

Cabinet

Meeting Venue
**Committee Room A - County Hall,
Llandrindod Wells, Powys**

Meeting date
Tuesday, 22 November 2016

Meeting time
1.00 pm

For further information please contact
Stephen Boyd
01597 826374
steve.boyd@powys.gov.uk



County Hall
Llandrindod Wells
Powys
LD1 5LG

16 November 2016

AGENDA

1.	APOLOGIES	C213- 2016
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To receive apologies for absence.

2.	MINUTES	C214- 2016
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To authorise the Chair to sign the minutes of the last meeting held as a correct record.

(Pages 5 - 10)

3.	DECLARATIONS OF INTEREST	C215- 2016
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To receive any declarations of interest from Members relating to items to be considered on the agenda.

4.	WELSHPOOL TOWN PRIMARY EDUCATION	C216- 2016
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To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education.

(Pages 11 - 178)

5.	SCHOOLS TRANSFORMATION PROGRAMME - FORWARD PLAN 2016 - 18	C217- 2016
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To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education.

(Pages 179 - 184)

6.	UNLICENSED SCHOOL BUDGETS	C218- 2016
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To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education and County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 185 - 198)

7.	WELSH IN EDUCATION STRATEGIC PLAN (WESP) 2017-20	C219- 2016
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To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education.

(Pages 199 - 242)

8.	JUDGES LODGINGS PRESTEIGNE COMMUNITY ASSET TRANSFER	C220- 2016
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To consider a report by County Councillor Graham Brown, Portfolio Holder for Commissioning and Procurement, County Councillor Rosemarie Harris, Portfolio Holder for Property Buildings and Housing and County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 243 - 262)

9.	COUNCIL TAX BASE	C221- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 263 - 270)

10.	FINANCIAL OVERVIEW AND FORECAST AS AT 30TH SEPTEMBER 2016	C222- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 271 - 294)

11.	WORKWAYS+ POWYS PROJECT	C223- 2016
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To consider a report by County Councillor Avril York, Portfolio Holder for Planning and Regeneration.

(Pages 295 - 300)

12.	SCRUTINY OBSERVATIONS ON THE CSSIW IMPROVEMENT OBJECTIVES	C224- 2016
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To receive and consider the observations of the Adult Social Care Scrutiny Group on the implementation of the CSSIW improvement objectives.

(Pages 301 - 306)

13.	STRATEGIC OVERVIEW BOARD - SUMMARY REPORT	C225- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance and Performance.

(Pages 307 - 316)

14.	TREASURY MANAGEMENT QTR 2 REPORT	C226- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 317 - 336)

15.	CORRESPONDENCE	C227- 2016
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To receive such correspondence as in the opinion of the Leader is of such urgency as to warrant consideration.

16.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C228- 2016
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To note the delegated decisions taken since the last meeting.

(Pages 337 - 338)

17.	FORWARD WORK PROGRAMME	C229- 2016
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To consider the Cabinet forward work programme.

(Pages 339 - 344)

18.	EXEMPT ITEMS	C230- 2016
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The Monitoring Officer has determined that category 1 of the Access to Information Procedure Rules applies to the following item. His view on the public interest test (having taken account of the provisions of Rule 11.8 of the Council's Access to Information Rules) was that to make this information public would disclose personal data relating to an individual in contravention of the principles of the Data Protection Act. Because of this and since there did not appear to be an overwhelming public interest requiring the disclosure of personal data he felt that the public interest in maintaining the exemption outweighs the public interest in disclosing the information. Members are asked to consider these factors when determining the public interest test, which they must decide when considering excluding the public from this part of the meeting.

19.	FUTURE DELIVERY MODEL FOR INTERNAL AUDIT SERVICES	C231- 2016
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To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 345 - 352)

C214- 2016

MINUTES OF A MEETING OF THE CABINET HELD AT COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON TUESDAY, 1 NOVEMBER 2016

PRESENT

County Councillor W B Thomas (Chair)

County Councillors R G Brown, J H Brunt, M R Harris, E A Jones, W T Jones and
W J T Powell

In attendance: County Councillors KW Curry, SC Davies, CJ Gibson-Watt, H. Lewis, K
Roberts-Jones and GSI Williams.

The Leader welcomed Colin Davies and Justine Morgan from Wales Audit Office to
the meeting.

1.	APOLOGIES	C199- 2016
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Apologies for absence were received from County Councillors SM Hayes and EA
York and from County Councillor DR Jones, Chair of the People Scrutiny
Committee, County Councillor MC Mackenzie, Vice-Chair of the Scrutiny
Committee, County Councillor JG Morris, Chair of the Audit Committee, County
Councillor AW Davies, leader of the Conservative group and the Chief Executive.

2.	MINUTES	C200- 2016
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The Leader was authorised to sign the minutes of the meetings held on 27th
September and 4th October 2016 as correct records.

3.	DECLARATIONS OF INTEREST	C201- 2016
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There were no declarations of interest reported.

4.	APPLICATION TO SUSPEND THE RIGHT TO BUY AND RELATED RIGHTS ACROSS POWYS	C202- 2016
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Cabinet was advised that the Council's application to Welsh Government in 2015
to suspend the right to buy council houses had not included all social housing in
Powys. As a consequence another consultation exercise involving the tenants of
Housing Associations in Powys was required. The Housing Associations were
happy with this approach. In answer to members' questions the Portfolio Holder
for Property, Buildings and Housing advised that as well as maintaining the
current level of housing stock this would allow the stock to be increased.
Although the service had not put a figure on the number of new homes that might
be provided, it had conducted an exercise to identify land in the Council's
ownership that could be developed.

RESOLVED	Reason for decision:
<p>That Cabinet grants approval:</p> <ol style="list-style-type: none"> 1. for the Housing Service to commence a consultation exercise in respect a proposal to suspend the Right to Buy and related rights for a period of 5 years 2. for the Portfolio Holder for Property, Buildings and Housing using delegated authority, to re-submit the application (if so advised) to suspend the Right to Buy and related rights for a period of 5 years to the Welsh Government, subject to the outcome of the consultation exercise. 	<p>To enable the Council and its Housing Association partners to better meet the housing needs of the citizens of Powys and to ensure that investment in the social housing stock is safeguarded.</p>

5.	OUTCOME OF CONDITION SURVEYS OF THE FARM ESTATE - IMPACT AND CONSEQUENCES	C203- 2016
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Cabinet received details of the County Farms Estate condition survey report which had identified a backlog of works totalling £7.65m, including urgent electrical works costed at £384,483 and other critical non-electrical building maintenance work costed at £538,582. Cabinet was asked to consider the establishment of an annual maintenance revenue budget of at least £500,000 per annum in addition to the existing capital allocations of £100,000 to enable these dangerous maintenance backlogs to be tackled within a reasonable timeframe.

The Portfolio Holder for Environment and Sustainability reminded Cabinet that the Estate had delivered £6.28M from sales of property whilst increasing its revenue income during the same period. The strategy for sales was to sell off farmhouses when they became available whilst retaining land unless it had had development potential. He advised Cabinet that the Cabinet Secretary for Environment and Rural Affairs had written to local authorities urging them to retain their estates as a means of getting new entrants into farming. He would be meeting the Cabinet Secretary to discuss this.

The Portfolio Holder for Finance cautioned that it would be very difficult to find this amount from the revenue budget at a time when other services were facing severe cuts. He asked for a further report to identify revenue and capital works so the Cabinet could look at other ways of funding the maintenance backlog. This might include allowing the service keep a larger proportion of the proceeds from sales or borrowing to fund capital works. This information was urgently needed to inform the budget process.

RESOLVED	Reason for Decision:
<p>1. That the Cabinet take into account the Health and Safety needs of the County Farms Estate when setting future Medium Term Financial Strategies and the Council's future capital programme expenditure.</p> <p>2. That a further report be drafted for Cabinet in January on the long term financing of the County Farms Estate.</p>	<p>The Council has considerable landlord responsibilities as part of its County Farms Estate and failure to meet these within a reasonable timeframe could result in harm to tenants, increased risk of prosecution to the Council and devaluation of the property asset over time.</p>

6.	POWYS SAFEGUARDING CHILDREN AND ADULTS QUARTERLY UPDATE	C204- 2016
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Cabinet received the safeguarding report for Children's and Adult Services. Members noted the increase in the number of child protection referrals and the Strategic Director People explained the factors that may account for this. She also explained that the Powys Local Operational Group, chaired by the Head of Children's Services, met quarterly to look in detail at the referrals. In answer to Members' questions she agreed to provide details of the reporting and accountability lines in both Adults and Children's Services in the next report in December. She acknowledged that the service had recruitment challenges but advised that she had just conducted a detailed review of the staffing model and was confident that it would support effective service delivery.

RESOLVED	Reason for decision:
<p>That Cabinet accepts the safeguarding update in line with its safeguarding responsibilities.</p>	<p>Safeguarding is everyone's business and this report provides assurance to Cabinet of work that is underway both locally and regionally on important safeguarding matters.</p>

7.	JOINT PARTNERSHIP BOARD MINUTES	C205- 2016
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Cabinet received the minutes of the meetings of the Joint Partnership Board held on 25th July and 19th September 2016.

8.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C206- 2016
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Cabinet received details of delegated decisions taken by Portfolio Holders since the last meeting.

9.	FORWARD WORK PROGRAMME	C207- 2016
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Cabinet received the forward work programme. The Leader reminded Portfolio Holders of their responsibility to keep it up to date.

10.	CORRESPONDENCE	C208- 2016
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There were no items of correspondence.

11.	EXEMPT ITEMS	C209- 2016
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RESOLVED to exclude the public for the following 2 items of business on the grounds that there would be disclosure to them of exempt information under category 1 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

12.	HTR COMMISSIONING PROJECT OUTLINE BUSINESS CASE	C210- 2016
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Cabinet considered proposals for a new model for the Highways, Transport and Refuse Service that would enable it to meet its savings target whilst still delivering services. The recommended model was a Wholly Owned Company as it was the quicker option to implement and could meet the timescale set for efficiency savings. The set up costs would be less, it would help to retain staff as it provides some stability of employment, and it provides opportunities to incentivise and motivate staff. In progressing to the establishment of a Wholly Owned Company, the service would initially move to a Modified In-house Service. This would ensure that all current opportunities to improve productivity and increase income are realized as early as possible.

RESOLVED	Reason for the Decision:
1. To progress towards completing the Full Business Case focusing on developing a Wholly Owned Company for the HTR service initially via a Modified In-house Service.	To enable the HTR service to achieve the required savings by the 2018/19 deadline.
2. Engage Consultant support for the development of a Wholly Owned Company.	Specialist skills will be needed to assist in setting up a new company.
3. Engage Consultant support to bring in specialist commercial expertise to focus on the	We do not currently have the capacity and experience within PCC to apply a commercial approach to

<p>successful completion of two key objectives; to identify and exhaust all opportunities still available to increase income and productivity and achieve savings internally within the HTR service, and to focus on developing new commercial opportunities that will enable the WOC to be trading effectively from the very start of its inception.</p>	<p>business development and gaining a share of the market to enable increased productivity and income generation. The commercial consultancy support is required to enable the necessary cultural change for the new company to ensure it has every opportunity to perform effectively.</p>
<p>4. To establish a corporate position with regard to the current internal overheads and the breakdown of direct and indirect costs.</p>	<p>It will be essential for the new company to be competitive and to establish a schedule of rates that will enable this objective. We also need to give the new company as much flexibility as possible to trade and increase productivity and income generation.</p>
<p>5. That the Council determine a strategy with regard to the impact that Alternative Delivery Models will have on the support functions</p>	<p>As more services look to adopt alternative delivery models, this impacts on the support functions and the Council needs a strategy to manage this.</p>
<p>6. TUPE and the 2 Tier Workforce guidance. An initial piece of work for the FBC will be gaining guidance and forming a strategy to determine the best way forward to enable the WOC to have the correct culture to enable it to achieve commercial success.</p>	<p>The WOC will need to form its own structure and job roles with a culture that is more flexible, competitive and focused on outputs and productivity. We need to be able to adapt the workforce to a more commercially focused delivery model.</p>
<p>7. To approve a virement of £233,000 from the Management of Change Fund to allow work to continue.</p>	<p>To allow work to continue.</p>

Cabinet asked for progress reports to every meeting of the Commissioning and Procurement Board.

13.	CREATION OF DIRECTOR OF EDUCATION ROLE	C211- 2016
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Cabinet considered proposals for the creation of a Director of Education post. Members welcomed the proposal as it would create additional management capacity for the service. It was confirmed that the post would go out to open advert. Cabinet put on record its thanks to the Chief Executive for taking on the post from 2012 and to Ceredigion County Council for the support provided by their Director of Education.

RESOLVED	Reason for Decision:
<ol style="list-style-type: none"> 1. To amend the current Schools Service structure by creating a post of Director of Education 2. To place the statutory role of Director of Education / Chief Education Officer with this post 3. To instruct the Employment and Appeals Committee to undertake the recruitment to this post. 4. To vire sufficient funds within year to ensure the recruitment and employment to this post 5. To include the net cost of creating this post within the budget proposals for 2017 – 18 6. To consult the recognised Trade Unions 	To address capacity issues within the service.

Councillor Brown abstained having missed part of the debate.
Cabinet went back into open session.

14.	PROVISIONAL SETTLEMENT BRIEFING REPORT	C212- 2016
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Cabinet received details of the provisional settlement. The settlement was slightly better than anticipated with the funding for Powys decreasing by 0.5% or £0.771m. The Wales average was an increase of 0.1%. The Portfolio Holder for Finance reminded Cabinet that the actuary's report on the Pension Fund was due shortly.

County Councillor W B Thomas (Chair)

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

22nd November 2016

REPORT AUTHOR: County Councillor Arwel Jones
Portfolio Holder for Education

SUBJECT: Welshpool Town Primary Education

REPORT FOR: Decision

Summary

1. Further to the decision made by Cabinet on the 24th January 2016, the authority has carried out formal consultation on the following proposal:

“To establish a new English-medium Church-in-Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool.”
 - It is proposed that the new English-medium School will be located on land at Welshpool High School. The school will, however, operate from the current sites of Ysgol Maesydre, Gungrog and Oldford Schools on a temporary basis before subsequently transferring to the new building at the earliest opportunity;
 - The new build Welsh-medium School will be located on the Ysgol Maesydre site, but will operate from the current site of Ardwyn School on a temporary basis before subsequently transferring to the new building;
 - The anticipated timescale is for the new schools to be established from September 2017 before transferring into the two new school buildings upon their opening in 2018/19;
 - The current four schools in Welshpool – Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre would close from the end of August 2017.
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 establish the two new schools and to close the current four schools in Welshpool, through the publication of a Statutory Notice.
3. The report is supported by the following appendices:
 - **Appendix A** – Consultation Document

- **Appendix B** – Consultation Report
- **Appendix C** – Minutes of meetings with School Council, staff, governors and parents / community
- **Appendix D** – Impact Assessments

Background

The Consultation Period

4. On the 24th January 2016, Cabinet approved the commencement of consultation on the establishment of a new English-medium Church in Wales (Voluntary Controlled) primary school and a new Welsh-medium Community Primary School in Welshpool from the 1st September 2017. The proposal includes the closure of Ardwyn Nursery & Infant School, Gungrog C. in W. Nursey & Infant School, Oldford Nursery & Infant School and Ysgol Maesydre.
5. The consultation period commenced on the 5th September 2016 and ended on the 18th October 2016.
6. 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.
7. Consultees were invited 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 Modernisation Team, or by writing to the School Transformation Team.
8. During the consultation period, meetings were also held with the following:
 - Staff of Ardwyn, Gungrog, Oldford and Maesydre schools
 - Governors of Ardwyn, Gungrog, Oldford and Maesydre schools
 - Parents of pupils at all four schools and the community of Welshpool
 - Ardwyn School Council
 - Gungrog School Council
 - Oldford School Council
 - Maesydre School Council
9. The minutes of these meetings are attached as Appendix C, and the issues raised in the meetings are included in the consultation report.

Consultation Responses

10. A total of 297 written responses were received to the consultation. This includes responses received via the online response form, the paper response form and other written responses.

11. The issues raised during the consultation period, including those raised in written responses and those raised in the consultation meetings, are listed in the Consultation Report (attached as Appendix B), along with the authority's response to these issues.
12. During the consultation period it became apparent that the Wales Humanists Association, an association that 'works on behalf of non-religious people who seek to live ethical lives on the basis of reason and humanity',¹ had started a campaign against the proposal. The association was encouraging their supporters to respond to the consultation in order to oppose the proposal for the English-medium primary school to be a Church in Wales school. Screenshots of the Wales Humanists Facebook page are provided in Appendix A of the Consultation Report (Appendix B).
13. A large number of the responses received oppose the Church in Wales element of the proposal, however it is not clear how many of these responses were due to the Facebook campaign as most responses were anonymous. However, many of the respondents that opposed the proposal, and who did provide a name and address, were from outside Welshpool and outside Powys.
14. A large number of responses were also received from members of the local community which supported the proposal outlined in the consultation documentation, including the establishment of an English-medium Church in Wales School. The responses received are analysed further in the consultation report based on whether the comments in each response indicated support for the proposal or otherwise. More than half of the responses received were in support of the proposal.

Proposal

Subject to consideration of the views of Full Council at its meeting on 18th November 2016

- i) To receive the Consultation Report in respect of the proposal outlined in 1 above.
 - ii) To approve the publication of a Statutory Notice in respect of this proposal.
15. A financial analysis of the draft recommendation was carried out, and details were included in the Consultation Paper (Appendix A). Based on this analysis, it is estimated that implementation of the proposal will lead to a total net saving of £78,047 upon the establishment of the two new schools (across the current sites) from September 2017. When the

¹ British Humanists Association webpage

schools move into their new buildings in 2018/19, it is estimated that implementation of the proposal will lead to a total net saving of £173,693.

One Powys Plan

16. 'Transforming Learning and Skills' is one of the priorities within the One Powys Plan. Within this priority, the Plan states that *'We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity.'*

Options Considered/Available

17. In order to find a potential solution to the issues relating to the current provision in Welshpool, a number of possible options were evaluated as part of the development of the Strategic Outline Case, in accordance with Stage 2(v) of the School Review Process outlined within the School Transformation Policy 2014. The options considered and the reasons why they were discounted are outlined on pages 27-28 of the Consultation Document (Appendix A).
18. A number of alternative options were also suggested during the consultation period. These are listed on pages 51-52 in the Consultation Report (Appendix B), along with the authority's response.

Preferred Choice and Reasons

19. Having considered the responses received to the consultation on this proposal, the preferred choice is to proceed with the proposal as outlined in the consultation document.
20. The reason for this is that the proposal will deliver the following benefits:
 - Greater economy and efficiency through appropriate sized schools and better use of resources to improve the cost effectiveness of the education system
 - Ensures that Powys has Welsh-medium primary schools of the right type and right size in the right place to meet current and future demand for Welsh-medium education
 - Develops a sustainable education system progressing towards a position where schools meet national building standards and by reducing the recurrent costs and carbon footprint
 - Creates safe learning environments for schools and communities that will enable the successful implementation of strategies for school improvement and better educational outcomes and life chances for children and young people that are aligned to the council's key strategies

- Inspirational settings appropriate for new educational developments, new technologies, adaptable to cater for the changing needs of the future
- Inclusive settings, providing for the individual learning needs for all pupils, providing pleasant and appropriate spaces for all school users, and spaces in which pupils including those with additional learning needs and disabilities feel that their needs are respected.

Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc

A Single Integrated Impact Assessment has been produced in respect of this proposal. This is attached in Appendix D.

The Equality Impact Assessment and Community Impact Assessment in respect of this proposal have been updated following the consultation period, and are also included in Appendix D.

Children and Young People's Impact Statement - Safeguarding and Wellbeing

The authority's Schools Transformation Programme is intended to improve educational outcomes for children and young people. This aligns with the aspiration to improve safeguarding and well-being for children and young people.

Local Member(s)

Other Front Line Services

N/A

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

Legal:. Cabinet must consider the views expressed at Full Council on 18.12.16 when considering the recommendations in this report.

