱ

* Required

3a. Impact on other service areas *

- Digital Services
- Childrens Services
- Adult Services
- Business Intelligence and Governance
- People
- Finance
- Legal and Monitoring
- Economy and Climate
- Housing Services
- Highways, Transport & Recycling
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Community Wellbeing
- Strategic Partners, e.g PTHB, RPB

If you selected “Strategic Partners”, please specify the strategic partners below

[Click or tap here to enter text.]

3b. Impact on geographical locations *

- All Powys
- Llanfyllin
- Welshpool and Montgomery
- Machynlleth
- Llanfair Caereinion
- Newtown
- Llanidloes
- Llandrindod and Rhayader
- Knighton and Presteigne
- Builth and Llanwrtyd
- Hay and Talgarth
- Brecon
- Crickhowell
- Ystradgynlais



3c. Data protection impact assessment i

Will the proposal involve processing the personal details of individuals? *	No
Is Powys County Council the data controller? *	Yes

If you answered yes to either question above then please ensure you have completed, as a minimum, the screening questions on the data protection impact assessment.

For further advice please contact the [Information Compliance Team](#).

Further information

[Click or tap here to enter text.]

4. Impact on well-being goals including Welsh language and equalities

* Required

4a. A prosperous Wales

Impact *	Fully funding the formula will support all schools across Powys to deliver a broader and well considered academic and vocational curriculum offer for all groups of learners and therefore improve learner skills and employment opportunities.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

4b. A resilient Wales

Impact *	Increasing funding for schools can significantly contribute to a more resilient Wales by enhancing educational resources, providing better teacher training and support, and improving support services for learners. It also allows for infrastructure improvements, fostering safer and more conducive learning environments. Additionally, better-funded schools can engage more effectively with their communities, support educational research, and implement innovative programmes that address local challenges and promote sustainability. By offering a broader curriculum and support i.e. for young carers through adoption of the young carers charter, schools can help develop young people's skills needed for future employability. By addressing these areas, schools can play a pivotal role in building a more resilient and sustainable future for Wales.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

4c. A healthier Wales

Impact *	Increasing funding for schools can significantly contribute to a healthier young population and a healthier Wales by enhancing both physical and mental well-being. With more resources, schools can develop bespoke support programmes and provide better access to support services, helping learners understand what makes them healthy. This includes teaching children to make healthy choices for the future. Improved funding allows for a broader curriculum that includes physical education, mental health education, and wellness programmes, which are crucial for developing lifelong healthy habits. Additionally, schools can offer more opportunities for physical activities and extracurricular programmes that promote overall well-being. By addressing these areas, schools can have a long-term impact on individual and national health, fostering a healthier and more resilient Wales.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

4d. A Wales of cohesive communities

Impact *	Increasing funding for schools can significantly enhance community cohesion in Wales by fostering greater community involvement and creating safer, more inclusive spaces. With additional resources, schools can develop and support local initiatives that encourage community participation and engagement. This includes providing opportunities for young people to connect with community groups and participate in local activities, which helps build a sense of belonging and mutual support.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

4e. A globally responsible Wales

Impact *	Increasing funding for schools will have a positive impact on achieving a globally responsible Wales by equipping learners with the knowledge and skills needed to address global challenges. With more resources, schools can offer a broader curriculum that includes education on sustainability, global citizenship, and cultural awareness. This prepares learners to think critically about global issues and act responsibly. By promoting values such as environmental stewardship, social justice, and ethical decision-making, schools can cultivate a generation of informed and responsible global citizens. Educated future generations will be better equipped to contribute to a globally responsible Wales, ensuring that the nation plays a positive role on the world stage.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4f. A Wales of vibrant culture and thriving Welsh language i

Using Welsh i

Impact *	<p>Increasing funding for schools will help build a Wales of vibrant culture and a thriving Welsh language by providing the resources needed to promote and integrate cultural education and language learning into the curriculum. With more funding, schools can offer enhanced Welsh language programmes, ensuring that learners become proficient and confident in using the language. This can include hiring more Welsh-speaking teachers, developing engaging language resources, and offering immersive experiences. Additionally, schools can support cultural initiatives that celebrate Welsh heritage, arts, and traditions, fostering a sense of pride and cynefin / identity among learners. By creating an environment where the Welsh language and culture are actively promoted and celebrated, schools can play a crucial role in preserving and revitalising these important aspects of Welsh identity. Furthermore, increased funding will provide curriculum opportunities aligned with the Curriculum for Wales, ensuring that cultural and linguistic education is an integral part of learners' learning experiences.</p> <p>Moreover, increased funding will create more opportunities for individuals to use the Welsh language in everyday life, enhance Welsh language learning within the community, and expand its use in the workplace. This will support the ambition of reaching a million Welsh speakers by 2050 and improve the ability to recruit Welsh-speaking teachers for our schools. Additionally, it will ensure that Welsh-speaking service users receive the same high standard of service as those who use English.</p>
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Promoting Welsh