The Finance Business Partner comments:

It is estimated that implementation of the proposal will lead to a total net saving of £78,047 upon the establishment of the two new schools (across the current sites) from September 2017. When the schools move into their new

buildings in 2018/19, it is estimated that implementation of the proposal will lead to a total net saving of £173,693.

The current funding formula has been run for the proposed schools on current numbers, this generates the majority of the funding, however for premises related elements a number of assumptions have been made, as follows:

- Floor areas have been provided for schools accommodating the number of pupils
- Rates have been maintained at current cost
- Statutory testing has been included at the cost of similar size schools
- Grounds area has been included as the current site for Ysgol Maesydre
- There are no additional transport costs assumed, and no redundancy costs are included in these figures.

All schools ended the 15/16 financial year in a surplus position and in accordance with the scheme for financing schools, finance are working with the schools to ensure that resources are used appropriately.

The **Capital and Financial Planning Accountant** confirms that the project is contained in the Capital Programme.

HR: The Schools HR Team will advise the existing, shadow and new Governing Bodies in relation to any staffing issues in line with the schools' policies and in consultation with the relevant Trade Unions

Public Service Board/Partnerships/Stakeholders etc

N/A

Corporate Communications

Communications Comment: The report is of public interest and require use of news release and appropriate social media to publicise the report.

Statutory Officers

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

The **Strategic Director Resources (Section 151 Officer)** notes the comments made by finance.

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.

RESOLVED	Reason for Decision:
Subject to consideration of the views of Full Council at its meeting on 18th November 2016 1. To receive the Consultation Report in respect of the proposal to establish a new English-medium Church in Wales (Voluntary Controlled) Primary School and a new Welsh-medium Community Primary School in Welshpool, resulting in the closure of Ardwyn, Gungrog, Oldford and Maesydre Schools. 2. To approve the publication of a statutory notice in respect of this proposal.	To provide a sustainable model of English-medium and Welsh-medium primary education in Welshpool town.

Relevant Policy (ies):	School Transformation Policy		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Francesca H Jump / Cllr Phil Pritchard
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Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	End of December 2016

Contact Officer Name:	Tel:	Fax:	Email:
Sarah Astley	01597 826265	N/A	sarah.astley@powys.gov.uk

Background Papers used to prepare Report:

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FORMAL CONSULTATION DOCUMENT

Welshpool Town Primary Education

Consultation dates: 5th September until 18th October 2016





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1. Introduction

1.1 The purpose of this consultation exercise is to seek views on the following proposal:

“To establish a new English-medium Church-in-Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool.”

- It is proposed that the new English-medium School will be located on land at Welshpool High School. The school will, however, operate from the current sites of Ysgol Maesydre, Gungrog and Oldford Schools on a temporary basis before subsequently transferring to the new building at the earliest opportunity;
- The new build Welsh-medium School will be located on the Ysgol Maesydre site, but will operate from the current site of Ardwyn School on a temporary basis before subsequently transferring to the new building;
- The anticipated timescale is for the new schools to be established from September 2017 before transferring into the two new school buildings upon their opening in 2018/19;
- The current four schools in Welshpool – Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre would close from the end of August 2017.

1.2 Who will we consult with?

The Council will consult with those stakeholders listed below in accordance with the Welsh Government's School Organisation Code 2013 (“the Code”). Consultation will follow the guidelines set out by the Welsh Government in the Code, which can be found on the Council's website¹.

1.3 How to respond to the Consultation

i) Written responses

A feedback form is attached to this document, and is also available on the Council's website. You can also respond in writing.

All responses should be sent to the following address:

Schools Transformation Team

Powys County Council

County Hall

Llandrindod Wells

Powys

LD1 5LG

E-mail: school.consultation@powys.gov.uk

All correspondence should be received **no later than 5pm on the 18th October 2016**.

ii) Consultation meetings

The following public consultation meeting has been arranged:

¹ <http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/>

Tuesday 20th September – 6:30 to 8:30pm Theatr Clera, Welshpool High School.

Separate consultation meetings will be held with governors, staff and pupils.

A Welsh language and Polish language version of this document is available on the Council's website - www.powys.gov.uk/en/schools-students/plans-for-powys-schools.

If you require a hard copy of this document, or the document in a different format, then please contact the Schools Transformation Team on 01597 826954 or school.consultation@powys.gov.uk.

If you require a copy of the Consultation Report that will be published following the consultation, then please ring 01597 826954 or email school.consultation@powys.gov.uk

1.4 List of Consultees

Pupils (including School Councils), Parents, Prospective parents, Staff and Governing Bodies of any schools likely to be affected by the Proposals
Any other local Council likely to be affected
Church-in-Wales and Roman Catholic Diocesan Council for the area in which any school likely to be affected is located
Teaching and staff trade unions
Assembly Members and Members of Parliament representing the area served by any school which is subject of the Proposals
County Councillors
Regional Education Consortium
Regional Transport Consortium
Police and Crime Commissioner for the area
Community and town councils for the area served by any school which is subject to the Proposal
Early years providers in the local area
Welsh Government Schools Management Division
Estyn
Children and Young People's Partnership
RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh medium Education)

2. The Policy Context and Reasons for the Proposal

2.1 Schools Transformation Policy 2014/Schools Reorganisation Policy 2015²

Powys County Council is committed to ensuring that all children and young people have an equal opportunity to receive the best possible education. The Council aspires to have an educational infrastructure that:

- Provides all learners with opportunities to achieve high standards of achievement and attainment;
- Provides for first class teaching and learning provision reflecting national, regional and local priorities;
- Has high quality resilient leadership and management;
- Provides robust linguistic continuity and progression;
- Improves cost-effectiveness and efficiency;
- Has the right number of schools in the right place for the current and future pupil population of Powys;
- Has school buildings and blocks that are assessed as condition A or B;
- Minimises dependency on temporary accommodation; and
- Reduces overall surplus places in schools.

The Council has a duty to ensure that school buildings, teaching resources and pupils' learning experiences are shaped to develop competencies which allow children and young people to engage confidently with the challenges of their future lives. The challenge faced by the Council is to ensure that schools provide an appropriate, fit-for-purpose learning environment that will facilitate the delivery of a curriculum, as defined in "Successful Futures³" to ensure children and young people develop as;

- ambitious, capable learners ready to learn throughout their lives;
- enterprising, creative contributors, ready to play a full part in life and work;
- ethical and informed citizens of Wales and the world; and
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society.

The aspiration for primary education in Powys is to have schools with single year group classes, and schools that have headteachers with no classroom responsibilities. However, it must be recognised that in some situations, geographic or linguistic issues make the aspirational targets for size of schools difficult to achieve, and consideration will be given to the specific circumstances of each school under consideration.

In order to establish an infrastructure of schools that meet the Council's aspirations for education, the Council will need to consider new models of delivering educational provision in the county. In a rural county as diverse as Powys there is no one size fits all approach to school organisation. Consideration will be given to the specific circumstances of each school/s and community.

2.2 21st Century Schools Programme

The 21st Century Schools and Education Programme is a unique collaboration between the Welsh Government (WG), the Welsh Local Government Association (WLGA) and local authorities.

It is a major, long-term and strategic capital investment programme with the aim of creating a generation of 21st century schools in Wales. The programme focuses resources on the right schools in the right places, for early years through to post-16.

² <http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/>

³ Independent Review of Curriculum and Assessment Requirements in Wales. Professor Ian Donaldson February 2015

Powys County Council Strategic Outline Programme for the first phase of the 21st Schools Programme was approved by the Welsh Government in 2011. It includes proposed capital funding for improving the educational infrastructure of primary education in Welshpool.

2.3 Welsh Government Welsh-medium Education Strategy⁴ and Powys County Council's Welsh in Education Strategic Plan (WESP) 2014 - 17

The Welsh-medium Education Strategy sets out the Welsh Government's vision for Welsh-medium education, which is:

'To have an education and training system that responds in a planned way to the growing demand for Welsh-medium education, reaches out to and reflects our diverse communities and enables an increase in the number of people of all ages and backgrounds who are fluent in Welsh and able to use the language with their families, in their communities and in the workplace.'

The Council aims to ensure that all Powys learners have the opportunity to become confident bilingual citizens, and supporting learners to achieve fluency in Welsh and English through Welsh-medium education from the early years onwards is a key focus of the Welsh in Education Strategic Plan.

In order to offer the best conditions for developing future bilingual citizens, the Council is committed to providing the highest quality Welsh-medium education to every child and young person in Powys within a reasonable distance from their homes. Robust linguistic progression through every phase of education must also be provided, to enable all children and young people across Powys to experience the cultural and cognitive benefits of bilingualism.

2.4 Discussions with the four schools and decision-making process

In November 2014, the Council's School Organisation Review Panel (SORP) met with the governors, headteachers and local members for Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre. The purpose of the meeting was to start a conversation about shaping the future infrastructure of primary education in Welshpool Town, as part of the School Review Process outlined in the Schools Transformation Policy 2014. Leighton CP School was also included in the early discussions but the school is not part of this proposal.

During these discussions, it was noted that the main problems facing primary education in Welshpool were:

- the poor quality of school buildings with a mixture of condition⁵ C/B;
- a challenging educational model with three infant schools feeding into one junior school, leading to an impact on pupil performance and social cohesion;
- lack of growth in the number of pupils accessing Welsh—medium education in Welshpool due to the fact that the current provision is delivered in a dual-stream infant school and a dual-stream junior school—the need to provide faith provision; and
- the need to reduce surplus places. There are currently 434 available places between the four schools, but 92 (21%) of places are unfilled.

⁴ <http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

⁵ <http://www.powys.gov.uk/en/schools-students/apply-for-a-school-place/use-of-the-welsh-language-in-powys-schools/>

Grade A	Good. Performing as intended and operating efficiently.
Grade B	Satisfactory. Performing as intended but exhibiting minor deterioration.
Grade C	Poor. Exhibiting major defects and/ or not operating as intended.
Grade D	Bad. Life expired and/or serious risk of imminent failure.

During 2015, further dialogue took place with the schools and the Diocesan Representative, and an informal drop-in session with parents was held in Welshpool on the 1st July 2015.

On the 14th December 2015, the SORP agreed their preferred option for primary education in Welshpool and a report was submitted to the Cabinet of the Council, which was considered on the 24th January 2016. The Cabinet agreed to commence formal consultation on the following proposal, and a Strategic Outline Case for capital funding was submitted, and subsequently approved, by the Welsh Government.

“To establish a new English-medium Church-in-Wales (Voluntary Controlled) Primary School and a new Welsh-medium Community Primary School in Welshpool.”

- It is proposed that the new English-medium School will be located on land at Welshpool High School. The school will, however, operate from the current sites of Ysgol Maesydre, Gungrog and Oldford Schools on a temporary basis before subsequently transferring to the new building at the earliest opportunity;
- The new build Welsh-medium School will be located on the Ysgol Maesydre site, but will operate from current site of Ardwyn School on a temporary basis before subsequently transferring to the new building;
- The anticipated timescale is for the new schools to be established from September 2017 before transferring into the two new school buildings upon their opening in 2018/19.
- The current four schools in Welshpool – Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre; would close from the end of August 2017.

3. Information about the proposed new schools

English-medium Church-in-Wales (VC) School	
Name	The name of the new school would be proposed by the shadow governing body, and approved by the Portfolio Holder for Education and the Diocesan Authority.
Location	<p>The school will operate as a multi-sited primary school from September 2017, using the existing sites of Gungrog, Oldford and Maesydre schools.</p> <p>On completion of the construction of a new school building in Welshpool, the school will operate from a single site. The land currently identified for the development is situated on land currently used by Welshpool High School.</p>
Proposed Admission number	<p>From September 2017 - 51</p> <p>From the opening of the new school building in 2018/19 - 51</p>
Age range	4 – 11
Pupil places capacity	<p>From September 2017 – 362</p> <p>From the opening of the new school building in 2018/19 : 360 (Reception to Year 6)</p>
Nursery Places	51
Category	Church-in-Wales (voluntary controlled) School
Language Category	English Medium

Welsh-medium community primary school	
Name	The name of the new school would be proposed by the shadow governing body, and approved by the Portfolio Holder for Education.
Location	<p>From September 2017, the new school would operate from the existing site of Ardwyn N & I School.</p> <p>On completion of the construction of a new school building in Welshpool, the school will operate from a single site. The land currently identified for the development is situated on land currently used by Ysgol Maesydre.</p>
Proposed Admission number	<p>From September 2017 - 21</p> <p>From the opening of the new school building in 2018/19 - 21</p>
Nursery Places	21
Age range	4 - 11
Pupil places capacity	<p>From September 2017 – 72</p> <p>From the opening of the new school building in 2018/19: 150</p>

Category	Community Primary School
Language Category	Welsh-medium

3.1 21st Century Schools – A New Learning Environment

The construction of the two new schools will be being funded via the 21st Century Schools Programme as a joint enterprise between Welsh Government and Powys County Council.

It is a major, long-term and strategic capital investment programme with the aim of creating a generation of 21st century schools in Wales. The programme will focus resources on the right schools in the right places, for early years through to post-16.

It will deliver:

- learning environments in Wales that will enable the successful implementation of strategies for improvement and better educational outcomes;
- greater economy and efficiency for learning environments through better use of resources;
- a sustainable education system in Wales that meets national building standards and reduces the recurrent costs and carbon footprint of education buildings.

3.2 Design and Sustainability

The new buildings, which are intended to be opened in 2018/19, will be based on the following design principles:

- safe, well-lit and naturally ventilated teaching spaces throughout;
- naturally lit and attractive circulation spaces;
- flexible main hall, centrally located resource /library space;
- purpose designed foundation phase teaching areas with external covered teaching spaces;
- other external areas used for educational purposes;
- extensive linkage options between teaching spaces to give flexibility in class sizes to suit educational requirements;
- special provision for pupils with disabilities;
- quiet areas for 1 – 1, small group provision for pupils with additional learning needs
- kitchen and dining areas;
- fully integrated, modern ICT equipment for teaching and learning;
- early years facilities; and
- areas for community use.

The new school buildings would be designed to provide the appropriate level of accommodation for a 21st Century Schools Programme project. Space standards will be derived from Building Bulletin 98, and will provide appropriate teaching, social and administration accommodation for 360 pupils. In accordance with Welsh Government requirements the school would be designed to achieve a BREEAM 'Excellent' rating as an indication of project-wide sustainability. BREEAM is the world's leading sustainability assessment method for master-planning projects, infrastructure and buildings. It addresses a number of lifecycle stages such as new Construction, Refurbishment and In-Use.

The buildings would be procured via the SEWSCAP⁶ Contractor Framework and would utilise early contractor involvement. The first stage of this process would be to appoint a contractor to undertake the design of the new buildings and develop the Council's requirements into architectural plans.

The new school buildings would be Condition A buildings. Investment in Information and Communications technology will provide appropriate opportunities for pupils to develop a high level

⁶ South East Wales Schools Capital Collaborative

of digital competency. They would be designed to be fully accessible in terms of the Equalities Act 2010.

3.3 Sites

The Council has identified available land for the new English-medium CiW Campus on Council owned land at Welshpool High School, and the new Welsh-medium CP School on land at Ysgol Maesydre. This would mean that there would be minimal disruption to pupils whilst the new school campuses are built.

The authority will evaluate the options around the disposal of the existing sites following project completion.

3.4 Cost

The total estimated capital cost for building the two new schools is £12.75m. These costs are subject to further evaluation from Powys County Council at Outline Business Case stage of the project. Further information about capital funding can be found on page 25 of this document.

3.5 Target timescale

	Target Date
Formal Consultation	5 th September – 18 th October 2016
Consultation Report to be considered by Cabinet	November 2016
If Cabinet decides to proceed with the Proposal:	
Objection Period (28 days)	November - December 2016
Objection Report considered by Cabinet	January 2016
If Cabinet decides to approve the Proposal:	
Establish shadow governing body	January 2016
Appoint headteacher posts	February 2017
Develop and appoint to new staffing structures	February – May 2017
Schools close	31 st August 2017
New multi-sited English-medium CiW School opens New Welsh-medium community primary school opens on the Ardwyn site	1 st September 2017
Construction period	2017 - 2018
New school buildings open	2018/19

4. What are the benefits and risks of the Proposal?

The establishment of two new primary schools in Welshpool will deliver against the 21st Century School Programme investment priorities and achieve the following:

- Greater economy and efficiency through appropriate sized schools and better use of resources to improve the cost effectiveness of the education system;
- Ensures that Powys has Welsh-medium primary schools of the right type and right size in the right place to meet current and future demand for Welsh-medium education;
- Develops a sustainable education system progressing towards a position where schools meet national building standards and by reducing the recurrent costs and carbon footprint;
- Creates safe learning environments for school and communities that will enable the successful implementation of strategies for school improvement and better educational outcomes and life chances for children and young people that are aligned to the Council's key strategies;
- Inspirational settings appropriate for new educational developments, new technologies, adaptable to cater for the changing needs of the future;
- Inclusive settings, providing for the individual learning needs for all pupils, providing pleasant and appropriate spaces for all school users, and spaces in which pupils including those with additional learning needs and disabilities feel that their needs are respected.

Benefits
Greater opportunity for pupils from all four schools to learn with other pupils of the same age, leading to improved outcomes for learners
Pupils would not have to change schools from Nursery and Infant schools to the Junior school, minimising disruption to pupils. This will help improve learning outcomes and pupils' well-being through a seamless transition from the Foundation phase to key stage 2. There will be greater opportunity for collaborative curriculum planning to ensure continuity and progression in learning. A common approach to inclusion and behaviour management will ensure that there is seamless social cohesion through the school
Increased opportunities for pupils to participate in social, cultural and sporting activities by being part of larger year groups or with pupils
Greater parental choice will be established in the town, through the medium of Welsh in a Community Primary school or through the medium of English in a Church-in-Wales Primary School
Reduction in the level of surplus places in the Authority
Improved efficiency in the use of resources and eliminates future maintenance costs on the four ageing schools
A more efficient staff and governance structure - two staffing and governance structures would be established, instead of four. There will be greater opportunities for staff in respect of professional development , including sharing and building on good practice

Improved learning environment fit for the 21 st Century - The proposed new school will be a Condition A school, replacing the current schools which are graded Cs and B.
Creates an attractive infrastructure within Welshpool Town to meet the needs of all learners in the locality
Ensures that the schools are fully integrated with the local community promoting community cohesion
Provides a stimulating and innovative primary Welsh-medium teaching and learning environment that will impact positively on the self-esteem and well-being of all pupils and staff
Improves Welsh-medium learning opportunities for all pupils across the ability range - provides a more robust linguistic continuity as part of a designated Welsh-medium provision
The Welsh-medium school will be able to maximise its links with the community therefore raising awareness of the Welsh language within the locality
More Welsh-medium school places will be available in Welshpool and the wider area, which means that parents and pupils have improved access to Welsh-medium education. This in turn will help promote demand and lead to an increase in the number of Welsh speakers.
Provides access to faith provision within the locality

Risk	Risk management measures
Risk that future pupil numbers increase to a point where the new schools are full	The new build schools will be constructed to be flexible to accommodate varying influxes of primary pupils, for example, with scope to build extra classrooms
Risk that the potential growth in the number of Welsh-medium pupils could reduce the number of pupils in the English-medium school, leading to surplus capacity	The Authority has considered future pupil projections whilst developing the Proposal, taking account also of local development plans, and is confident that the capacities of the two new schools are suitable
Risk that standards at the current schools may decline because of the impact of	Being part of a transformational development which includes building new schools with better facilities

<p>transition on staff – staff morale and wellbeing may be affected due to staffing uncertainty during transition to the new schools.</p>	<p>will assist in mitigating this risk. A communication strategy has been developed and officers will work closely with the schools to ensure that they are fully informed at all steps in the process.</p> <p>Should the Proposal be implemented, the Authority would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed</p>
<p>Risk that standards may decline during the transition period. Increased operational challenge for the headteacher, governors and staff of the new English-medium school during the transition period, as it will be operating from three sites</p>	<p>The Authority would provide officer support from a range of service areas – HR, Challenge Advisor, Central Services, and Finance etc. The Authority would also provide clerking services to the shadow governing bodies and to the new governing bodies of the new schools for the first school year as a minimum.</p>
<p>Risk that the development will de-stabilise neighbouring schools. Potential impact on neighbouring schools outside Welshpool Town if pupils choose to attend one of the new schools which is their closest school, rather than travel to a neighbouring school, as currently happens</p>	<p>The Authority will continue to monitor pupil numbers at all schools on a yearly basis as part of its Schools Reorganisation Policy.</p>
<p>Risk that governors are not able to focus fully on improving standards at their current schools. Heavy workload for governors who are appointed to the shadow governing bodies, during the transition to the new schools</p>	<p>The Shadow Governing Bodies would be formed from those expressing an interest and it is anticipated that those individuals would be best placed to determine whether they have the available time to commit</p> <p>The Council would provide officer support from a range of service areas – HR, Challenge Advisor, Central Services, Finance etc. The Council would also provide clerking services to the shadow governing bodies and to the new governing bodies of the new schools for a minimum period first school year</p> <p>Challenge Advisors will provide monitoring and challenge to the current governing bodies to ensure that there is a continued focus on standards.</p>

<p>Risk that standards may decline at the current schools. It may be operationally challenging for governors, headteachers and staff to focus on establishing and operating the new schools during the transition period, whilst also planning and overseeing the move to the new school buildings.</p>	<p>The Authority would provide officer support from a range of service areas as outlined previously and also provide support for the transition to the new school buildings.</p> <p>Governors, headteachers, staff and pupils would be key stakeholders in the planning and transition stages, and would be supported by Council officers and the appointed developer</p>
<p>Risk that the capital funding required for the development is not available and that the new schools are not built, leaving the schools operating from the current infrastructure</p>	<p>The Authority has already identified its own capital funding element of the project. A Strategic Outline Case has been approved by Welsh Government. An Outline Business Case is in the process of being submitted to the Welsh Government for 50% match-funding. Should Welsh Government decide not to support the project financially, the Authority will seek to find the required funding from within Council funds.</p>
<p>Risk that the identified sites for the new schools are not suitable, or cause a significant delay/additional costs to the project</p>	<p>The Authority has carried out initial site suitability exercises which confirmed that the sites are suitable although they do have some constraints and challenges. Officers are now undertaking ecological and flood assessment surveys to fully understand the challenges – these costs will be included within the Outline Business Case that is submitted to Welsh Government.</p>

5. What are the impact and implications of the Proposal?

The Proposal will have an impact on the following four schools:

	School Type	Language Category	Admission Number	Nursery Places Available	Age Range
Ardwyn Nursery & Infant School	Community Primary	Dual-stream	24	24	4 – 7
Gungrog CiW Nursery & Infant School	Voluntary Controlled Church-in-Wales	English-medium	25	25	4 – 7
Oldford Nursery & Infant School	Community Primary	English-medium	21	21	4 – 7
Ysgol Maesydre	Community Primary	Dual-stream	55	0	7 – 11

5.1 Impact on Outcomes

The current split between infant and junior education presents a number of challenges particularly to improving learning outcomes in the Foundation Phase and Key Stage 2. The Authority's aspiration is therefore to consolidate infant and junior schools in order to reduce the potentially negative impact of an additional transition stage between the Foundation Phase and Key Stage 2

i) Estyn Profiles

	Date of Inspection	Estyn Judgement: Current Performance	Estyn Judgement: Prospects for Improvement	Follow up activity
Ardwyn Nursery & Infant School	2009	The school was inspected on the previous inspection framework and received 6 Grade '2s' and 1 Grade '3' against the key questions	n/a	n/a
Gungrog CiW Nursery & Infant School	2011	Adequate	Adequate	Estyn monitoring – removed from this category in 2013
Oldford Nursery & Infant School	2016	Good	Good	None
Ysgol Maesydre	2011	Unsatisfactory	Unsatisfactory	Special Measures - Removed from Special Measures in 2012

ii) National School Categorisation System

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

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

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

- **Step one – Standards group:** A range of information is used to make a judgement about the school's standards, resulting in a standards group
- **Step two – Improvement capacity:** An evaluation of the school's capacity to improve further, taking account of the evidence about the standards and the quality of leadership, teaching and learning, resulting in an improvement capacity
- **Step three – Support category:** Bringing the judgement on the standards group and improvement capacity together to decide on the school's support category, colour coded either green, yellow, amber or red

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

	Standards Group	Improvement Capacity	Support Category
Ardwyn Nursery & Infant School	2	B	Yellow
Gungrog CiW Nursery & Infant School	1	B	Yellow
Oldford Nursery & Infant School	1	A	Green
Ysgol Maesydre	4	B	Amber

The establishment of two new primary schools would ensure high quality provision and learning environment, ensuring continuity and progression in learning. This would impact positively on pupil, wellbeing, achievement and attainment. It would also promote greater interaction between pupils of the same age, enabling more opportunities for additional activities.

The Proposal for a new Welsh-medium primary school provides an opportunity to improve provision and outcomes for Welsh-medium learners. The new Welsh-medium CP School would provide an opportunity for pupils to have an immersive education through the medium of Welsh, rather than in the current dual-stream arrangement. This would enable pupils to improve their bilingual skills.

5.2 Impact on Provision

i) Learning experiences, teaching, care support and guidance

The new schools will be able to deliver a full, broad and balanced curriculum which aligns to the Curriculum reform in Wales. It is expected that learning experiences, teaching, care support and guidance would be at least as good as that which is currently provided by the four schools. Through

establishing all through primary schools, there will be a seamless transition from the Foundation phase to key stage 2

Through creating a greater critical mass of teachers and support staff there will be increased opportunities for continued professional development and the sharing of good practice in respect of curriculum planning and delivery.

i) English-medium Church in Wales Primary School

It is proposed that the English-medium school is established as a Voluntary Controlled Church-in-Wales school, as part of the St Asaph Diocese. The Diocese of St Asaph has long been a provider of schools to the children of North Powys, and has a strong partnership with Powys County Council.

The Church in Wales does not seek to educate within the tenets of a particular faith, but to engage with all. Offering an inclusive broad balanced curriculum, it is also rooted in a firm belief that every person has spiritual needs that should be developed just like other skills and gifts. To achieve this, the Church in Wales balances the concepts of the service of all with opportunities to nurture the spirituality of those who wish to develop this area of their lives.

The Diocese of St Asaph would like to see a model that provides a learning environment where every pupil is respected and encouraged in all they do, and where each contribution is valued.

As a Voluntary Controlled School, the new school would teach the same agreed Religious Education syllabus as the community schools. This includes other religious beliefs and points of view as well as non-denominational Christianity. As in every school, a daily act of collective worship forms an important part of the timetable, offering staff and pupils a reflective space in which to consider the deeper questions of meaning, purpose and faith.

A church school does not measure its success criteria by pupils adhering to Christianity, but seeks rather to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and to find their own response, be that within Christianity or not. The aim of a church school is to give a gift of a deep and broad education, allowing the children to make a personal, informed decision about matters of faith.

Church in Wales schools seek to provide the highest possible standard of education within a distinctively Christian context, underpinned by a clear code of values derived from the Gospels. They do not seek to convert but to serve, and evidence shows that a strong Christian ethos and educational vision help to raise standards and achievement and enable every child to fulfil their potential.

Any parent who chooses to send their child to a church school has the right to opt out of collective worship and Religious Education. The headteacher and staff would have access to the support and services of the Diocesan Education team (in addition to ERW and Powys County Council), who can provide advice and support on a range of topics including curriculum and ethos matters, and who provide regular training for staff and governors. In addition, they would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities. Church schools also have a named 'Bishop's Visitor', who would support and challenge the school; offering advice and support to staff and pupils, and embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.

ii) Welsh-medium CP School

Improved access to Welsh medium education is a key driver of the Council's School Transformation Programme and the **Welsh in Education Strategic Plan**⁷ (WESP) for 2014-17. This requires additional and extended provision in the county to ensure that Welsh-medium education is more easily accessible to a greater number of learners.

Meeting parental demand for Welsh-medium education and generating future growth is a key priority for the Council. However, the current infrastructure in Welshpool does not provide an appropriate climate to generate growth. Evidence indicates that pupil numbers in Welsh-medium education in Welshpool has not increased substantially over the last ten years. This is not a pattern that has been replicated in other areas of Powys, where Welsh-medium numbers have grown significantly.

Welshpool is a strategic area for the growth of Welsh-medium education in Powys. The Authority intends to replicate the success of Ysgol Dafydd Llwyd, a Welsh-medium primary school in neighbouring Newtown, which has seen a significant increase in pupil numbers over the last ten years.

Creating a Welsh-medium school, rather than continuing with a dual-stream model, is expected to be a catalyst for growth in demand for Welsh-medium primary education in north east Powys. This is supported by analysis of pupil movement, which shows that there are currently 29 pupils living closer to the Welshpool schools but who choose to travel to other Welsh-medium or dual-stream schools for their education. This suggests that the demand for Welsh-medium education in Welshpool isn't currently being met within the existing infrastructure.

5.3 Impact on the Learning environment

The following table shows the condition of the school, based on the Welsh Government's review of school condition that was undertaken in 2009⁸.

School	Condition	Sustainability	Suitability
Ardwyn Nursery & Infant School	C	B/C	B
Gungrog CiW Nursery & Infant School	B	C	B
Oldford Nursery & Infant School	B	A	B
Ysgol Maesydre	C	B/C	C

A recent re-survey of the school estate in Welshpool, undertaken by the Council, has reconfirmed these gradings:

⁷ www.powys.gov.uk/en/schools-students/apply-for-a-school-place/use-of-the-welsh-language-in-powys-schools/
⁸

Grade A	Good. Performing as intended and operating efficiently.
Grade B	Satisfactory. Performing as intended but exhibiting minor deterioration.
Grade C	Poor. Exhibiting major defects and/ or not operating as intended.
Grade D	Bad. Life expired and/or serious risk of imminent failure.

- Ysgol Maesydre, Ardwyn Nursery & Infant School and Gungrog CiW Nursery & Infant School are all in Condition C buildings, which is defined as '*Poor. Exhibiting major defects and/ or not operating as intended.*'
- Oldford Infant & Nursery School has been graded as Condition B, although access to the school is problematic.

Once the new schools are built, the learning environment for pupils will be significantly improved. The new schools will be Condition A schools, designed in accordance with 21st Century School principles, and will replace the current four schools that are in ageing and poor quality buildings.

5.4 Impact on Leadership, management and governance

i) Shadow (temporary) governing bodies

If the Proposal is approved, then the immediate establishment of two shadow governing bodies would be required to oversee the strategic and operational transition to the two new schools. The shadow governing bodies would be responsible for recruitment of the headteacher and other staff of the new schools

The shadow governing bodies would be established from amongst the membership of the four existing governing bodies. Expressions of interest to serve on the shadow governing bodies would be sought – the specific make-up of the shadow governing bodies is set out in *The Government of Maintained Schools (Wales) Regulations 2005*.

It should be noted that there would be a substantial additional workload for shadow governors and the appointed senior leadership teams during the transition stage to the new schools, as some governors would be serving on both the existing governing bodies and the shadow governing body. The Council would provide additional support to the shadow governing body from a range of services – including school improvement, finance, HR and clerking, to ensure that the workload is manageable.

During the initial period when the new English-medium CiW School is run as a multi-sited school, there may be additional workload for the new governing body and senior leadership team caused by operating a new model that is unfamiliar to them – a multi-sited school- whilst also planning the full transition to the new school campus. The Council would continue to provide additional support to the new governing body and senior leadership team to ensure a smooth transition.

ii) New permanent governing bodies

Upon the opening of the two new schools in 2017, two new permanent governing bodies would be established, following the procedures laid out in Regulations.

The composition of the new governing body of the English-medium CiW School would be as follows:

Category of Governor	Number
Parent governors	4 or 5
LEA governors	3
Teacher governors	1
Staff governors	1
Foundation governors	3 or 4
Community governors	1
Headteacher	1

Foundation governors are members of the governing bodies of voluntary aided, foundation and voluntary controlled schools. They ensure that the school preserves its particular religious character

The composition of the new governing body of the Welsh-medium CP School would be as follows:

Category of Governor	Number
Parent governors	4 or 5
LEA governors	3 or 4
Teacher governors	1 or 2
Staff governors	1
Community governors	3 or 4
Headteacher	1

iii) Impact on Leadership and Staffing

The Proposal provides an opportunity to develop two new leadership teams. There would be opportunities to share best practice from existing schools, and to develop partnerships with the wider catchment primary schools.

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.

Two new staffing structures would be developed in conjunction with the shadow governing bodies and in accordance with the Welsh Government School Staffing regulations. The structures would be developed to deliver the schools' business plans and implemented in accordance with the relevant HR Policies for teaching and support staff. There may be a reduction in the number of staff required at the two new schools, compared to the number current employed at the four schools – this relates to teaching and non-teaching staff, as well as cleaning, caretaking and catering staff. A priority would be to work alongside the shadow governing bodies and headteachers, when appointed, to develop and consult on the proposed staffing structures.

5.5 Impact on Vulnerable groups, including children with Special Educational Needs or Additional Learning Needs (ALN)

All schools in Powys are responsible for meeting a child's special educational needs, in accordance with the Council's ALN Strategy and Operational Guidance, referencing the 1996 Education Act. Funding from the Council is delegated to individual schools to support pupils with significant needs. The Council will work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition to the new learning environments.

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 the negative effects of this especially for those with additional needs will need to be well planned and allow for individual plans of support to be in place.

Those with difficulties in managing change; many of whom may be on the autistic spectrum, will be of particular concern. However, with careful planning and professional support, the process of change to what will be a new and better environment may be seen as a potential for learning that will enable those young people to cope better with adult life.

The new schools would be encouraged to conduct person-centred reviews and planning which will be very helpful in providing the circles of support and hearing the voice of the young people during this period.

5.6 Impact on the Schools' ability to deliver the full curriculum

The Proposal would allow both schools to focus on delivering the curriculum in single-language schools, providing an opportunity to improve outcomes, rather than delivering in two language streams, as is the current situation. Larger staff teams at both schools will enable a greater distribution of responsibilities to develop specific curriculum areas.

Upon the opening of the new school buildings, both schools would provide a curriculum appropriate to Foundation Phase and Key Stage 2 from two single sites.

5.7 Impact on Early Years Provision

There will be an Early Years setting at both the new schools, with a Cylch Meithrin operating from the Welsh-medium school.

5.8 School Transport Arrangements

Home-to-school transport arrangements for the Proposal would be provided in accordance with the Council's School Transport Policy and the Learner Travel (Wales) Measure 2008⁹. The current School Transport Policy can be found at <http://www.powys.gov.uk/en/schools-students/apply-for-school-transport/>. Pupils are eligible for free home-to-school transport if they live more than 2 miles from school – it is not expected that many pupils would require free home-to-school transport in Welshpool as the majority live within 2 miles of the locations of the proposed new schools during both the interim stage of the project (from September 2017) and upon the opening of the new school buildings in 2018/19.

5.9 Available walking routes to school

From September 2017, available walking routes to the new schools will remain the same as the current walking routes. During the design process for the two new school buildings, safe and available walking routes to the sites would be agreed.

Due to the intended relocation of the schools, some primary-aged pupils may be required to walk further than they currently walk to school.

5.10 Admissions

Admissions for all four schools are administered by the Authority.

From September 2017

- pupils currently attending English-medium provision at Gungrog, Oldford and Maesydre schools would automatically be given a place at the site that they are currently attending;

⁹ <http://gov.wales/topics/educationandskills/allsectorpolicies/learner-travel/?lang=en>

- pupils currently attending English-medium provision at Ardwyn would be given a place at the sites of either the current Gungrog or Oldford schools;
- pupils currently attending Welsh-medium provision at Ardwyn and Ysgol Maesydre will be given a place at the new Welsh-medium school on the current Ardwyn site.

In 2018/19, upon the opening of the two new school buildings, pupils will be provided a place at their chosen school.

6. Resourcing of education and other financial implications

6.1 Revenue Costs

The Council believes that the Proposal, if implemented, would ensure a more efficient use of resources.

The financial assessment outlined below is based on 2016/17 Financial Year and Formula:

School	Schools' Budget Share 2015-16	Funding per pupil 2015-16
Ardwyn Nursery & Infant School	£352k	£5,027
Gungrog CiW Nursery & Infant School	£315k	£4,376
Oldford Nursery & Infant School	£287k	£4,491
Ysgol Maesydre	£587k	£3,455

Schools delegated budget upon the establishment of the two new schools (across current sites) from September 2017	
Current Delegated Budget: 4 Schools	£1,511,434
Estimated Funding Based on a three-sited English-medium School	£1,126,870
Estimated Funding Based on a single-sited Welsh-medium School	£308,431
Total Delegated Saving (includes assumption of additional 2 x 0.25 FTE for split site)	£76,133
Additional savings re Management Structure	£1,914
Net savings	£78,047

Schools delegated budget upon the opening of the two new school buildings in 2018/19	
Current Delegated Budget: 4 Schools	£1,511,434
Estimated Delegated Funding: English medium School	£1,054,527
Estimated Delegated Funding: Welsh medium School	£301,128
Total Delegated Saving	£155,779
Total Additional Saving (Management and canteen savings)	£17,914

Total Saving	£173,693
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If the Proposal is implemented, in accordance with the **Powys Scheme for Financing Schools 2016-17**, where a school is scheduled to be closed, amalgamated or merged during a financial year, the school will receive formula funding for the proportion of the financial year for which it is open i.e. if a school closes on 31st August it will only be resourced for the first 5 months of the financial year (5/12 of the formula allocation). When the school closes, any balance (surplus or deficit) will revert to the Authority. It will not be transferred as a balance to any other school.

The remainder of the annual budget will be retained centrally, to meet any exceptional costs incurred during the closing process together with any cumulative overspend at the school. Thereafter the savings will be reinvested into the Schools Service budget.

In order to ensure effective stewardship of the resources available to schools, the Authority may impose additional restrictions on a school scheduled to close, including, but not limited, to:

- restriction of expenditure to agreed plans;
- removal of powers of virement.

6.2 Capital Costs

The construction of the two new schools in Welshpool is part of the Welsh Government and Powys County Council's 21st Century Schools Programme. Further information about the Programme can be found at www.21stcenturyschools.org.

Funding for the 21st Century Schools Programme is based on 50% contribution from local authorities, 50% match-funding from Welsh Government, and the process of obtaining the Welsh Government's funding is reliant on successful approval of three business cases – a Strategic Outline Case, followed by an Outline Business Case, and, finally, a Full Business Case.

In 2015, the Welsh Government approved a Strategic Outline Case for two new schools in Welshpool in 2015. The Council has subsequently developed and submitted an Outline Business Case, which will be submitted to Welsh Government in September 2016. It is anticipated that the Full Business Case will be submitted by September 2017, without prejudice to any decisions made by Cabinet following this formal consultation process.

The total estimated capital cost for the two new schools is £12.75m. These costs are subject to further evaluation from Powys County Council at Outline Business Case stage of the project.

The Council believes that the Proposal will ensure better strategic management of the schools estate through the removal of maintenance backlogs and schools buildings which are inefficient or in poor condition. Any capital receipts and other savings arising from the disposal of the three current school sites will be utilized in accordance with the Council's Capital Programme and will be used to support future capital projects including the 21st Century Schools Programme.

In the event that Welsh Government do not give approval for 50% match-funding for the two new schools, the Council will look at its capacity to fund the development from its own Capital Programme.

6.3 Surplus places

The Welsh Government requires all local authorities to manage the level of surplus places in their schools. According to the Welsh Government's School Organisation Code 2013:

*‘Some spare places are necessary to enable schools to cope with fluctuations in numbers of pupils, but excessive numbers of unused places that could be removed mean that resources are tied up unproductively. Where there are more than 10% surplus places in an area, local authorities **should** review their provision and **should** make proposals for school reorganisation if this will improve the effectiveness and efficiency of provision. This is especially important where individual schools, have “significant” levels of surplus places. 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.’*

On average, there are currently 19% of surplus places within the four schools in Welshpool Town. The level of surplus places at Ardwyn and Gungrog Nursery & Infant Schools are significant, and Ysgol Maesydre has a higher number of unfilled places than the Welsh Government threshold.