Impact *	Increasing funding for schools will provide better opportunities to promote the Welsh language by enabling the development and expansion of comprehensive Welsh language programmes. With additional resources, schools can hire more Welsh-speaking teachers, create engaging and immersive language learning experiences, and develop high-quality educational materials. This funding will also support extracurricular activities and community initiatives that encourage the use of Welsh outside the classroom, fostering a more bilingual environment. Enhanced funding will allow for the integration of the Welsh language into various subjects and everyday school activities, making it a natural part of learners' lives. Furthermore, it will support professional development for teachers, ensuring they are well-equipped to teach Welsh effectively. By creating a supportive and resource-rich environment, schools can play a crucial role in promoting the Welsh language, contributing to the goal of reaching a million Welsh speakers by 2050.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Sports, Art & Recreation

Impact *	<p>Increasing funding for schools will encourage more young people to participate in sports, arts, and recreational activities by providing the necessary resources and facilities to support these programmes. With additional funding, schools can improve and expand their sports facilities, purchase better equipment, and offer a wider range of physical activities, making it easier for learners to find something they enjoy. Similarly, enhanced funding can support arts programmes by providing materials, instruments, and opportunities for learners to explore various forms of creative expression. Schools can also offer more extracurricular clubs and activities, giving learners diverse options to engage in recreational pursuits.</p> <p>Moreover, these opportunities can be extended to involve the community, fostering a stronger connection between schools and local residents. By opening up school facilities for community use and organising events that encourage community participation, schools can create a vibrant hub for sports, arts, and recreation. This not only benefits learners but also promotes a sense of community cohesion and engagement. Ultimately, increased funding will help foster a culture of active participation and personal growth among young people and the wider community. </p>
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

4g. A more equal Wales

Age

Impact *	<p>Increasing funding for schools will result in a more equal Wales by providing all learners with access to high-quality education and resources, regardless of their age. With additional funding, schools can offer more comprehensive support services, such as tutoring, counselling, and special education programs, ensuring that every learner has the opportunity to succeed. Enhanced funding can also help bridge the gap between schools in different areas, providing equal access to modern facilities, technology, and extracurricular activities.</p> <p>Moreover, increased funding allows for the implementation of inclusive educational practices that cater to diverse learning needs and promote equity. Schools can develop programmes that specifically address the needs of disadvantaged or marginalised groups, helping to level the playing field. By investing in teacher training and professional development, schools can ensure that educators are equipped to support all learners effectively. This will enable schools to make sure all pupils reach their potential, regardless of their background or circumstances.</p> <p>Additionally, better-funded schools can engage more with their communities, fostering partnerships that support students and families, and creating a more inclusive and supportive environment. By addressing these areas, increased funding for schools can help create a more equitable education system, contributing to a fairer and more equal Wales.</p>
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Disability

Impact *	<p>Increasing funding for schools will result in a more equal Wales by providing all learners with access to high-quality education and resources, regardless of any disability. With additional funding, schools can offer more comprehensive support services, such as tutoring, counselling, and special education programs, ensuring that every learner has the opportunity to succeed. Enhanced funding can also help bridge the gap between schools in different areas, providing equal access to modern facilities, technology, and extracurricular activities.</p> <p>Moreover, increased funding allows for the implementation of inclusive educational practices that cater to diverse learning needs and promote equity. Schools can develop programmes that specifically address the needs of disadvantaged or marginalised groups, helping to level the playing field. By investing in teacher training and professional development, schools can ensure that educators are equipped to support all learners effectively. This will enable schools to make sure all pupils reach their potential, regardless of their background or circumstances. Additionally, better-funded schools can engage more with their communities, fostering partnerships that support students and families, and creating a more inclusive and supportive environment. By addressing these areas, increased funding for schools can help create a more equitable education system, contributing to a fairer and more equal Wales.</p>
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Gender Reassignment