The following table shows the number and percentage of surplus places currently in each of the schools¹⁰:

	Total number of available places (Reception to Year 6)	Number of surplus places 2015/16	Number of surplus places 2015/16
Ardwyn Nursery & Infant School	72	17	24%
Gungrog CiW Nursery & Infant School	77	19	25%
Oldford Nursery & Infant School	64	7	11%
Ysgol Maesydre	221	39	18%
Total	434	82	19%

It is proposed that, upon opening of the two new build schools, there will be 510 places available in the two schools – 360 places at the new English-medium CiW School, and 150 places at the new Welsh-medium CP School. The Council is keen that any new development includes sufficient capacity for growth. The reasons for this are:

- Although the current short-term projections indicate that numbers at the current four schools will fall slightly, longer-term population projections indicate that the Powys primary school population is expected to increase over the longer term;

Previous Pupil Numbers (Reception to Year 6)	Jan 2010	Jan 2011	Jan 2012	Jan 2013	Jan 2014	Jan 2015	
Ardwyn Nursery & Infant School	71	82	67	59	66	65	
Gungrog CiW Nursery &	71	82	78	76	85	87	

¹⁰ Powys Annual School Places Return to Welsh Government 2016.

Infant School							
Oldford Nursery & Infant School	56	49	48	55	52	69	
Ysgol Maesydre	203	189	186	191	183	176	

Pupil Projections (Reception to Year 6)	Jan 2016 (current)	Jan 2017	Jan 2018	Jan 2019	Jan 2020	Jan 2021
Ardwyn Nursery & Infant School	55	56	58	55	57	61
Gungrog CiW Nursery & Infant School	58	67	52	41	41	49
Oldford Nursery & Infant School	57	64	61	44	46	54
Ysgol Maesydre	182	189	201	215	205	183
Total	352	376	372	355	349	347

- The natural pupil numbers attending the four schools should be significantly higher, with over a 100 pupils choosing to attend other schools within and outside the catchment. Following an analysis of pupil data, the Authority is aware that a number of pupils in Welshpool Town choose to attend schools that are not their closest school. This is particularly apparent at KS2, where 71 English-medium pupils who live closest to Ysgol Maesydre choose to attend other primary schools within and outside the immediate catchment area¹¹. The pattern is similar within the Nursery & Infant Schools;
- A total of 29 pupils choose to attend Welsh-medium provision at other schools outside the catchment.

¹¹ Analysis of Plasc 2016 pupil data

7. What alternative options were considered?

In order to find a potential solution to the problems outlined previously, a number of possible options were evaluated as part of the development of the Strategic Outline Case, in accordance with Stage 2(v) School Review Process outlined within the School Transformation Policy 2014.

The strengths and weaknesses of the current situation and alternative options were considered against agreed investment objectives and critical success factors. This resulted in a short-list of options which were further evaluated and costed.

Alternatives such as clustering, collaboration or federation were not pursued as it was felt that they did not meet the Council's objectives in finding solutions to the problems in Welshpool. It was not considered practicable to explore the full use of existing school buildings for community or other education use due to issues relating to the condition, size or accessibility. It was not considered practicable to relocate other services to any of the schools.

Status Quo	
Strengths	Weaknesses
Maintains provision in the immediate localities within Welshpool town	Does not create a structure where standards of teaching and learning can improve - three infant schools transferring into one junior school is not an ideal structure, and pupils' standards tend to dip at this key transition stage.
Meets parental choice for Church-in-Wales provision	Pupils will continue to have to change schools at key stage 2 phase – this can cause performance to dip, and potentially affect pupils' wellbeing.
Meets parental choice for community primary provision	Surplus places continue to be over the Authority's accepted threshold
	The school buildings would continue to be condition B/C for Suitability and Condition.
	The schools maintenance backlog costs would continue to rise.
	Does not create an environment where Welsh medium education in Welshpool can flourish and grow.
	Not an efficient model – maintaining four separate schools, buildings, staff and governors within a relatively small town.

The following options were evaluated but discounted:

Type of option	Option	Reasons for Discounting
Organisational	Merge Ardwyn, Oldford and Gungrog into a new consolidated dual stream infant school structure. Retain Maesydre as a standalone junior school	<p>This option was discounted as it did not address the issue of the infant/junior split that currently exists in Welshpool, and does not help improve performance at the end of KS2.</p> <p>It does not provide the most favourable environment for Welsh-medium education to flourish as it continues to be a dual-stream model. Consolidating the provision into a larger dual-stream infant school would lead to the Welsh-medium stream being an even smaller percentage of the school.</p>
Organisational	Merge 3 infant schools, Ardwyn, Oldford and Gungrog with Maesydre Junior as a new dual stream organisational structure	Whilst this option addresses the issue of the infant/junior split and the associated problems, it does not provide the most favourable environment for Welsh-medium education to flourish, as it continues to be a dual-stream model.
Category	Establish two new schools – one English-medium Community Primary School and one Welsh-medium Community Primary School	This option was discounted as it does not provide parental choice for faith provision within Welshpool Town, as currently exists.
Category	Establish two new Church-in-Wales Schools – one English-medium, one Welsh-medium	This option was discounted as it does not provide parental choice for community primary provision within Welshpool Town, as currently exists.
Building/location	Establish one integrated campus – with an English-medium school and a Welsh-medium school sharing same site	This option was discounted. Having carried out an evaluation of possible sites, there were no potential sites that were large enough to accommodate such a campus.

8. Impact assessments

The Authority has carried out draft impact assessments, and the initial findings are summarised below. The full versions of the assessments can be found on the Council's website www.powys.gov.uk/en/schools-students/plans-for-powys-schools/

Following the consultation period, the impact assessments will be updated and finalised, to incorporate relevant information gathered during the consultation. These will be submitted to the Cabinet for consideration.

8.1 Impact on Equalities

The Authority is confident that the proposal, in accordance with the Welsh Government's School Organisation Code, will not significantly affect the pupils; the needs of each individual pupil currently attending all Welshpool Town Primary Schools who belong to a protected characteristic group will continue to be met.

8.2 Community Impact Assessment

All four schools have strong links with the local community, especially in utilizing schools facilities for a wide range of activities and events such as playgroup activities and as meeting venues. However, the Authority is satisfied that the community impact will be minimal should the four schools close in order to establish a new English-medium and a new Welsh-medium school, given that the new schools are to be located within Welshpool town and will provide new community friendly facilities.

In terms of extra-curricular activities, a wide range of activities are offered by all four schools, and the Authority is satisfied that pupils would have the opportunity to partake in a similar range of activities at the new proposed school sites. It is envisaged that due to the new proposed sites for both schools being within Welshpool town itself, the relocation will have minimal impact on extra-curricular activities. By providing two all-through primary schools in the town, and by having a larger group of pupils within the same school, it is anticipated that more opportunities and more varied activities can be offered for the pupils.

It is noticeable that 3 out of the 4 schools have drawn attention to poor car parking facilities, road and school access issues on the current sites. By establishing and building a new English-medium and a new Welsh-medium primary school, the Authority will address these issues in designing the new schools and by implementing plans for better access and drop-off points, and more car parking spaces.

8.3 Welsh Language Impact Assessment

The draft impact assessment concludes that the proposal could provide positive benefits for the Welsh Language and Welsh-medium education in the Welshpool area through improved parental choice, more opportunities for linguistic progression and increased opportunities for pupils to participate in more varied extra-curricular activities through all key stages of education.

It is also envisaged that by establishing the first stand-alone Welsh-medium primary school within the town of Welshpool, it will increase Welsh language awareness within the locality, and within Powys County itself.

Although the figures for both schools with regards to the number of pupils who receive education through the medium of Welsh should be acknowledged as significantly lower than the percentage of pupils receiving English-medium education within the same dual-stream schools, conclusions should be objectively drawn with regards to the demand for Welsh language education in the area.

Currently, due to the absence of a stand-alone Welsh-medium primary school within Welshpool town, some parents who want their children to be educated through the medium of Welsh choose to travel to other Welsh-medium or dual-stream primary schools outside the town, reflecting the slight decrease in pupil numbers who study in Welsh from Infant school at Ardwyn to the Junior School in Maesydre.

It is envisaged that by establishing a new Welsh-medium primary school, parents and pupils in the future will choose not to travel out of town for Welsh education, and will stay within their immediate locality. It is also hoped that the establishment of a new Welsh-medium primary school in Welshpool will generate growth in the number of pupils choosing to study in Welsh in the town.

Valuable extra-curricular activities are offered for Ardwyn and Maesydre pupils who study through the medium of Welsh, and the schools are proactive within the community in advocating Welsh language lessons for parents. The pupils have opportunities to participate in Urdd activities, although the schools acknowledge that they wish to expand on the opportunities on offer in the future.

It is the Authority's view that by opening a new Welsh-medium school, this could provide an opportunity to expand on current partnerships and provide additional opportunities for Welsh-medium pupils (with the Urdd and Menter Maldwyn for example). By proceeding with the proposal, the anticipated impact for the Welsh-language after school activities will be positive and conclusive for pupils.

The educational standards at both schools are consistently good or improving; it is in the Authority's view that no adverse impact on standards will take place if the proposal is approved.

8.4 The Well-being of Future Generations (Wales) Act 2015

The Well-being of Future Generations (Wales) Act came into force on the 1st April 2015, and is about improving the social, economic, environmental and cultural well-being of Wales. It places a duty on public bodies listed in the Act to think more about the long-term, work better with people and communities and each other, look to prevent problems and take a more joined-up approach.

Powys County Council has carried out a Single Integrated Impact Assessment for this Proposal, which considers how the Proposal impacts upon the seven well-being goals outlined within the Act, along with the Council's own objectives.

9. Likely impact on other affected schools

The Welsh Government's School Organisation Code 2013 requires information to be provided about any school that may be affected by the Proposal. The Code defines affected schools as '*all existing schools likely to be affected by the Proposals (for example, in the case of a Proposal to close a school information should be provided about all the surrounding schools to which it might reasonably be considered that pupils may wish to transfer)*'.

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

Analysis of pupils' home postcodes indicate that there are a number of pupils who live in Welshpool currently attend schools outside the town. The schools who receive the most pupils from Welshpool are:

- Buttington/ Trewern CP School;
- Forden CiW School;
- Guilsfield CP School;
- Leighton CP School.

There are a number of other schools who receive a small number of pupils for whom the Welshpool Town Schools are their closest.

The main Welsh-medium providers that may be affected by this Proposal are

- Ysgol Dafydd Llwyd, Newtown
- Ysgol Gynradd Llanfair Caereinion

9.1 Impact on outcomes, provision, leadership and management and the curriculum at the affected schools.

It is not expected that the proposals would lead to an increase in the numbers of pupils that may transfer to any alternative schools, and therefore it is not expected that this would lead to a negative impact on outcomes, provision, leadership/management at any of the schools named above, nor on their ability to deliver the curriculum.

However, in the longer-term, there may be an impact on these schools if pupil numbers reduce, and pupils from Welshpool choose to attend their closest school rather than other schools.

9.2 Key Data for other affected schools

	School Type	Language Category	Admission Number	Nursery Places Available	Age Range
Buttington/ Trewern	Community Primary	English-medium	25	25	4 – 11
Forden	Voluntary Controlled Church-in-Wales	English-medium	12	12	4 – 11
Guilsfield	Community Primary	English-medium	22	22	4 – 11
Leighton	Community Primary	English-medium	12	12	4 – 11
Ysgol Gynradd Llanfair Caereinion	Community Primary	Dual-stream	23	23	4 – 11
Ysgol Dafydd Llwyd	Community Primary	Welsh-medium	23	23	4 – 11

Pupil Numbers	Jan-10	Jan-11	Jan-12	Jan-13	Jan-14	Jan-15	Jan-16	Jan-17	Jan-18	Jan-19	Jan-20
Buttington/ Trewern	184	181	174	180	174	178	175	173	180	181	183
Forden	77	76	83	88	88	87	86	86	87	80	80
Guilsfield	157	168	168	164	162	143	146	154	157	151	154
Leighton	90	79	82	91	85	75	76	74	81	84	84
Ysgol Gynradd Llanfair Caereinion	182	189	188	195	202	209	195	191	195	198	199
Ysgol Dafydd Llwyd	146	161	165	179	182	176	176	172	177	166	167

	Capacity Information			Building Condition			Estyn Profiles				National Categorisation		
School	Total number of places	Number of surplus places (Jan 20)	Total surplus capacity (Jan 20)	Condition	Suitability	Sustainability	Date of inspection	School's current performance	Prospects for improvement	Follow-up activity	Standards Group	Improvement Capacity	Support Category
Buttington/ Trewern Community Primary School	162	0	0%	C	B	C	2010 *				1 B		Yellow
Forden Church in Wales School	88	6	7%	C	B/C	D	2013	Good	Good	n/a	3 B		Yellow
Guilsfield Community Primary School	157	27	17%	C	B	C	2015	Adequate	Adequate	EM	2 C		Amber
Leighton Community Primary School	91	21	23%	B	B	C	2015	Adequate	Adequate	EM	4 C		Amber
Llanfair Caereinion Community Primary School	167	0	0%	C	C	C	2010	Good	Good	n/a	2 B		Yellow
Ysgol Dafydd Llwyd	162	0	0%	C	B	C	2010	Good	Good	n/a	2 B		Yellow

APPENDIX A - RESPONSE FORM

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

1. Please let us know your views on the proposals for Welshpool Town Schools, including any alternatives to the proposal you think we should consider:

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

3. Name (optional)

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

Yes ☐ No ☐

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

Completed questionnaires should be sent to the following address, to arrive **no later than 5pm on the 18th October 2016**:

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

E-mail: school.consultation@powys.gov.uk



Welshpool Town Primary Education

Consultation Report

November 2016

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Consultation on the proposal to establish a new English-medium Church-in-Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool.

1. Overview of the consultation

Powys County Council consulted on a proposal to establish a new English-medium Church-in-Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool during the period from the 5th September 2016 to the 18th October 2016.

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 young people 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 writing to the School Transformation Team.

Meetings were also held with the following:

- Ardwyn, Gungrog, Oldford and Maesydre Staff – 15th September 2016
- Ardwyn, Gungrog, Oldford and Maesydre Governors – 15th September 2016
- Parents and the Communities of Welshpool – 20th September 2016
- Ardwyn School Council – 14th October 2016
- Gungrog School Council – 14th October 2016
- Oldford School Council – 14th October 2016
- Maesydre School Council – 14th October 2016

1.2 Responses received

A total of 297 written responses were received to the consultation. These included:

- i) 65 written responses
- ii) 232 online responses

This included a response from Estyn, which is provided on page 13.

During the consultation period it became apparent that a campaign had been set up by the Welsh Humanists, who were encouraging their supporters to respond to the consultation to oppose the proposal for the English-medium primary school to be a Church in Wales school. Screenshots of the Wales Humanists Facebook page are provided in Appendix A.

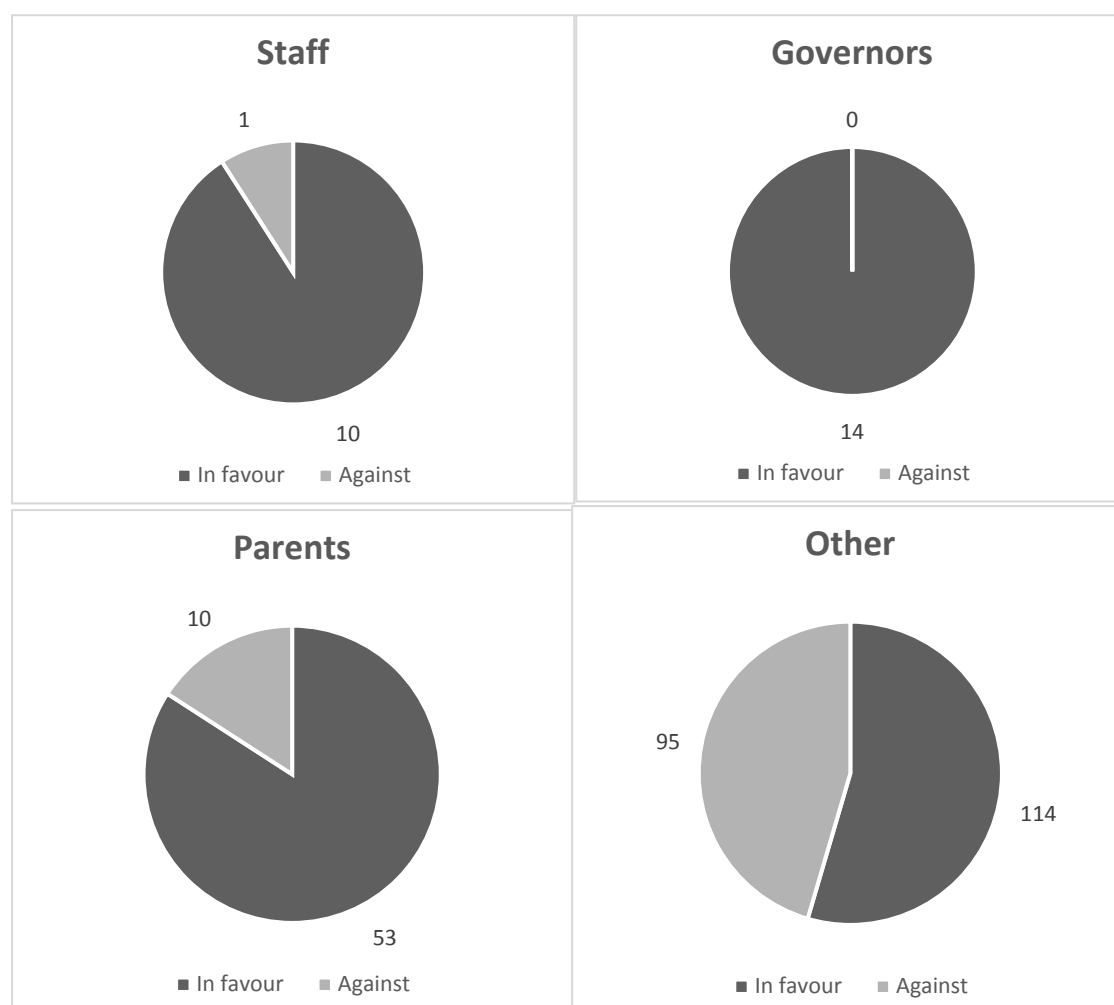
A large number of the responses received oppose the Church in Wales element of the proposal, however it is not clear how many of these responses were due to the Facebook campaign as most responses were anonymous. However, many of the respondents who opposed the proposal who did provide a name and address were from outside Welshpool and outside of Powys.

A large number of responses were also received from members of the local community which supported the proposal outlined in the consultation documentation, including the establishment of an English-medium Church in Wales school to establish an English-medium Church in Wales school in Welshpool.

When responding, respondents were asked to state who they were from a drop down list of options. The 297 responses received can be broken down as follows:

Staff – 11
Governors – 14
Parents – 63
Other – 209

These responses can be broken down further based on whether or not the responses indicated support of the proposal. This is illustrated in the following graphs:



2 Consultation with pupils

A pupil version of the consultation document was available throughout the consultation period and was distributed to pupils, however no written responses were received from pupils.

Officers from the local authority met with the School Councils of the four schools in Welshpool on the 14th October 2016. The issues raised in the meetings are summarised below:

i) Ardwyn / Oldford

What do you know about the new schools?

- There's going to be an English one and a Welsh one
- There will be a bigger canteen because there will be more children there

How do you feel about the new schools?

- We will go from a little school to a big school
- Happy, as we will be able to make new friends
- There will be a bigger playground
- Excited, as there will be new computers and ipads
- Shocked because it will be massive

What would you like to see in the new schools?

- Stairs
- A big hall to eat dinner and for assembly
- Big stage
- Lots of books

How do you feel about the new English-medium school being by the High School and the Flash leisure centre?

- We will be able to see our brothers and sisters in the high school
- I can see my mum, she works in the high school
- We can go swimming
- We can walk to the pool to keep fit

How do you feel about the Welsh-medium pupils and English-medium pupils having different schools?

- A bit sad, but I can see my friends outside of school
- There will be more classes
- Will have lots of new friends

Do you think it will be better to have a Welsh-medium school rather than a Welsh-medium stream?

- We can learn more Welsh and speak more Welsh
- Scared because there will be more pupils than there are now
- Confused because the school will be new

Is there anything else you would like to see at the new schools?

- Playstations
- Lots of maths
- I-Pads
- A big kitchen
- Library
- More books
- More teachers / kind teachers
- Theatre
- Swimming pool
- More wooden floors because the carpet gets dirty
- Treehouse

Do you have any other questions / comments / concerns?

- It will be hard to choose which school to go to

ii) Gungrog

What do you think of the current schools in Welshpool?

- They are old
- They should be knocked down

What will be different in the new schools?

- The school will be bigger

How do you feel about a new school?

- Excited
- Sad that we will have to leave this school
- It's a good idea

What would you like to see in the new school?

- Football pitch
- Science room
- Swimming pool
- Books / Welsh books
- Library
- Hall with a stage
- Sunshine
- Lego
- Bigger slide at the swimming pool
- Swings

- Monkey bars / Climbing area
- Computer room
- School nurse
- Art room
- Basketball
- Happy room (like they currently have)
- Quiet / peace room

How do you feel about leaving this school and going to a different school, not Maesydre?

- Scared because there will be more pupils
- Great because we won't have to move to another school
- We will be with our brothers and sisters
- It's a long way but we can go in the car

Do you have any other questions / comments / concerns?

- Will we have the same staff?
- Will there be a staff room and kitchen?
- Are we allowed school pets?
- Would Rev Steve still come to see us?
- Are we still allowed to go to church?
- Will there be different outdoor play areas?
- Can we still do forest school?
- Will we have a sand area?

iii) Maesydre

What do you know about the new schools?

- It will be by Welshpool High School
- It will have a canteen
- Next to the Flash
- There will be lots of technology
- 360 pupils
- Church in Wales school
- Ages 4 – 11
- English-medium school

How do you feel about the new school?

- It will destroy nature and living creatures
- Happy about moving to a new school
- Happy because we will be in the same school as brothers and sisters
- Sad because moving to a new school will crush our memories
- Scared because the school will be bigger
- Happy because we can make more friends
- Sad Maesydre is going
- Sad that the Welsh stream is splitting up from the English stream

- Sad for the Welsh medium school because it is smaller and they are moving away from the English medium school
- Happy times, looking forward to the new school
- Want to save the current school and do repairs to it
- Scared of change
- Worried about the environment
- Don't like that there are more places in the English-medium school than the Welsh-medium one
- Don't want to leave teachers

Do you have any other questions / comments / concerns?

- Why are there going to be 2 schools?
- How many classes will there be?
- There will be an English-medium school and a Welsh-medium school, where will the Polish children go?
- How will the little children find their way around a new school?
- Will teachers have to apply for new jobs?
- Where will we be picked up?
- Will the school be open after school?
- It's a waste of buildings, and a waste of money to build 2 new buildings

3 Consultation meetings

A joint meeting was held between the staff of Ardwyn, Gungrog, Oldford and Maesydre schools, and a joint meeting was held for the governing bodies of the three schools. In addition, a meeting was held for the parents of pupils at all four schools and the community of Welshpool.

The issues raised in the meetings are summarised below:

Meeting with staff – 13th September 2016

- What age will the nursery provision be?
- Are you expecting the current 3 plus settings to take on the extra pupils?
- Has any thought been given to making the school a more community centred school like Trefonnen, with health and education facilities under one roof?
- Will there be a hall at both schools?
- Concern about the impact on ALN provision
- Why will the two schools be on separate sites?
- Parents who live closer to the Welsh-medium school may send their children there even though they currently receive English-medium education because the school will be closer
- Having the schools on separate sites will cause a divide in the town
- There is no Welsh medium secondary school in Welshpool
- Concern about capacity of Caereinion if Welsh-medium education grows in Welshpool and continues to grow in Newtown
- What do you mean by a Church in Wales school?
- Concern about communication with staff throughout the process
- Query about the process and timescales
- Does the Voluntary Severance Scheme extend to Headteachers and Deputies?
- Would everyone on the shadow governing body at the Welsh-medium school have to be Welsh speaking?
- If you are currently a teacher in an English-medium stream but are a fluent Welsh speaker, could you apply for a position in the Welsh-medium school and have the same chance of getting a job there as those who have already taught in a Welsh-medium stream?
- What would happen to the English-medium teachers?
- Will there be an opportunity for staff to discuss this outside of the formal consultation process?
- Very uncomfortable for staff that they can't get answers now
- Staff are concerned that they may not get a job
- There are set points in the year when teacher jobs are advertised and if the consultation process doesn't match that timescale, teachers will have a problem

Meeting with governors – 13th September 2016

- Why is the meeting with parents / community ticket only?
- Concern that the English-medium school will be a Church in Wales school
- We had believed that the Welsh-medium school would be Church in Wales not the English-medium school – concerned that it has switched from the initial discussions
- Concerned about the Church in Wales aspect as we live in a secular society
- What if you don't want a Christian education?

- Why does it have to be a Christian school?
- Query about the set up at the English-medium school for the interim period when it is operating as a multi sited school
- Normally budgets are set in April, but this does not coincide with the new schools opening in September 2017 – when will the financial situation catch up with the new school situation?
- Concern that some redundancies may need to be made due to the change to the age of admission
- Concern that some parents would want to move their children from the English stream in Ardwyn sooner rather than later so their children can build up their social groups
- Concern about the location of the English-medium school
- Concern that a consultation meeting in Theatr Clera with a top table could be very daunting
- Any concerns expressed by parents have been dealt with by the local headteachers and governing body, but need to make sure support is in place for parents at all schools.
- Staff are anxious and have responsibilities such as mortgages and rent
- Does the HR department have the capacity to deal with all the process which are currently ongoing?
- Would parents who currently sit on the governing body be able to sit on the shadow governing body if their child has left school?
- Request for an explanation of the shadow governing body process
- Would all governors on the shadow governing body for the Welsh medium school have to speak fluent Welsh?
- When will the governors of Ardwyn and the new Welsh medium school be able to start spending their budget on things like translation?
- Why are the governors on the shadow governing body from the current governing bodies?
- Is there no opportunity for the chair of the shadow governing body to be impartial?
- Will there be an equal split by category for shadow governing body posts, or will there be a balance across the whole governing body?
- What will be the position in terms of the shadow governing body for governors who are on more than 1 governing body?
- Request for provision for Polish speakers at the consultation meeting
- Concern that parents don't want to send their children to a super school and are wanting to send them to the village schools
- Query re inspection arrangement – does the clock get reset when the new school opens and should we expect an early inspection?
- Concern about parking
- Concern that lack of access to Welsh medium secondary education will limit numbers in the Welsh medium primary school
- When / how will the Headteacher be appointed?
- A bigger school will mean a higher pay grade for the headteacher, who will fund that?

Meeting with parents / community – 20th September 2016

- The proposal is very positive for Welshpool
- What is the point of trying to develop Welsh-medium education and grow the numbers if there is no Welsh medium secondary school in Welshpool?
- Concern about the size of the English-medium school and the number of pupils that will be attending it
- Would juniors and infants be separate at lunchtimes?

- Concerned about class sizes as pupils are currently in smaller classes
- What thought has gone into the provision of transport to the English-medium school as it will be difficult for parents to bring their children here then get to work on time
- Suggestion that the Council could work with transport providers to ensure services were running to the school at the right time
- Concern about the impact the proposal is having on pupils and staff
- Some parents are concerned about continuity of staffing
- Staff are worried about having to reapply for their position
- Who is going to fund the shortfall in the school budget when the numbers aren't there currently?
- Concern about additional transition for children currently in the English stream at Ardwyn which will cause upheaval for the children
- Hearing that other schools are at capacity, pupils cannot decide which school they would like to go to
- Concern about the distance from the Oldford area of Welshpool to the new English-medium school
- Concerned that parents in Welshpool will have to send their children to a faith school if they want English-medium education – call on the council to reconsider this
- Polish teaching assistants are very important and sometime the only way to communicate between parents and teachers – we need this sort of provision to continue
- Query about pre-school provision – will this still be available at the new schools?
- When the age of admission changes, children won't start school until they are nearly 5, will this affect pre-school provision?
- Will the parents have an input into choosing the headteachers for the new schools?
- Pleased that the new school will be a Church in Wales school
- Children that have been to Church in Wales schools are well rounded children, they haven't been brainwashed
- A Welsh-medium school in the town is well overdue
- Lack of a Welsh medium secondary school is a real issue
- In the schools now there are mixed age groups in a class, in the new school there will be one age group in a class, this will be better
- The current buildings are in a mess
- What are the alternatives if this proposal doesn't go ahead? It's important we are aware of this
- You have good plans for the Welsh medium primary but not for secondary – pupils start off on a good path which then ends abruptly
- This is a great opportunity for Welshpool and the children
- The current school arrangement in Welshpool isn't something we would set up if we were looking to set something up now
- This is a fantastic opportunity for Welshpool
- Concern about the number of parents that will be driving their children to the new English-medium school – the better the public transport is, the less the additional traffic will be
- Important that staff are not disadvantaged – they need to have information about the staffing levels at the new schools in time for them to be able to apply for the voluntary severance scheme
- What will happen to the old schools?
- We currently have pupils who are being transported out for SEN provision, it would be nice if there was provision for them in the new schools
- The pavement along Salop Road is very narrow – has any consideration been given to making alterations to the footpath, such as widening it?

- Has any consideration been given to what support can be given to English speaking parents who send their children to Welsh schools?
- It is important parents have information about what Welsh-medium education means – children read a lot slower in English and parents worry about this because they don't understand that don't start working in English until later on.
- Will money be set aside to maintain the new buildings?
- Will the uniform be the same as now or will there be a separate uniform for the two schools?
- All schools in Welshpool now have the same badge – we wouldn't want the Welsh school to have a different badge to the English school
- Gungrog is a healthy school, the dentist visits and so does the nurse. Will this continue in the new school?
- Do you have exact figures in relation to the number of pupils that go out of Welshpool for their education? I think many smaller schools are reliant on those pupils, what would the repercussions be for those schools?
- If it is decide that the sites are not suitable is there an alternative?
- Surely having two sites means that the children will be segregated?
- Would Welsh Government fund a dual stream school?
- By having the two schools on separate sites, Welsh-medium pupils won't get to mix with children from other cultures
- Maesydre starts at 8.50 and ends at 3.25, those times are very close to when the high school starts and finishes – will you be changing the times?
- This is a golden opportunity for Welshpool and it should be welcomed that the Council are intending to invest in education in the town – it will mean a lot for current pupils and those in the future
- If the people of Welshpool don't take this opportunity, the money will go to other local authorities where it will be welcomed
- Benefit of a Welsh medium school is that children can live through Welsh in school, and not just speak Welsh in class.

4 ESTYN

Estyn's response to the consultation is provided below:

Estyn's response to the proposal establish a new English-medium (Voluntary Controlled) Church-in-Wales (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool.

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

The proposal is by Powys County Council

The council is proposing to close the current four schools in Welshpool – Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre and create one English-medium primary Church-in-Wales (CiW) Primary school and one Welsh-medium Community Primary school.

Summary/ Conclusion

The proposal has been developed in line with the council's 21st Century Schools programme, School Transformation Programme and the Welsh in Education Strategic Plan. The council aims to provide appropriate places and choices for Welsh-medium education and support the growth of Welsh-medium education in Welshpool to become in line with other areas in Powys. The proposal also aligns with the council's policy of having 'all through' age 3 to 11 schools wherever possible.

The proposal does not provide an analysis of the current performance of the schools involved. However, the most recent Estyn inspection reports would appear to indicate that standards would at least be maintained should the proposal go ahead.

Description and benefits

The proposer has given a clear rationale for the proposal. The proposer states that it believes that the proposal is the most cost effective option in order to reduce surplus places and meet the objectives of its 21st Century Schools programme. It also states reasonably that the proposal would benefit pupils by providing improved accommodation and more 'all through' provision in the local area. The proposer clearly defines the expected benefits of the proposal with regard to provision for Welsh-medium education.

The proposer has carried out a community impact assessment for each school which concluded that the impact on the wider community would be minimal given that the new schools are to be located within Welshpool town and will provide new community friendly facilities. The proposer states reasonably that the relocation will have a positive impact on extra-curricular activities as it is anticipated that more opportunities and more varied activities can be offered. The proposer has considered suitably the advantages of planning better access, drop-off and car parking facilities.

The proposer sets out the expected advantages of the proposal reasonably well. These include having larger staff teams at both schools to enable a greater distribution of responsibilities to develop specific curriculum areas. There are a few instances where the proposal uses emotive or inaccurate language and terminology such as its assertion that the new schools will provide 'inspirational settings' for the pupils and their description of the two new schools as 'single' language schools whereas in fact both schools will be teaching Welsh and English to a greater or lesser degree. The proposer also asserts that the proposal would lead to greater parental choice which isn't the case for those parents who do not wish that their child attends a denominational or a Welsh-medium setting.

The proposer has considered suitably a range of risks associated with the proposal and details counter measures for each risk. However, its proposed actions to mitigate against the risk that the development will de-stabilise neighbouring schools outside Welshpool are weak. The proposer has suitably considered the impact of the proposal on learner travel arrangements. It recognises appropriately that the proposal could lead to some pupils having to walk further to school.

The proposer has provided information about school capacities and tables of current and anticipated pupil numbers. It states that the proposal would eventually lead to a reduction in surplus places but with a sufficient capacity for growth.

The proposer has undertaken a Welsh language impact assessment. It asserts reasonably that there would be an expected positive impact on Welsh language provision in Welshpool. The proposer includes detailed information about the quality of the accommodation and makes references to the condition category of the schools as identified by the 21st Century Schools Survey.

Educational aspects of the proposal

The proposer has not considered well enough the impact of the proposal on the quality of the outcomes, provision and leadership and management. It has summarised the support category for each school based on the national school categorisation system which takes into account the view of the local authority. It also makes reference to the most recent Estyn inspection reports for each school involved and other local schools. The proposer states reasonably that the proposal could bring many benefits, including more distributed leadership and improved sharing of expertise. However, the proposal does not provide an analysis of the performance of the schools involved and does not consider well enough the implications of the proposal on outcomes.

The proposer explains that there may be a reduction in the number of staff required at the two new schools, compared to the number currently employed at the four schools should the proposal go ahead. It states that the council would establish a Management of Change work stream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well should the proposal be implemented.

The proposer has undertaken an equality impact assessment which concludes that there would be minimal impact on many protected groups. It states reasonably that any issues

relating to individual pupils or vulnerable groups would be considered during the consultation process.

The proposer has outlined briefly the transitional arrangements for the proposed changes. However, these lack detail therefore it is difficult to judge whether or not these arrangements are suitable and would minimise the disruption to pupils' education.

5 ISSUES RAISED DURING THE CONSULTATION PERIOD

The following tables list the issues raised during the consultation period, including the issues raised by consultees and the issues raised in the consultation meetings held in relation to this proposal.

REF	ISSUE	LOCAL AUTHORITY RESPONSE
1. ISSUES RELATING TO THE ESTABLISHMENT OF A NEW CHURCH IN WALES (C. IN W.) SCHOOL		
1.1 In favour of a new C. in W. School		
	<p>A new C. in W. School will be good for the children of Welshpool</p> <p>Bringing children up in the knowledge of a faith is beneficial for their future</p> <p>Church Schools support tolerance, patience, kindness and love and have numerous other benefits</p> <p>A C. in W. School will give children a good all round education</p> <p>Vital that our Christian community in Wales be supported by a fully operational Church school</p> <p>Access to a C. in W. School will sustain and uphold the Christian values that already have their roots firmly embedded in this community</p> <p>Church schools educated about and discuss other religions as well as Christianity</p> <p>Church schools do not indoctrinate / brainwash pupils</p>	<p>The authority notes the comments made in favour of establishing a faith school.</p> <p>As a provider of statutory education, Church in Wales schools work alongside local authorities and in partnership with the Welsh Government.</p> <p>The Diocese of St Asaph has long been a provider of schools to the children of North Powys, and has a strong partnership with Powys County Council. As stated on page 18 of the Consultation Document, the Authority is of the view that a Church in Wales school in Welshpool can provide education provision that offers an inclusive, broad and balanced curriculum, but that is also rooted in a firm belief that every person has spiritual needs that should be developed just like other skills and gifts.</p>

Children who have moved up to the juniors are really missing the values that attending a C. in W. School instilled upon them during their time there

A church school provides excellent education to the whole community

The infants is currently a C. in W. School, so it is sensible that children starting their education in a C. in W. environment can continue this in the juniors

People must not be confused about the nature of a C. in W. School – it is a tolerant, inclusive and supportive environment which allows pupils to make their own informed choice about the world

The ethos present in Church in Wales schools supports the development of young people who are aware of their world, their rights and responsibility to others

A C. in W. School gives children a strong background based on respect for all

A C. in W. School welcomes children of all faiths and none

A C. in W. School makes a greater contribution to a child's spiritual and moral development therefore making them stronger and more resilient human beings

Children that have been to Church in Wales schools are well rounded children, they haven't been brainwashed

Church schools provide a loving and warm environment for pupils

<p>Behaviour in church schools is generally really good</p> <p>It's good that children learn about all religions so that they are informed in their view of the wider world</p> <p>A Church in Wales school provides a place where children have the freedom to explore their own beliefs and those of others in a caring non-judgemental environment</p> <p>Fantastic ethos in a church school</p> <p>The ethos of a church school is more inclusive than community schools</p> <p>Pupils that attend a church school have a balanced view of religion and enjoy finding out about other faiths and celebrations</p> <p>Church schools strive to be open, welcoming and inclusive to all, regardless of personal faith commitment, socio-economic or ethnic background</p> <p>Church schools are a valuable way of maintaining a moral education which is vital in today's society</p> <p>Church schools are inspected by various bodies to ensure that they deliver a fair and balanced curriculum without undue pressure on delivering a particular set of beliefs</p> <p>Parents of children attending a C. in W. School can choose for their children to opt out of collective worship and religious education</p> <p>Church schools provide a valuable ethical framework for pupils and encourage pupils to ask questions about belief,</p>	
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<p>faith and ethics while teaching the same syllabus as other schools</p> <p>As a C. in W. School will be closing as part of this proposal, please that a C. in W. School will be replacing it</p> <p>A Church school would support children and families of other religions and none, respecting their beliefs</p>	
1.2 Against a new C. in W. School	
1.2.1 Denies parental choice in the area	
<p>The establishment of a new C. in W. School will deny parents the choice to send their child to a non-faith school</p> <p>There should be an alternative so that non Welsh speaking children can be sent to a non-religious school</p> <p>The proposal will dramatically increase the number and proportion of places at religious schools in the area, which is a cause of great concern</p> <p>Lack of choice for parents who do not wish their children to have a faith education</p> <p>The council should not be reducing the choice of schools</p> <p>Those who do not want their children to attend a faith school will have to choose a Welsh-medium school</p> <p>Those who want a faith school will have to choose the English-medium school</p> <p>The choice will be a Welsh speaking school or a faith based</p>	<p>Powys County Council and the Church in Wales are joint education providers in the catchment area of Welshpool.</p> <p>Reorganising education in Welshpool will provide parents with a choice of both non-faith and faith-based education and is an improvement on the current situation. Currently, parents wishing to have faith-based education for their children throughout their primary school years are not able to do so, as pupils from Gungrog CiW School have to transfer to Ysgol Maesydre, which is a community primary school.</p> <p>Should the proposal be supported, parents would be able to choose to place their children in either the English-medium CiW school, or the Welsh-medium community primary school. There are also a range of other English-medium community primary schools in the vicinity of Welshpool, with Leighton CP School being the closest at a distance of around 2 miles from the centre of Welshpool town. Parents would be able to apply for a place in any of these schools in accordance with the authority's Admissions Policy.</p> <p>There are fourteen schools providing primary-aged education in the Welshpool catchment area. The majority are community primary schools, with four providing Church-in-Wales provision. The current total admission numbers for faith schools in the Welshpool catchment area is 69. If the</p>