Impact *	Increasing funding for schools will significantly enhance their ability to support learners who are changing gender from the one assigned at birth. With additional resources, schools can provide comprehensive training for teachers and staff on gender identity and inclusion, ensuring they are well-equipped to support transgender learners. Enhanced funding will also allow for the expansion of counselling and mental health services, offering personalised support to help transgender learners navigate their transition. Schools can develop and implement inclusive policies that protect the rights of transgender students, such as anti-bullying measures and the use of preferred names and pronouns. Additionally, increased funding can support the creation of educational materials that promote understanding and acceptance of gender diversity, fostering a more inclusive school culture. By establishing safe spaces and support groups, schools can provide a sense of belonging for transgender students. Engaging with parents, carers, and the wider community will further build a supportive network, ensuring consistent support both at school and at home.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership

Impact *	Increasing funding for schools will help develop learners' understanding of relationships by providing the resources needed to implement comprehensive relationship education programmes. With additional funding, schools can create and integrate relationship education into the curriculum, covering topics such as healthy relationships, consent, communication skills, and emotional intelligence. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to effectively teach these subjects. Schools can expand counselling and support services to help learners navigate personal relationships and provide guidance on managing conflicts and building healthy connections. Additionally, schools can organise workshops and programmes that focus on relationship skills, involving experts and community organisations to provide diverse perspectives and practical advice. Engaging parents and carers in these initiatives ensures that learners receive consistent messages about healthy relationships both at school and at home. By addressing these areas, increased funding will enable schools to provide a well-rounded education that helps learners develop a deeper understanding of relationships, fostering healthier and more respectful interactions throughout their lives.
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Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Race

Impact *	<p>Increasing funding for schools will enhance young people’s understanding of race and nationality by providing the resources needed to implement comprehensive and inclusive education programmes. With additional funding, schools can integrate lessons on race, nationality, and cultural diversity into the curriculum, ensuring that learners learn about different cultures, histories, and perspectives. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to address these topics sensitively and effectively. Schools can provide diverse educational materials, including books, media, and guest speakers, that reflect a wide range of cultures and experiences. Additionally, schools can organise cultural events, workshops, and exchange programmes that celebrate diversity and promote intercultural understanding. Creating safe and inclusive environments where learners can discuss and explore issues related to race and nationality openly and respectfully is also crucial. By fostering partnerships with community organizations and leaders, including developing work with DARPL, schools can provide learners with real-world insights and experiences related to race and nationality.</p>
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Religion or belief

Impact *	Extra funding for schools will promote understanding and acceptance of different religions and beliefs. With additional funding, schools can integrate lessons on various religions and belief systems into the curriculum, ensuring that learners learn about different faiths, practices, and worldviews. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to teach about different religions and beliefs sensitively and accurately. Schools can provide diverse educational materials, including books, media, and guest speakers, that represent a wide range of religious and belief systems. Creating safe and inclusive environments where learners can discuss and explore issues related to religion and belief openly and respectfully is also crucial.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact *	Extra funding for schools will support in ensuring learners are treated fairly by providing the resources needed to implement comprehensive gender equality initiatives. With additional funding, schools can integrate gender equality education into the curriculum, teaching learners about gender stereotypes, biases, and the importance of equality. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to promote gender equality and address gender-related issues sensitively and effectively. Schools can expand counselling and support services to address the specific needs of learners, ensuring that they receive the support they need to succeed. Additionally, schools can provide equal opportunities to participate in sports, arts, and other extracurricular activities, promoting a balanced and inclusive environment. Developing and enforcing inclusive policies, such as anti-discrimination measures and equal access to resources and opportunities, is also crucial. By fostering partnerships with organisations that promote gender equality, schools can provide learners with role models and real-world insights into gender issues.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact *	Extra funding for schools will support positive development in sexual orientation and how people feel and act in respect of individuals of the same sex, opposite sex, or both sexes by providing the resources needed to implement comprehensive and inclusive education programmes. With additional funding, schools can integrate comprehensive sex education into the curriculum that includes information on sexual orientation, respect for diversity, and healthy relationships. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to address these topics sensitively and effectively, promoting an inclusive classroom environment. Schools can expand counselling and support services to provide personalised support for learners exploring their sexual orientation, ensuring they feel safe and accepted. Additionally, schools can develop and enforce policies that protect the rights of LGBTQ+ learners, such as anti-bullying measures and the use of inclusive language.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact *	Extra funding for schools will support young people's understanding of pregnancy and maternity by providing the resources needed to implement comprehensive and inclusive education programmes. With additional funding, schools can integrate detailed lessons on pregnancy, maternity, and reproductive health into the curriculum, ensuring that learners receive accurate and thorough information. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to address these topics sensitively and effectively. Schools can expand counselling and support services to provide personalised guidance for learners who may have questions or concerns about pregnancy and maternity. Additionally, schools can offer workshops and seminars led by healthcare professionals to provide real-world insights and practical advice. By creating a supportive and informative environment, schools can help learners develop a deeper understanding of pregnancy and maternity, promoting informed and responsible decision-making.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.

Mitigated Rating	[Choose an item.]
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Socio-economic Duty

Impact *	<p>More funding for schools can support social and economic duty by providing the resources needed to implement programmes and initiatives that promote social responsibility and economic understanding among learners. With additional funding, schools can integrate lessons on social responsibility, financial literacy, and economic principles into the curriculum, helping learners understand their roles and responsibilities in society and the economy. Enhanced funding will also allow for professional development for teachers, equipping them with the knowledge and skills to teach these subjects effectively and inspire learners to engage with social and economic issues. Schools can support clubs, projects, and activities that focus on community service, entrepreneurship, and economic awareness, providing students with practical experiences and opportunities to apply their knowledge.</p> <p>Additionally, increased funding will enable schools to embed the RADY (Raising Aspirations, Raising Attainment) programme more effectively. The RADY programme focuses on closing the attainment gap by raising the aspirations and academic performance of disadvantaged learners. With more resources, schools can implement targeted interventions, provide additional support and mentoring, and create a more inclusive learning environment. This ensures that all learners, regardless of their background, have the opportunity to succeed and reach their full potential.</p>
Impact Rating *	[Very good]
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

4h. Evidence

[Click or tap here to enter text.]

5. Impact on key guiding principles & workforce ⁱ

* Required

5a. Sustainable development principles

Long-term ⁱ

Impact *	Increased funding for schools will have a positive impact on key guiding principles and the workforce by providing the resources needed to uphold educational values and prepare learners for future careers. With additional funding, schools can enhance the quality of education by improving teaching materials, technology, and facilities, ensuring that all learners receive a high-standard education that aligns with principles such as equity, inclusivity, and excellence. Investing in professional development for teachers will equip them with the latest pedagogical skills and knowledge, supporting continuous improvement and professional growth. Expanded support services, including counselling, special education, and career guidance, will address the diverse needs of learners, providing holistic support to ensure every learner can succeed. Developing a curriculum that includes essential skills for the modern workforce, such as critical thinking, problem-solving, and digital literacy, will prepare learners to meet the demands of the evolving job market and technological trends. Strengthening partnerships with local businesses and industries will provide learners with real-world experiences, internships, and apprenticeships, ensuring they are well-prepared for the workforce.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Collaboration i

Impact *	Increasing funding for schools will drive collaboration and, in turn, improve educational standards by providing the necessary resources to foster partnerships and collaborative initiatives. With additional funding, schools can invest in professional development for teachers, equipping them with the skills to work together effectively and share best practices. Enhanced funding will also support the creation of school-to-school networks, allowing institutions to collaborate on projects, share resources, and learn from each other's successes. By fostering partnerships with local businesses, non-profits, and community organizations, schools can provide learners with real-world experiences and opportunities to work collaboratively on various challenges. Additionally, increased funding can support the development of collaborative learning environments and extracurricular activities that encourage teamwork and problem-solving.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Involvement (including Communication & Engagement) i

Impact *	In developing our proposal, we have actively involved a wide range of stakeholders through various working groups and collaborative efforts to ensure a comprehensive and well-rounded approach. This includes headteachers, who bring invaluable insights from their day-to-day leadership and management of schools. Additionally, members of the governing body have played a crucial role, offering strategic oversight and ensuring that the proposal aligns with broader educational goals and community needs. We have also consulted with trade unions and the school budget forum to gather a wide range of perspectives and ensure that financial and labour considerations are thoroughly addressed. Furthermore, we have sought external expert views from consultants outside the local authority to provide additional insights and expertise. By engaging these key individuals and groups in working groups and collaborative discussions, we have crafted a proposal that reflects the experience and expertise of those directly involved in the education sector, ensuring it is both practical and impactful.
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

Prevention

Impact *	The Schools' Delegated Budget was not fully funded for pay and price pressures in 2023/24 and in 2024/25 and had to bear the significant in-year inflation on utility costs during 2022/23 without any additional funding. Where possible, the expectation was that schools used their reserves to cover these additional costs in the short term only, as reserves can only be used once. This has resulted in the cumulative school reserves moving from a balance of £9 million at 1 April 2022 to a balance of £0.9 million at 31 March 2024.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Integration