<p>school – both are catering for minority groups</p> <p>This proposal will create a limited choice of schools</p> <p>The proposal is depriving parents the option of a non-religious English-medium school</p> <p>As a non-Welsh speaker and a non-religious person, my only choice would be to leave the area</p> <p>There should be no pressure on non or alternatively believing parents to move their children into a school where there will be active promotion of beliefs they do not share</p> <p>The combination of schools proposed means that parents can choose a school based on its ethos</p> <p>One of the objectives of the proposal was to where appropriate, maintain faith-based education – the proposal flies in the face of the notion that faith schools exist to provide parental choice</p> <p>The proposal will result in no adequate provision of English-medium education for families in Welshpool who don't want their children to attend a C. in W. School</p> <p>The proposal offers no options for families who are not either Welsh speaking or of the Christian faith</p> <p>There are other non-church schools locally which are available to those who wish to opt out of a Church in Wales school</p> <p>Any proposals which involve a lessening of choice, especially of religious / non-religious choice, are counter to</p>	<p>proposals are approved, this would increase to 95.</p> <p>Should the proposal be implemented, there would be no requirement for pupils attending the Welsh-medium school to be from Welsh-speaking families, or for pupils attending the Church in Wales school to be from Christian families. Admissions for both school would be administered by the council's Admissions Team, and placed would be allocated in accordance with the council's Admissions Criteria.</p> <p>A Voluntary Controlled Church in Wales school delivers the same RE syllabus as a community school and has the same legal obligation to provide a daily act of collective worship for staff and pupils. The right of withdrawal from both these remains unchanged.</p>
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<p>a modern enlightened society</p> <p>There is no provision for non-Christian families, surely this is not legal</p> <p>Parents will have no option but to move if they wish to access English-medium non-church education</p> <p>Appreciate the need for updated buildings, however the choice has been taken away from parents by only having one school</p>	
1.2.2 Opposition to faith provision in an increasingly secular society	
<p>Faith schools have no place in a modern education system</p> <p>The establishment of a church school does not reflect the needs of an inclusive modern society</p> <p>The proposal to establish a new faith school does not reflect the realities of the population the school is serving, which is becoming increasingly secular</p> <p>Most people in Wales are atheist</p> <p>Keep faith in places of worship and the homes of believers and away from our schools</p> <p>Church schools divide society</p> <p>The school should remain secular so children are educated together and not segregated</p> <p>Would prefer if children from non-religious families were not forced to become part of a church with which they do not</p>	<p>The authority acknowledges the view of respondents who have stated that a faith based provision does not reflect a modern society, which is becoming increasingly secular. In Wales, 25,000 children and young people attend a Church in Wales school, with many others attending other denominational schools.</p> <p>The authority is of the opinion, as stated in the Consultation Document, that <i>'Church in Wales schools seek to provide the highest possible standard of education within a distinctively Christian context, underpinned by a clear code of values derived from the Gospels. They do not seek to convert but to serve, and to provide a strong Christian ethos and educational vision help to raise standards and achievement and enable every child to fulfil their potential. A church school does not measure its success criteria by pupils adhering to Christianity, but seeks rather to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and to find their own response, be that within Christianity or not. The aim of a church school is to give a gift of a deep and broad education, allowing the children to make a personal, informed decision about matters of faith'</i>.</p> <p>There are Church in Wales schools in most unitary authority areas in Wales. The schools are similar to non-denominational school, and are</p>

<p>identify in order to get schooling</p> <p>Faith schools are divisive, selective, prejudiced, irrational and unwanted by the majority in the UK – they have no place in modern society</p> <p>In 2015 48.5% of the population identified as having no religion</p> <p>Evidence shows that state funded religious schools are exclusive, divisive and counter-intuitive to social cohesion.</p>	<p>inclusive by nature, serving children and young people in a range of communities. They also form a natural point of community focus, whether in the inner city or in rural villages.</p> <p>In the same way as non-denominational schools, Church in Wales schools are committed to celebrating the rich heritage of faith, language and culture of Wales, offering the very best education to the children of Wales in a safe and secure Christian context.</p> <p>Church in Wales schools do not require pupils to be of a Christian faith in order to be admitted to the school, and the authority will be the admissions authority for the proposed new CiW school in Welshpool.</p> <p>The authority is not aware of any evidence that shows that state funded religious schools are exclusive, divisive and counter-intuitive to social cohesion.</p> <p>A Voluntary Controlled Church in Wales school delivers the same RE syllabus as a community school and has the same legal obligation to provide a daily act of collective worship for staff and pupils. The right of withdrawal from both these remains unchanged.</p> <p>Church schools, in the spirit of Successful Futures, aim to equip their pupils as ethical and informed citizens, by developing their abilities to connect, critically reflect upon, evaluate and apply their learning to their own nascent and growing understanding of religion and belief, and of themselves, society and the world.</p>
1.2.3 Governance	
<p>No reason why a school should be maintained by any organisation that takes it out of state control</p> <p>State schools should not be religious</p>	<p>The proposed English-medium CiW School will be a voluntary controlled school. In accordance with the Schools Standards and Organisation Act (Wales) 2013, schools are defined under one of the following categories:</p> <ul style="list-style-type: none"> • Community

<p>Church and state are separated in this country, our schooling should not be any different</p> <p>Great concern that the proposal will give full control to the Church in Wales over the primary education of all English medium primary age children in Welshpool</p>	<ul style="list-style-type: none"> • Voluntary Controlled (VC) with religious designation • Voluntary Aided (VA) with religious designation <p>The main differences between a VC school and a community school is that the Church would have representation on the governing body, but this representation would be in the minority. The size of the governing body, and the membership, is shown on page 20 of the Consultation Document. There would also be a technical legal practice of conditional transfer of the land that the school is built upon to the Church. The land would return to local authority ownership should the Church educational provision come to an end on the site.</p> <p>Otherwise – the following is true of both categories (Community and Voluntary Controlled (VC):</p> <ul style="list-style-type: none"> • The local authority would control admissions • The local authority and the governors would be responsible for appointing staff • In terms of joint worship, legal requirements for daily worship would have to be met. Individuals have the right to opt out of joint worship or religious education lessons <p>The headteacher and the senior leadership team would be responsible for the day to day running of the school.</p> <p>The headteacher and staff would also have access to the support and services of the Diocesan Education team (in addition to ERW and Powys County Council), who can provide advice and support on a range of topics including curriculum and ethos matters, and who provide regular training for staff and governors. In addition, they would have access to a network of advisers and consultants commissioned by the Diocese, and would also have access to training, resources and activities. Church schools also have a named 'Bishop's Visitor', who would support and challenge the school; offering advice and support to staff and pupils, and embodying the pastoral concern that the Bishop of St Asaph has for the schools in his diocese.</p>
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1.2.4 Indoctrination	
<p>Indoctrination at an early age is unacceptable and is in direct conflict with the decline of Christianity and religion in Wales and the UK</p> <p>Schools should not be recruiting grounds for any religion and should encourage freedom of religious thought through high quality, non-denominational education</p> <p>It is wrong to force religion into the lives of young people and their families</p> <p>Forcing a religion on children is inappropriate in modern society</p> <p>Church schools force religious propaganda onto the minds of children who are not yet of an age where they can give their consent to this</p> <p>School is a place for education not indoctrination It's child abuse to ram religion down the throats of innocent children</p> <p>Segregating children into faith based schools will only widen sectarian issues in our society</p> <p>Faith based education segregates children based on their faith rather than demonstrating and instilling in our children the values of acceptance and inclusion of people of all faiths and no faith</p> <p>Church schools are divisive and can be exclusive – all primary schools should be open to all children</p>	<p>Any parent who chooses to send their child to a church school has the right to opt out of collective worship and Religious Education.</p> <p>The authority is of the opinion, as stated in the Consultation Document, that <i>'Church in Wales schools seek to provide the highest possible standard of education within a distinctively Christian context, underpinned by a clear code of values derived from the Gospels. They do not seek to convert but to serve, and to provide a strong Christian ethos and educational vision help to raise standards and achievement and enable every child to fulfil their potential. A church school does not measure its success criteria by pupils adhering to Christianity, but seeks rather to equip its pupils with the knowledge and understanding for them to critically evaluate the moral and ethical challenges of life and to find their own response, be that within Christianity or not. The aim of a church school is to give a gift of a deep and broad education, allowing the children to make a personal, informed decision about matters of faith'</i>.</p>

1.2.5 Discrimination	
<p>Powys County Council is continuing to discriminate in favour of those with Christian beliefs within our community</p> <p>The proposal discriminates against those in the area with an alternative faith or none</p> <p>The proposal is granting privilege to one belief over all others</p> <p>Children should not be subjected to a religious education because they do not speak Welsh</p>	<p>The proposal does not discriminate against any pupil. An equality impact assessment has been undertaken, and was published as a draft document at the start of the consultation. This will now be finalised to take account of views gathered during the consultation.</p>
1.2.6 Impact on children's education	
<p>Being a Church school will take time away from subjects like science and languages</p> <p>Children would be better served by a more thorough grounding in mathematics and science studies to prepare them for life in the 21st century</p> <p>It is a backwards step to force non-religious children to attend religious schooling and worship within the school day</p> <p>Education should be inclusive, not exclusive</p> <p>Is the national curriculum for RE not sufficient to meet needs?</p> <p>A 'belief-neutral' council run school is what is in the best interests of all pupils</p>	<p>The curriculum in a Church in Wales school is identical to that of a community school and both types of schools are required to deliver the Welsh Curriculum. With both types of schools, religious instruction is included in the school curriculum and the syllabus agreed upon at local level through SACRE.</p> <p>Any parent who chooses to send their child to a church in wales school has the right to opt out of collective worship and Religious Education.</p> <p>See also 1.1</p>

<p>No evidence that “faith” schools provide better education or produce better people</p> <p>Children should be taught about a wide range of issues and religions and should be able to make an informed choice themselves, not be brainwashed</p> <p>The model denies children the right to fully explore other cultures and religions</p> <p>Concern about conflict between children and their parents if the children are educated in a religious environment and that environment is not present in the home</p> <p>Please make sure the rights of all children are protected, regardless of their parents religious views, and provide schools which are not linked to a particular religion</p>		
1.3 Other		
1.3.1	Parents who have Welsh as a first language may prefer for their children to go to a faith led school	The authority notes this comment. There is currently no faith based Welsh-medium provision in Welshpool. The authority is satisfied that the current proposal provides an appropriate choice for Welsh-medium parents. Should parents wish for their children to attend a faith led school, they could attend the English-medium school.
1.3.2	Had believed that the Welsh-medium school would be the Church in Wales school not the English-medium school – concerned that it has switched from the initial discussions	The proposal has not changed, it was always planned that the English-medium school would be the Church in Wales school not the Welsh-medium. This was shared and agreed with local stakeholders and local members during the School Organisation Review Panel (SORP) meeting held on 12 th January 2016.
1.3.3	Church schools have the same RE curriculum as non-church schools and parents have the option of opting out of collective worship	It is true that the RE curriculum in church schools is the same as non-church schools. It is also true that parents of pupils attending church schools have the option of opting out of collective worship.

2. ISSUES RELATING TO THE ESTABLISHMENT OF A NEW WELSH-MEDIUM SCHOOL	
2.1 In favour of a new Welsh-medium school	
<p>Hopefully a new Welsh-medium school will promote demand and will increase the number of Welsh speakers</p> <p>Pupils are entitled to receive good quality Welsh-medium education</p> <p>The establishment of a new Welsh-medium school and a new build will increase interest in Welsh-medium education</p> <p>A Welsh-medium school will further develop the Welsh language in our area</p> <p>Powys should be applauded for recognising the need to develop a Welsh-medium school</p> <p>A Welsh-medium school in the town is well overdue</p> <p>The benefit of a Welsh-medium school is that children can live through Welsh in school, and not just speak Welsh in class</p> <p>Welsh-medium schools are the best model in order to help pupils develop skills in two languages</p> <p>The proposal will ensure that Welsh-medium education is available locally and within reasonable distance for Welshpool families</p> <p>Having Welsh-medium provision in the community will give a fair and reasonable choice to parents</p>	<p>The authority notes the comments made in favour of a new Welsh-medium school.</p>

<p>Pleased that the Council is considering growth of Welsh-medium education</p> <p>Welcome the establishment of a category 1 school which offers education completely through the medium of Welsh rather than a category 2 dual stream school</p> <p>Will contribute to the Welsh Government's aim to have a million Welsh speakers by 2050</p>	
2.2 Size of the Welsh-medium school	
<p>150 places is too low, it should be nearer 200</p> <p>Important to be able to increase the size of the school in the future</p> <p>Do not think the pupil numbers quoted for the Welsh-medium school will be achieved</p> <p>Where is the evidence for a 150 pupil school? Dafydd Llwyd grew before a new building was provided</p>	<p>The authority is currently writing a business case to make the case for the need to establish a new bilingual category 2a secondary school in the North of Powys. Analysis of a range of factors has been carried out as part of this work, to identify possible locations for any new school. This has included analysis of population trends and Welsh language skills, and has also included an analysis of potential latent demand for Welsh-medium education in north Powys. This work has identified potential latent demand of nearly 800 Welsh-medium places across north Powys, which includes approximately 80 places in the 4 Welshpool wards.</p> <p>This work has also identified significant potential latent demand in the areas surrounding Welshpool. Whilst it is unlikely that the demand from the surrounding areas will be as significant as the demand from within the town of Welshpool, it is reasonable to expect that there will be an increase in demand for Welsh-medium education from these areas following the establishment of the new school.</p> <p>In addition to this, the Welsh-medium school will be the only provider of Welsh-medium education in the wider Welshpool catchment area, therefore the school will need to be large enough to accommodate growth from the area surrounding Welshpool</p>

The establishment of a new Welsh-medium primary school in Welshpool is a key objective of the authority's WESP and is key in terms of the authority's response to the Welsh Government strategy to achieve one million Welsh speakers by the year 2050. Therefore, it is essential that the new Welsh-medium primary school has sufficient capacity to meet this anticipated increase in demand.

Currently, there is a total of 64 pupils who access Welsh-stream education at Ardwyn and Maesydre schools, as indicated in the below table:

	2016 Actual		2017		2018		2019		2020
	Welsh Stream	English Stream	Welsh Stream	English Stream	Welsh Stream	English Stream	Welsh Stream	English Stream	Welsh Stream
Ardwyn	39	17	41	18	43	19	45	19	50
Maesydre	25	157	27	166	29	177	31	189	30

Evidence indicates that pupil numbers in Welsh-medium education in Welshpool have not increased substantially over the last ten years. This is not a pattern that has been replicated in other areas of Powys, where Welsh-medium numbers have grown significantly, for example, Ysgol Dafydd Llwyd in Newtown was established in 2001 and has seen 57% growth since its establishment.

The absence of a stand-alone Welsh-medium primary school within Welshpool town has led to some parents choosing to travel to other Welsh-medium or dual-stream primary schools outside the town for Welsh-medium education. This is supported by analysis of pupil movement, which shows that there are currently 29 pupils living closer to the Welshpool schools but who choose to travel to other Welsh-medium or dual-stream schools for their education. This suggests that the demand for Welsh-medium education in Welshpool is not currently being met.

The new Welsh-medium primary school will be built with flexibility to extend, if that is necessary in the future.

2.3 Issues relating to secondary provision	
<p>Concern that there is no Welsh-medium secondary school in Welshpool</p> <p>Lack of access to Welsh-medium secondary education will limit numbers in the Welsh-medium primary school</p> <p>What is the point of trying to develop Welsh-medium education and grow the numbers if there is no Welsh-medium secondary school in Welshpool?</p> <p>Welsh-medium pupils will start off on a good path when the new school opens but this will end abruptly when they transfer to secondary</p> <p>There need to be further discussions about the pupils' needs in order to ensure continuity</p> <p>Would like information about where pupils who leave the Welsh-medium primary school are to progress for secondary provision</p> <p>Would like confirmation that there will be suitable provision at Welshpool High School to enable Welsh-medium learners to continue their education through the medium of Welsh in the town</p>	<p>It has become apparent over recent years that the current dual-stream model of delivering secondary education does not provide robust linguistic continuity for pupils throughout their educational lives in school, and does not provide equality for those wishing to have a Welsh-medium education.</p> <p>The authority is currently writing a business case to make the case for the need to establish a new bilingual category 2a secondary school in the North of Powys. This business case will be considered by Cabinet next year.</p> <p>Currently, Welsh-medium pupils from Ysgol Maesydre are provided with free home-to-school transport to Ysgol Uwchradd Caereinion, Llanfair Caereinion, which provides Welsh-medium education in a dual-stream setting.</p> <p>Welshpool High School do not provide any subjects through the medium of Welsh apart from Welsh 2nd Language.</p>
2.4 Concerns relating to the establishment of separate Welsh-medium and English-medium schools	

<p>Having the schools on separate sites will cause a divide in the town</p> <p>Having two sites will mean that the children will be segregated</p> <p>By having the schools on separate sites, Welsh-medium pupils won't get to mix with children from other cultures</p> <p>Why are you splitting the Welsh-medium and English-medium pupils, it is apartheid</p> <p>Positioning of the 2 schools at different end of town may be a bone of contention – all education on one site would be a preferred option</p> <p>Rivalry between the Welsh-medium and English-medium school will cause friction in Welshpool</p> <p>Making friends should not be forced by what language you are educated in</p>	<p>The Welsh Government has recently launched an ambitious new strategy to create a million Welsh speakers by the year 2050. The authority welcomes this ambitious strategy, and acknowledges the key role Welsh-medium education will play in the achievement of this aim.</p> <p>The authority aspires to develop an infrastructure that enables all pupils to access full provision in either Welsh or English throughout their educational careers, ensuring that Welsh-medium learners have the opportunity to be fully immersed in the Welsh language, to ensure that they are fully bilingual and are confident communicating in both Welsh and English when they leave school.</p> <p>It is clear that the current method of delivering Welsh-medium education within Powys does not provide equality for Welsh-medium learners compared with English-medium learners.</p> <p>The current method of delivery has led to a situation where access to Welsh-medium education 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. 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 realises that a fundamental change is required in Powys to ensure all learners can access high quality, robust provision from the early years onwards.¹</p> <p>Being part of a fully Welsh-medium experience will enable them to be even more confident Welsh speakers who can still contribute to the development of the Welsh language in Welshpool.</p> <p>The authority does not believe that separate Welsh and English medium schools will cause friction in Welshpool. Experience in other areas of Powys and outside shows that schools can exist alongside each other with no</p>
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¹ Welsh-medium Education Strategy – <http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