Impact *	The Council has a Statutory duty to deliver an education for children and young people of statutory school age.
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5b. Impact on the workforce

Impact *	Extra funding for schools can significantly enhance the school workforce by supporting the long-term wellbeing of leaders, fostering a strong teaching workforce, and providing comprehensive professional learning opportunities. With additional resources, school leaders can access professional development, coaching, and wellbeing programmes, helping them manage stress and maintain a healthy work-life balance. Ongoing training ensures that teachers are well-equipped to teach a range of subjects in both English and Welsh, which is particularly important in bilingual regions like Powys. Furthermore, increased funding allows for the development of support staff through training programmes, enhancing their skills and effectiveness.
Impact Rating *	Very good

Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

5c. Welsh language impact on Staff i

Impact *	<p>Extra funding for schools can have a significant positive impact on the Welsh language and the staff involved in its teaching. With additional resources, schools can invest in professional development programmes specifically aimed at enhancing teachers' proficiency in Welsh. This ensures that educators are well-equipped to teach a range of subjects in both Welsh and English.</p> <p>Additionally, support staff, such as teaching assistants and administrative personnel, can receive training to enhance their Welsh language skills, ensuring that the entire school environment supports bilingualism. This holistic approach fosters a strong Welsh language culture within the school, benefiting both staff and students.</p>
Impact Rating *	Very good
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

5d. Impact on apprenticeships i

Impact *	N/A
Impact Rating *	Neutral
Mitigation	[Click or tap here to enter text.]
Mitigated Rating	[Choose an item.]

5e. Evidence i

[Click or tap here to enter text.]

6. Likelihood and risks i

* Required

Risk 1

Risk 1					
Not fully funding the funding formula will negatively impact on school leadership capacity and wellbeing					
Likelihood score	5	Impact score	4	Risk rating	20
Mitigation					
By fully funding the funding formula, leaders will be able to focus on their key responsibilities of supporting strong professional learning of staff to ensure strong learning and wellbeing provision across the school, rather than the continuous significant pressure placed upon them in delivering stressful management of change processes.					
Residual likelihood score	2	Residual impact score	2	Residual risk rating	4

Risk 2

Risk 3

7. Overall summary and judgement

Outline assessment *

It is advised that Cabinet approve the inclusion in the FRM for school inflation - pay, non-pay and demographic pressures within the Finance Resource model for 2025/26 as set out in the table in Section 4, along with the additional unfunded pressures from 2024/25. This advice is based on the following requirements:

- To achieve Powys's agreed education vision of "All children and young people in Powys will experience a high-quality, inspiring education to help develop the knowledge, skills and attributes that will enable them to become healthy, personally fulfilled, economically productive, socially responsible and globally engaged citizens of 21st century Wales" will be achieved to secure a strong future for Powys and its residents
- Fully fund the agreed formula to deliver an appropriate level of education to support learner progress and wellbeing
- Recent significant pressures identified by the Inspectorate, independent consultants and officers, as well as expressed by headteachers, and governing bodies to support strong staff wellbeing and effective leadership to focus leadership energies and capacity on ensuring effective professional learning to improve standards of teaching and learning and therefore learner experience and progress across Powys schools
- To support schools to meet statutory requirements
- Ability of the Local Authority to hold schools to account to deliver on balanced budgets, based on a fully funded and supported formula
- Substantial movement in meeting leadership and teaching and learning concerns raised in Estyn school recommendations
- In year positions manageable and a reduction in future year deficits
- Reduced redundancy costs and ongoing teachers' pension strain for the Local Authority.

8. Additional evidence

[Click or tap here to enter text.]

9. Monitoring arrangements *

School budgets are monitored on an ongoing cycle by the Finance, HR and School Improvement team to ensure that budgets are balanced and fulfil statutory duties.

Review date *

[01/05/2025]

10. Signoff

You can now close this word document down and return to the app or re-open the app by clicking [here](#). From the app you need to sign off the Impact Assessment. You can do this in the 'Manage Assessments' section. Select the Impact assessment you want to mark as complete, and the app will then send to the named Head of Service automatically.

You can view the current signoff status of the document below, but signoff can only be done in the app.

Author signoff	Anwen Orrells
Head of Service signoff	Anwen Orrells
Portfolio Holder signoff	Not signed off by Councillor Pete Roberts

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