		<p>problems – pupils will continue to be part of the same community.</p> <p>The authority did investigate whether it was possible to have both schools on a single site. However, no suitable land was identified.</p>
2.5 Other		
2.5.1	Support the rights of people to be educated in Welsh, however this should be a choice	The proposal provides an improved choice for parents and pupils than the current provision in Welshpool.
2.5.2	Children with complex educational needs may not have the capacity to learn Welsh	Throughout Powys, children with complex educational needs are educated in all types of schools, regardless of the medium of education, and the authority seeks to provide support for them in the language of their choice.
2.5.3	Parents who live closer to the Welsh-medium school may send their children there even though they currently receive English-medium education because the school will be closer	Parents will have a choice of schools for their children, and they will be able to make their decisions based on their own preferences, which may include distance to school.
2.5.4	Has any consideration been given to what support can be given to non-Welsh speaking parents who will send their children to the Welsh-medium school? It's important that parents have information about Welsh-medium education so that they understand that children don't start working in English until later on	The authority acknowledges the importance of providing appropriate support to non-Welsh speaking parents who will send their children to the Welsh-medium school, and will work with other organisations such as Menter Maldwyn and the Welsh for Adults Centre, as well as the headteacher of the new school to identify what support is needed.
2.5.5	It is wrong to impose the Welsh language on anybody	The authority has a duty to provide access to Welsh-medium education to pupils that choose it. There will also be an English-medium in Welshpool, and the schools in the villages surrounding Welshpool are all English-medium, therefore the authority is not imposing the Welsh language on anybody.
2.5.6	In terms of the Welsh-medium school, you need to establish something that doesn't only meet the	The authority strongly believes, from past experience in other areas, that Welsh-medium schools often act as catalysts for growth. It is expected that

	current need but also inspires future parents	this will be the same in Welshpool.
3. ISSUES RELATING TO THE PROPOSED LOCATIONS OF THE NEW SCHOOLS		
3.1 Issues relating to the proposed location of the English-medium school		
<p>It is 1.5 miles from the far end of the Oldford Estate to the proposed new school</p> <p>The distance to the site is an incentive for parents to use the car, which will lead to an increase in car use</p> <p>It will be difficult for parents to bring their children to the new school and then get to work on time</p> <p>Concern about the number of parents that will be driving their children to the new English-medium school</p> <p>It's a very long walk to the site from Oldford, especially for very young children</p> <p>The proposed location would involve the loss of a well-used playing field and amenity areas</p> <p>The proposed location will add to the congestion caused by the high school and the Flash and is close to the bypass</p> <p>The Oldford school site would be a better, more central location</p> <p>The proposed location would triple the time it took to do a school run one way</p> <p>Wherever the school is sited, learners would have the opportunity to walk to school as at any point there is less</p>		<p>The authority recognises that the location of the new English-medium school is further for some parents than others, particularly those living in Oldford. However, the school is still within 2 miles from the edge of Welshpool town, and therefore pupils will not be eligible for free home-to-school transport. The authority will ensure that there will be safe walking routes to school.</p> <p>It is recognised that some parents may want to use their cars because of the change of location of the school. The authority will, however, investigate whether alternative transport arrangements could be put in place e.g use of public transport/community transport, which would help parents who live furthest away from the school.</p> <p>The proposed location at Welshpool High School is on a piece of land that is not used frequently by the high school, and the school would continue to have sufficient sports and recreation areas, in accordance with the legal requirements.</p> <p>Access to the school and impact on highways/travel will be a key factor when the school is designed. If the plans are submitted for planning approval, the Authority's Highways Dept is a statutory consultee, and its views will be considered at this stage.</p> <p>Consideration was given to all potential sites in Welshpool, including Oldford, and it was agreed that the current locations provided the best opportunities to build two new schools.</p>

than 2km distance – this will be good for the health of the town	
3.2 Queries in relation to travel to the new English-medium school	
<p>Would appreciate the Council looking into ways to help parents get their children to school</p> <p>Suggestion that the council works with transport providers to ensure services are running to the school at the right time</p> <p>If extra public transport is available, need to make sure that the service is used by those who really need it – would it be possible to have a bus pass to ensure transport is provided fairly?</p> <p>Could walking buses be used in conjunction with buses or taxis?</p> <p>Opportunity to improve the infrastructure of cycle routes etc</p> <p>Transport would have to be provided, even if a small fee was payable</p> <p>Would need to consider 2 sets of transport, one to allow children to attend breakfast club and one for children heading to school for the start of school</p> <p>If some form of transport was provided, would a parent/guardian have to accompany the children?</p>	<p>The authority notes these suggestions and comments, and will investigate options to provide travel support to those living furthest from the school.</p> <p>It would be the authority's expectation that children of early years age (up to 7) would be accompanied on public transport by a responsible adult.</p>
3.3 Issues relating to road safety with regard to the route to the English-medium school	
The route to the new English-medium school passes through the busiest part of town at the busiest time of the	The authority has a duty to provide safe walking routes to schools, and these will be identified and planned as part of the design process for the new

<p>day</p> <p>It is inevitable that children of 5 or 6 years old will end up walking the route to the school on their own if they miss buses – this will be dangerous</p> <p>There is a lot of traffic on Severn Road and there is no form of traffic management in place</p> <p>Drivers ignore people waiting at the zebra crossing on Severn Road</p> <p>Measures should be put in place to improve the pedestrian route along Salop Road and Gungrog Road</p> <p>Widening pavements and reducing the speed of traffic would help with road safety</p> <p>A safe walking route needs to be considered</p> <p>Need to look at improving the canal walk as this can cut down quite a long walk beside busy roads with a lot of exhaust fumes, which would be a potential hazard to young children with asthma and other chest complaints</p>	<p>schools. Safeguarding of pupils is the utmost priority for the authority.</p>
3.4 Issues relating to the proposed location of the new Welsh-medium school	
<p>Maesydre is a fair distance for some children</p> <p>Walking to the Welsh-medium school will pose a problem for many</p>	<p>The junior school currently located at Maesydre serves the whole town of Welshpool. The authority is confident that the Maesydre site is a suitable location to serve the whole of Welshpool.</p>
4. ISSUES RELATING TO STAFFING	
4.1 Impact on Staff	

<p>Staff are concerned that they may not get a job</p> <p>It's very uncomfortable for staff that they can't get answers now</p> <p>Staff are anxious – they have responsibilities such as mortgages and rent</p> <p>Concern that some redundancies may need to be made due to the change to the age of admission</p> <p>Concern that an increase in Welsh-medium pupil numbers would cost jobs in the English-medium school</p>	<p>The authority acknowledges that any school reorganisation proposal will lead to a period of uncertainty for those affected by the proposal and is keen to conclude this process as swiftly as possible to minimise this period of uncertainty. However, the authority is unable to proceed with the process of appointing staff to the new schools until the statutory element of establishing the new schools has been concluded.</p> <p>Schools receive funding via the Fair Funding Formula, which allocates how much funding a school receives based on a combination of factors, including pupil numbers and premises costs. If pupil numbers in either schools increase or decrease, funding will be allocated in accordance with the Formula, and the governing bodies and headteachers will need to ensure appropriate staffing levels within their funding allocation.</p> <p>Through the consultation on changing the age of admission, the authority has identified that there will be £2.8 million reduction in primary schools budgets across Powys, and the main area of savings that schools will be required to make is around staffing. This will have an impact on the two new schools in Welshpool. The authority is currently running a voluntary severance scheme to support this change management process.</p> <p>As schools are funded largely based on pupil numbers, the balance of pupils between the Welsh-medium and English-medium school will have an impact on the schools' ability to employ staff. An increase in numbers in the Welsh stream will impact on pupil numbers at the English-medium school. However it is expected that learners who currently travel out of Welshpool will remain within the town resulting in an overall increase in pupils numbers. In addition, the Welsh-medium primary school will serve the wider Welshpool catchment area therefore the impact would be shared with other English-medium schools in the catchment area.</p>
4.2 The process for appointing staff to the new schools	
<p>Concern about communication with staff throughout the</p>	<p>The authority acknowledges that communication with staff is important. An</p>

<p>process</p> <p>There are set points in the year when teacher jobs are advertised – if the consultation process doesn't match that timescale, teachers who do not get jobs in the new school will have a problem</p> <p>Will there be an opportunity for staff to discuss this outside of the formal consultation process</p> <p>Important that staff aren't disadvantaged – they need to have information about the staffing levels at the new schools in time for them to be able to apply for the voluntary severance scheme</p> <p>Concern for staff during the transition period – needs maximum consultation, good support and access to enough information about future staffing asap</p>	<p>informal meeting with teachers was held earlier this year, and staff from the School Transformation Team are in regular contact with the Headteachers. Communication with staff will continue via the Headteachers as the process goes forward.</p> <p>If the proposal is supported by Cabinet, following both the consultation period and objection period, then a new shadow governing body will be immediately established, and headteacher recruitment will begin. Following this, the new headteachers and governors will begin the staffing process for the new school, in accordance with the recognised timescales for teacher recruitment.</p> <p>There is then a separate consultation process regarding staff employment which would only happen if Cabinet decide to proceed with the proposal.</p>
4.3 The appointment of Headteachers / Deputies	
<p>Does the Voluntary Severance Scheme extend to Headteachers and Deputies?</p> <p>When and how will the Headteachers be appointed? A bigger school will mean a higher pay grade for the Headteacher, who will fund that?</p> <p>Will parents have an input into choosing the headteachers for the new schools?</p> <p>I hope that the head's position will be advertised nationally and not just offered to the three existing heads</p>	<p>The scheme doesn't specifically say that it doesn't extend to Headteachers and Deputies. However, every school has business critical roles which the school cannot operate without and the Headteacher post is one of them, therefore it is likely that it will not be relevant to Headteachers and Deputies.</p> <p>Once the shadow governing bodies have been established, one of their first priorities will be to appoint Headteachers. They can decide to advertise the position or they can ringfence the position to the current headteachers. Funding for the posts will be included in the funding allocated to each school.</p> <p>The appointment process is the responsibility of the shadow governing bodies, which include parent –governors' representatives.</p>
4.4 Positive impact on staff	

<p>The proposal could provide new opportunities to have more specialised teaching in certain subject areas</p> <p>Staff will benefit from this proposal</p> <p>Teachers will benefit from a well-planned environment</p> <p>It's a good plan which will provide greater capacity for delivery of the curriculum in a bigger school</p>		The authority notes these comments.
4.5 Other		
4.5.1	Concern about consistency for pupils in terms of teachers and staff	It is recognised that pupils may not have the same teachers as they have currently, if the proposal is approved. However, the main aim of the shadow governing body will be to appoint the most appropriate teachers and staff to the right posts that match their skills and aspirations, in order to ensure that standards of teaching and learning remain as good as possible.
4.5.2	If you are currently a teacher in an English-medium stream but are a fluent Welsh speaker, could you apply for a position in the Welsh-medium school and have the same chance of getting a job there as those who have already taught in a Welsh-medium stream?	Yes, this would be possible.
4.5.3	Does the HR department have the capacity to deal with all the processes which are currently ongoing?	The voluntary severance scheme will improve the capacity and support that HR will be able to provide. The authority will ensure that appropriate capacity is available to deal with the relevant processes.
4.5.4	The Polish teaching assistants are a very important method of communicating between parents and teachers – we need this sort of provision to continue	The staffing structure at the new schools will be determined by the headteacher and governing body, however there is no reason to believe that they would not want this provision to continue.

4.5.5	Hope that the present teaching and support staff will receive fair treatment when structures are being put in place and are given every opportunity to secure their own futures, whether in the new school or elsewhere	The authority has a duty to ensure that the process of establishing the new staffing structure is fully compliant with HR policies and all teaching and support staff will receive fair treatment when structures are put in place.
5. ISSUES RELATING TO THE IMPACT ON PUPILS		
5.1 Positive impact on pupils		
<p>The new schools will greatly benefit the children of Welshpool</p> <p>Pleased that Welshpool children can look forward to a future in schools with better buildings and improved resources</p> <p>The proposal offers the children of Welshpool a much better educational experience than they currently receive</p> <p>The two new schools will provide an opportunity to give pupils a modern cohesive educational experience</p> <p>The proposal offers the best opportunity for pupils to have the educational opportunities they deserve</p> <p>The young people of Welshpool deserve an educational provision that will help them grow and thrive</p> <p>The children will benefit from up to date technology</p> <p>The schools modernisation process is essential to ensure quality educational environments for current and future generations of children in Welshpool</p> <p>The new school will provide more facilities for the children</p>		The authority is pleased to note these comments.

Pupils will be able to make new friends	
5.2 English-medium pupils currently attending Ardwyn School	
<p>Concern about the impact on English-medium pupils currently attending Ardwyn School who will have to move to another school – either Gungrog or Oldford. This additional transition will cause upheaval for these pupils</p> <p>Hope that pupils who have to move because their current school will be changing languages are going to be given the support they and their parents need during what will be a traumatic time</p> <p>Some parents may want to move their children from the English-medium stream at Ardwyn sooner rather than later so that the children can build up their social groups</p> <p>Going ahead with the proposals next September is premature and disruptive to some children's education</p> <p>Splitting the schools will mean that children will lose their friends which may cause them to be upset and lose interest in school</p>	<p>The authority acknowledges that any school reorganisation proposal leads to a period of uncertainty for those affected by the proposal, and recognises that English-medium pupils in Ardwyn School will possibly be the group most affected, due to having to move twice over the next few years. The issue of being separated from their friends will only apply to current small number of Welsh-medium pupils attending Ysgol Maesydre and the small number of English-medium pupils attending Ysgol Ardwyn.</p> <p>The well-being of pupils is paramount, and full support will be provided to these pupils throughout the transition process.</p> <p>The decision to implement the proposal from September 2017 rather than upon the opening of the new buildings was made to provide staff with certainty about jobs, and to provide the two new governing bodies and headteachers with a better opportunity to plan for the transition to the new buildings.</p>
5.3 General concerns about the impact on pupils	
<p>General concern about the impact of the proposals on pupils</p> <p>Pupils are concerned about moving to a new / bigger school</p>	<p>The authority acknowledges that any school reorganisation proposal leads to a period of uncertainty for those affected by the proposal. However the authority's view is that the long term benefits of this project to pupils in Welshpool will be significant. The well-being of pupils is paramount, and full support will be provided to them throughout the transition process.</p>
5.4 Impact on vulnerable pupils	

<p>Concern about the impact on ALN provision</p> <p>Some pupils are currently being transported out for SEN provision, it would be nice if there was provision for them in the new schools</p>	<p>Discussions in relation to the ALN provision that will be available in the new schools have taken place with the senior manager for ALN and Inclusion, and it has been agreed that the current provision will be replicated at both schools.</p> <p>The aim across Powys is to ensure that as many pupils as possible are able to access provision in their local schools. We will be working with staff to ensure that the new schools are as inclusive as they can be.</p>
6. ISSUES RELATING TO THE SIZE / STRUCTURE OF THE NEW SCHOOLS	
6.1 School size	
<p>Study at the Cambridge Institute of Education shows no evidence that small schools are less educationally viable than large schools.</p> <p>Estyn said in 2006 that small schools are as good as other schools and are particularly good at working with parents</p> <p>Concern about the size of the English-medium school and the number of pupils that will be attending it</p> <p>Primary schools should be kept to a size which does not become overly impersonal</p> <p>Concern that bigger is not always best, although understand that from a financial viewpoint this will save money</p>	<p>Powys County Council is committed to ensuring that all children and young people have an equal opportunity to receive the best possible education. The Council aspires to have an educational infrastructure that:</p> <ul style="list-style-type: none"> • Provides all learners with opportunities to achieve high standards of achievement and attainment; • Provides for first class teaching and learning provision reflecting national, regional and local priorities; • Has high quality resilient leadership and management; • Provides robust linguistic continuity and progression; • Improves cost-effectiveness and efficiency; • Has the right number of schools in the right place for the current and future pupil population of Powys; • Has school buildings and blocks that are assessed as condition A or B; • Minimises dependency on temporary accommodation; and • Reduces overall surplus places in schools. <p>The aspiration for primary education in Powys is to have schools with single year group classes, and schools that have headteachers with no classroom responsibilities.</p>

		<p>The authority recognises that performance levels vary between all types and sizes of schools, both within Powys and across Wales. The benefit of larger schools is their ability to attract high quality resilient leadership and management, with headteachers, senior leaders and staff who can focus on raising standards.</p> <p>If the proposal is supported by Cabinet, the new English-medium school will be one of the largest primary schools in Powys, and the authority recognises that this could be a cause for concern for parents who have been used to the smaller schools currently operating in Welshpool. However, the new schools will be designed to ensure that pupils can thrive in an environment that is safe and inspiring.</p>
6.2 Class sizes		
6.2.1	Concerned about larger class sizes as pupils are currently in smaller classes	<p>The authority acknowledges that some pupils might be happier in a small class situation, however the authority's view is that the classroom arrangement in the new schools will have benefits for pupils.</p> <p>In the new English-medium school, pupils will be taught with pupils of the same age and of similar ability. This is likely to improve a teacher's ability to better meet the needs of all learners and the authority is confident that pupils achieve well in larger class as well as in smaller classes.</p> <p>The Welsh-medium school will be built for 150 pupils, which would mean 5 classes. This would include some mixed-age classes.</p> <p>Schools are bound by regulations relating to class sizes, which mean that there cannot be more than 30 pupils in classes in the foundation phases. The governing bodies of the new schools would also be expected that junior class sizes were maintained at an appropriate size.</p>
6.2.2	In the schools now there are mixed age groups in a class, in the new school there will be one age	Comments noted

	group in a class – this will be better Young children will socialise and learn better in small groups with children of the same age	
6.3 All-through primary structure		
6.3.1	The proposal to build new primary schools that incorporate infants and juniors is the right one.	Comments noted
6.3.2	The current system of 3 infant schools and 1 junior is not a beneficially educational system – it is outdated and unhelpful and can be counter-productive to good education	Comments noted
6.3.3	Concern about combining children of a very young age into a school with older pupils	Most primary provision in Powys and the rest of Wales is delivered in all through primary schools where infants and juniors attend the same school. Apart from Welshpool, there are only 2 other examples in Powys where there are separate infants and junior schools.
6.3.4	Will infants and juniors be separate at lunchtimes?	Lunchtime organisation will be a matter for the governing bodies of the two school to decide. However, many newly built schools have separate areas to be used by infants and juniors during break times, therefore it is likely that this would be the same in the new schools in Welshpool.
7. ISSUES RELATING TO BUILDINGS / GROUNDS		
7.1 Current Buildings		
Powys should be applauded for recognising the need to replace the current aged buildings The current buildings are in poor condition and are not fit for purpose.		The authority agrees with these comments. The poor condition of some of the current school buildings in Welshpool is one of the main reasons for this proposal. The authority has an asset disposal process which is followed when buildings are no longer required. Part of Gungrog School would go back to the church

What will happen to the old school buildings?		as they own part of it. If the authority had no use for the sites, we would be looking to dispose of them in order to realise capital receipts.
7.2 New buildings		
<p>The new development will provide buildings that are fit for purpose with all the latest technological advances.</p> <p>It will be a bonus to have a 21st century education in a 21st century building</p> <p>We need condition A buildings for our children</p>		The authority agrees with these comments.
7.3 Other		
7.3.1	Will money be set aside to maintain the new buildings?	Schools are funded in accordance with the Fair Funding Formula, which includes an allocation for repairs and maintenance.
7.3.2	Why will the two schools be on separate sites?	The authority has investigated the possibility of having both schools on a single site, but has not identified any suitable location in Welshpool.
8. QUERIES ABOUT THE FACILITIES AT THE NEW SCHOOLS		
8.1	<p>Have you given any thought to making the school a more community centred school like Trefonnen, with health and education facilities under one roof?</p> <p>Will other services be accommodated at the school – for example the school nurse could have a room or access to a room for drop in sessions</p>	Both schools will have community facilities which could be used to provide space for support services, as required.
8.2	Will there be a hall at both schools?	Yes, there will be a hall at each of the new schools.
8.3	Concern about parking at the schools	There are regulations in place which require a certain number of parking

		places depending on the capacity of the school. The authority is working with the relevant departments in order to ensure that this requirement is met.
8.4	Gungrog is a healthy school, the dentist visits and so does the nurse. Will this continue in the new school?	The arrangements in relation to the dentist and the school nurse will continue. It will be up to the governing body and headteacher of each school to decide if they wish to take part in the healthy schools scheme.
8.5	Will the schools have the same uniform as now or will there be separate uniforms for the two schools?	The issues of school uniform will be determined by the governing bodies and headteachers of the new schools.
9. IMPACT ON THE COMMUNITY OF WELSHPOOL		
9.1	Having two schools instead of four may make it easier to have links to community groups and businesses	Comments noted.
9.2	The town will lose its community spirit due to the plans Moving Oldford school across town will lose the community spirit	A draft community impact assessment was published as part of this consultation, which came to the conclusion that there would be no adverse impact on the community of Welshpool. There will be two 21 st C Schools in the town rather than four ageing schools, and community cohesion will be strengthened. The community impact assessment will be updated and finalised to take account of issues raised during the consultation.
9.4	The proposal will benefit the local community The proposal is very positive for Welshpool A golden opportunity for Welshpool, it should be welcomed that the council are intending to invest in education in the town There is a real sense of excitement in Welshpool about the proposals	The authority agrees that the proposed investment in new schools in Welshpool will be beneficial to the local community.

	The current 4 school primary provision undermines community cohesion	
10. IMPACT ON STANDARDS		
10.1	The standards would at least be maintained should the proposal go ahead	The authority agrees with this comment.
10.2	What would happen with regard to inspection arrangements – does the clock get reset when the new school opens and should the schools expect an early inspection?	When a new school opens, Estyn normally wait until there is 2 years of data available before inspecting a school. The authority is writing to the Chief Inspector to inform Estyn that we are currently carrying out consultation on closure of the schools in Welshpool.
10.3	Proposed new schools will have a massive impact on the quality of learning the children will receive	The authority's expectation is that the proposal will have a positive impact on the quality of learning the children will receive. This was the case in the Ystradgynlais area, where the authority recently carried out a similar school reorganisation programme.
10.4	This process is essential to secure the future of quality primary education for current and future generations of children in Welshpool	The authority agrees with this comment.
10.5	Hope the council will guarantee that educational standards will remain high	The authority's expectation is that the proposal will have a positive impact on educational standards in Welshpool. This was the case in the Ystradgynlais area, where the authority recently carried out a similar school reorganisation programme. The authority's team of Challenge Advisors will support and challenge the new schools to ensure that educational standards are as high as possible.
11. QUERIES ABOUT PRE-SCHOOL / NURSERY EDUCATION		
11.1	Will the nurseries at both schools be run and staffed by Powys County Council or will they be run by independent outside organisations / businesses?	The Authority is currently planning a tender exercise for all early years settings throughout the county. Until this exercise has been completed, it is not possible to say who will be the successful provider of early years education at either school.

11.2	With the rise in the age of admission, will there be any flexibility with regard to nursery places provision?	The change of age of admission will apply to both schools. The authority is planning to develop new schools with classroom space for pre-school provision, or current providers will be invited to take part in the tender process that is currently being developed. The authority is also considering interim arrangements around the Welshpool area.
11.3	The nursery provision at the new schools will only offer 2 extra places	The pre-school provision is expected to be delivered both from the two new schools and from other existing funded settings. The authority believes it has enough spaces to meet the requirements of the 3+ and 4 year old provision.
11.4	What age will the nursery provision be?	Pre-school education provision will be provided from the start of the term after a child's third birthday. The authority also funds Flying Start provision in Welshpool, and this provision will continue, together with other pre-school provision that is funded through parental contributions.
11.5	Are you expecting the current 3 plus settings to take on the extra pupils?	As the number of children entitled to 3+ provision will increase by up to 1400 children per year across Powys, the number in each setting is expected to increase. This provision will be subject to a tendered process over the next few months.
11.6	When the age of admission changes, children won't start school until they are nearly 5 – will this affect pre-school provision?	Yes, the authority will provide additional funded pre-school provision.
12. QUERIES ABOUT THE TRANSITIONAL ARRANGEMENTS		
12.1	What will be the set up at the English-medium school during the interim period when it is operating as a multi-sited school?	Oldford and Gungrog schools will remain the same. Ardwyn will become a Welsh-medium school so English-medium pupils would have to either move to Oldford or Gungorg. English-medium pupils at Ysgol Maesydre would remain at the school. Welsh-medium pupils at Ysgol Maesydre would move to Ardwyn.
12.2	School budgets are normally set in April, but this does not coincide with the new schools opening in	The budget for the year would be broken up and the school would get part of the budget. So if the school opens in September 2017 then the budget the

	September 2017 – when will the financial situation catch up with the new school situation?	school gets would be from September 2017 to the following April, and then the following year the school would get the full budget for the year.
12.3	Any concerns that have been expressed by parents and staff have been dealt with locally by the headteachers and governing body, however the council needs to make sure support is in place for parents at all schools during the interim period.	The authority acknowledges that any school reorganisation proposal leads to a period of uncertainty for those affected, and is grateful to the headteachers and governing body for their support for this process up until now. Once a decision has been made by Cabinet on the way forward, the authority will arrange to meet with the governors to plan a way forward, ensuring that appropriate information and support is provided to parents.
12.4	Who will fund the shortfall in the school budget when the numbers aren't there?	Schools receive funding via the Fair Funding Formula, which allocates how much funding a school receives based on a combination of factors, including pupil numbers and premises costs. If pupil numbers in either schools increase or decrease, funding will be allocated in accordance with the Formula, and the governing bodies and headteachers will need to ensure appropriate staffing levels within their funding allocation.
13. QUERIES RELATING TO THE ESTABLISHMENT OF NEW GOVERNING BODIES		
13.1	Would everyone on the shadow governing body at the Welsh-medium school have to be Welsh speaking?	No, all members of the shadow governing body or permanent governing body of the Welsh-medium school would not have to be Welsh speaking.
13.2	Request for an explanation of the shadow governing body process	<p>If the Proposal is approved, then the immediate establishment of two shadow governing bodies would be required to oversee the strategic and operational transition to the two new schools. The shadow governing bodies would be responsible for recruitment of the headteacher and other staff of the new schools</p> <p>The shadow governing bodies would be established from amongst the membership of the four existing governing bodies. Expressions of interest to serve on the shadow governing bodies would be sought – the specific make-up of the shadow governing bodies is set out in <i>The Government of Maintained Schools (Wales) Regulations 2005</i>.</p>

13.3	Would parents who currently sit on the governing body be able to sit on the shadow governing body if their child has left school?	They would be able to sit on the shadow governing body, however they wouldn't be eligible to sit as a parent governor on the permanent governing body.
13.4	Why are the governors of the shadow governing body from the current governing bodies?	The shadow governing body will be formed from the current governing bodies. If the authority does not receive sufficient expressions of interest to fill all positions on the governing body, the authority will appoint governors to the vacant positions. In a Church in Wales School, the foundation governors are appointed by the church.
13.5	Concern that there is no opportunity for an impartial chair of the shadow governing body	The Chair is voted in by the shadow governing body.
13.6	Will there be an equal split by category for the shadow governing body posts, or will there be a balance across the whole governing body?	This would depend on how many current governors express an interest in the shadow governing body posts. Ideally, the authority would prefer there to be equal representation from all schools.
13.7	What will be the position in terms of the shadow governing body for governors who are on more than 1 governing body?	Governors who are members of more than 1 governing body will receive two invitations to provide an expression of interest, and they will have to decide if they wish to put their name forward.
13.8	When will the governors of the new Welsh-medium school be able to start spending their budget on things like translation?	The new school budget wouldn't be in place until September 2017.
13.9	It's important that the governing body of the new Welsh-medium school understand the challenges and needs of the sector	The authority notes this comment. The shadow governing body for the Welsh-medium school will be formed from the members of the current governing bodies of Ysgol Ardwyn and Ysgol Maesydre.
14. THE IMPACT ON OTHER SCHOOLS		
14.1	Concern about the capacity of Caereinion if Welsh-medium education grows in Welshpool and continues to grow in Newtown	The authority is currently reviewing Welsh-medium secondary provision in North Powys, which is considering options relating to the establishment of a category 2A secondary school in the area. The current primary provision in Newtown and Welshpool will be a key consideration in this work.

14.2	Concern that parents don't want to send their children to a super school and want to send them to the village schools	A large number of parents living in Welshpool currently take their children out of Welshpool to access primary education in schools in the neighbouring villages. The authority's view is that when parents see the new building and the facilities available, it is more likely that there will be an increase in the number of pupils attending school within the town. However, parents are entitled to apply for a place for their children in any school they wish, and places will be allocated in accordance with the authority's admissions policy. Parents are welcome to apply for a place for their child in a neighbouring village school instead of the new schools in Welshpool and this choice will be accommodated where possible.
14.3	Do you have exact figures for the number of pupils that go out of Welshpool for their education? Many smaller schools are reliant on those pupils, what would the repercussions be for those schools?	<p>The following document provides information about the number of pupils that go out of Welshpool for their education:</p> <div data-bbox="1084 708 1142 767" data-label="Image"> </div> <p>Analysis of pupils postcodes.xlsx</p> <p>As stated in the consultation document, there may be an impact on some schools in the catchment of Welshpool should the current trend of sending Welshpool town pupils to these schools be reversed over time. If this results in a decrease in pupil numbers at these schools, then funding may decrease. It would be the responsibility of the governing bodies of these schools to manage within their delegated budgets.</p>
14.4	The proposed actions to mitigate against the risk that the development will de-stabilise neighbouring schools outside Welshpool are weak	In the consultation document, the authority states that it 'will continue to monitor pupil numbers at all schools on a yearly basis as part of its Schools Reorganisation Policy.' This risk is, as yet, an unknown quantity, and therefore the only mitigation available to the authority is to continually monitor the situation.
15. ALTERNATIVE OPTIONS		

15.1	What are the alternatives if this proposal doesn't go ahead?	If the proposal does not go ahead, the authority will need to consider whether there are any feasible alternatives.
15.2	If it is decided that the sites aren't suitable, is there an alternative?	The authority is confident that the two sites currently being proposed are developable. A number of possible sites were considered by the authority when producing the initial business case submitted to Welsh Government in relation to the Welshpool project. Should the council's Cabinet decide that the proposed sites are not suitable, officers would need to look again at the alternative sites. However, this may cause a delay, and could mean that the authority would not be able to access 21 st Century Schools funding.
15.3	Would Welsh Government fund a dual stream school?	There has been no indication from Welsh Government that they wouldn't fund a dual stream school, however the authority's preferred model was to continue with separate Welsh-medium and English-medium schools, in order to provide maximum immersion opportunity for Welsh-medium pupils.
15.4	The council should replace this plan with a proposal to establish Welsh and English medium CP Schools	Comment noted.
15.5	All primary education on one site would be a preferred option We need 2 schools on 1 site – both proposed sites are big enough to take this	Consideration was given to locating the two schools on one site, however no suitable site was available that would accommodate this.
15.6	Would like to see two schools, one new one and one of the current schools being modernised	All options were evaluated as part of the Strategic Outline Case, which included combinations of new build and remodelling. However, the option appraisal exercise in the Strategic Outline Case concluded that the best value-for-money option, which brought the most benefits, was to build two new schools.
16. ISSUES RELATING TO THE CONSULTATION DOCUMENTATION		
16.1 Consultation Document		

16.1.1	The consultation document lacks detail about the transitional arrangements for the proposed changes	Comment noted.
16.1.2	What exactly do you mean by a Church in Wales school?	Please see section 1 above.
16.1.3	The location of the new English-medium school is not clearly identified anywhere in the report – the expression “on land at Welshpool High School” is misleading as the site is used by the high school but is physically separated from it by the Flash, Gallowstree Bank and the canal	Comment noted.
16.1.4	The table on page 32 would be more helpful if it included the number of pupils living in the Welshpool postcode that currently attend these schools	Comment noted – please see 16.3 above.
16.1.5	The consultation document doesn’t give full consideration to the effect on staff	The consultation document refers to the proposal’s impact on staff on page 21. In addition, a separate consultation meeting was held with staff during the consultation period to give them the opportunity to raise any issues or concerns with council officers.
16.2 Equality Impact Assessment (EIA)		
<p>There are serious issues with the proposal’s EIA</p> <p>The EIA is woefully inadequate</p> <p>The EIA does not fulfil the public sector equality duty</p> <p>The EIA doesn’t consider belief</p>		<p>The draft impact assessment includes an analysis of pupils in the four Welshpool schools based on PLASC 2016 data. Information on pupils who attend the Welshpool town primary schools has been obtained via the Pupil Level Annual School Census 2016 (PLASC), which shows the profile of pupils according to a range of criteria, including age, free school meals, gender, special educational needs, ethnicity, use of Welsh and disabilities. In relation to the protected characteristic groups, the profile of pupils at each affected school is as follows. PLASC does not include information about a pupil’s</p>

<p>Unbelievable that the protected characteristic of secular beliefs is not mentioned in the written assessment</p>	<p>religious beliefs.</p> <p>The draft impact assessment clearly states that there are gaps in the data and that 'Qualitative data will be gathered during the consultation process and the EqlA will be updated to reflect the qualitative information received.'</p> <p>The conclusion of the draft impact assessment also states that</p> <ul style="list-style-type: none"> - 'At the current time, the proposal does not require modification to reduce or remove the impact, however this EqlA will be reviewed and updated following any formal consultation exercise. - At the current time, the proposal should not be considered for removal. However this EqlA will be reviewed and updated following any formal consultation exercise.' <p>During this consultation exercise, many respondents have expressed their concerns about the proposal to establish a CiW School – this will now form part of the final impact assessment which Cabinet will need to consider before making any further decisions about the proposal.</p>
<p>17. QUERIES RELATING TO THE PROCESS</p>	
<p>17.1 Consultation meetings</p>	
<p>17.1.1</p>	<p>Why is the parents meeting next week a ticketed event only?</p> <p>The public consultation meeting is a ticketed event so that the authority has an understanding of how many people will be attending for health and safety reasons. It also gives the authority an opportunity to arrange for any additional rooms, if needed. This does not mean that individuals have to have tickets to attend, but the authority does need to comply with fire regulations. The ticketing system has only started this year and so far everyone who has wanted to attend a consultation meeting have been able to. All tickets are free and if you have difficulty in booking them then you can contact the Schools Transformation team for assistance.</p>
<p>17.1.2</p>	<p>Request for provision for Polish speakers at the</p> <p>The authority will make arrangements for panellists to meet with anyone who</p>

	meeting for parents	would like to ask a question in Polish at the end of the meeting, with the support of a Polish speaker.
17.1.3	Concern that a consultation meeting in Theatr Clera with a top table could be very daunting for parents	The format of the consultation meeting for parents and the community was in line with the format of similar meetings held for other school reorganisation proposals. If any parents were uncomfortable asking a question at the meeting, there was an opportunity for them to respond to the consultation in writing.
17.1.4	Unclear why there was a need to move the Welsh-medium class from Maesydre to Ardwyn in September 2017 – reason given at the consultation meeting was that this was due to staffing structures	The proposal is to establish a Welsh medium primary school from September 2017 on the site of Ardwyn School, before transferring to the new school. Therefore, the only provision for Welsh-medium pupils from September 2017 will be at the new Welsh-medium school, rather than in two schools as currently delivered.
17.2 Other		
17.2.1	Who actually decides what type of school it will be?	The decision about the category of school will be the responsibility of the Cabinet of the council.
17.2.2	The consultation process has been very thorough	Comment noted.
17.2.3	Concern that outside influences will determine the outcome of this consultation exercise	Cabinet has a duty to consider all responses and issues raised during the consultation. Cabinet will base its decision on all the information provided.
17.2.4	Only those living in Powys and more particularly Welshpool should have their comments considered	Comment noted.

Appendix A – Screenshots

During the consultation period it became apparent that a deliberate campaign was set up by the Wales Humanists, who were encouraging their supporters to oppose the proposal based on the fact that the proposal is for the new English-medium primary school to be a Church in Wales Voluntary Controlled school. Below are screenshots taken from the Facebook page.



Facebook page for Wales Humanists (Dyneiddwyr Cymru).

Wales Humanists
Dyneiddwyr Cymru
Part of the British Humanist Association

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Wales Humanists
10 October at 17:22 · 🌐

We have 8 days left to stop a Powys Council plan to replace four local primary schools with just two: a Welsh medium school, and an English medium school run by the Church in Wales.

Constantly we are told by officials in the UK and Welsh Governments that 'faith' schools promote parental choice (in spite of research showing that they actually reduce choice).

But surely if there are only going to be two primary schools in the area, catering to Welsh medium and English medium learners, these schools must be fit for the whole community. Making all English-speaking parents send their child to a religious school, regardless of what their beliefs might be, certainly doesn't give them any choice.

Please, take a few minutes today to respond to Powys' consultation on the proposed changes at <http://www.powys.gov.uk/.../welshpool-schools-consultation-r.../>.

TAKE ACTION! YOUR HELP NEEDED

Welshpool schools consultation response
Act before 18 October to stop English medium primaries in Welshpool from being replaced with a single 'faith' school
POWYS.GOV.UK

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15 Chronological

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Chat (12)

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17/10/2016

Appendix C – Minutes of meetings with School Councils, Staff, Governors and Parents / Community

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1. Notes of meetings with the School Councils

1. 1 Meeting with pupils from Ardwyn and Oldford Schools

Marianne Evans asked pupils what they knew about the new schools

- There's going to be an English one and a Welsh one
- There will be a bigger canteen because there will be more children there

How do you feel about that?

- It will go from a little school to a big school
- Happy, can make new friends
- Bigger playground
- Excited, new computers and ipads
- Shocked because it will be massive

What would you like to see in the new schools?

- Stairs
- Big hall to eat dinner and for assembly
- Big stage
- Lots of books

How do you feel about the new English medium school being by the High School and Flash leisure centre?

- Can see our siblings in High School
- I can see my mum she works in the High School
- Can go swimming
- We can walk to the pool to keep fit

How do you feel about the Welsh medium pupils and English medium pupils having different schools?

- Sadish but I can see my friends outside of schools
- More classes
- Lots of new friends

When will it be built?

Will Maesydre be crushed?

What will be better or not better in the Welsh medium school?

- We can learn more Welsh and speak more Welsh
- Scared because there will be more pupils than there are now
- Confused because the school will be new

Is there anything else you would like to see at the new schools?

- Playstations
- Lots of maths
- Ipads
- More people in classes so more friends
- Big kitchen
- Library
- More books

- Kind teachers
- Maths on ipads
- Theatre
- Swimming pool
- More wooden floors because the carpet gets dirty
- Tree house
- More teachers

Do you have any questions?

- Which school do I go to? It will be hard to choose

1.2 Meeting with pupils from Gungrog School

Marianne Evans asked the pupils what they thought of the current schools in Welshpool

- Old
- Should be knocked down

What's going to be different?

- The school is going to be bigger

How do you feel about a new school?

- Excited
- Sad that we have to leave here
- It's a good idea

What would you like to see in the new school?

- Football pitch
- Science room
- Swimming pool
- Books
- Welsh books
- Library
- Hall for gymnastics
- Hall with a stage
- Sunshine
- Lego
- Bigger slide at the swimming pool
- Swings
- Monkey bars
- Climbing area
- Computer room
- School nurse
- Art room
- Basket ball
- Happy room (like they currently have)
- Quiet/peace room

How do you feel about leaving here and not going to Maesydre like you normally do?

- Scared because there are more pupils
- Great because we won't have to move to another school

- We will be with our brothers and sisters
- It's a long way but we can go in the car

Any questions?

- Will we have the same staff?
- Is there going to be a staff room and kitchen?
- Are we allowed school pets?
- Would Rev Steve still come to see us? (Cheers from the pupils that this could still continue)
- Are we still allowed to go to the church?
- Will there be different outdoor play areas?
- Can we do forest school still?
- Will we have a sand area?

1.3 Meeting with pupils from Ysgol Maesydre

Marianne Evans asked pupils what they knew about the new schools:

- It will be by Welshpool High School
- It will have a canteen
- Next to Flash park
- They will have lots of technology
- 360 pupils
- Church in Wales School
- Ages 4-11
- English Medium School

How do you feel about the new school?

- Destroying nature and living creatures
- Where is it going to be?
- Why are there going to be 2 schools?
- Is it going to be all years?
- How many classes?
- Will years 5 and 6 be together?
- Don't like that there are more places in the English medium school than the Welsh one
- Don't want to leave teachers
- There will be an English medium school and a Welsh medium school so what will happen to the Polish children? Where will they go?
- How will the little children find their way around a new school?

Marianne Evans asked the children to draw how they feel about the new schools and then asked them to describe what they had drawn and why they drew it.

- Happy about moving to a new school (Picture 7)
- Happy faces because they get to be in the same school as siblings. Sad face because it is crushing memories. Scared face because it might be scary because the school will be bigger. Happy because they can make more friends (Picture 1)
- Sad Maesydre is going and the Welsh stream is splitting up from the English stream – happy about making new friends (Picture 2)
- Sad for the Welsh medium school because it is smaller and they are moving away from English medium school (Picture 8)
- Happy times, looking forward to going to a new school (Picture 3)
- Wants to save the school and do repairs to it (Picture 4)

- New school happy, sad because Welsh medium and English medium will split (Picture 5)
- Happy, drew new school (Picture 6)
- Excited to meet more children, scared of change and worried about the environment (Picture 9)

Any questions?

- Will teachers have to apply for new jobs?
- Where will we be collected
- Mix years now and then we will be split up
- Will the school be open after school?
- Waste of buildings
- Killing memories
- Make new friends
- Scared of losing current friends
- Waste of money to do 2 new buildings
- The new school in Talgarth will be sick

2. Minutes of meeting with Staff

15th September 2016

Minutes of the staff consultation meeting on the proposal to establish a new English medium Church in Wales (Voluntary Controlled) (CIW) Primary School and a new Welsh medium Community Primary (CP) School in Welshpool.

Present

Gareth Jones, Senior Manager, School Central Support Services
Catherine Cottle, Human Resources Business Partner
Rachel Roberts, Human Resources Business Partner
Marianne Evans, Senior Manager, Schools Transformation

Staff Members Present

Rhian Williamson	Chris Jerman	Geraint Morgan	Jill Oliver
Dianne Jones	Katie Pryce	Catrin Davies	Heather Rowlands
Lorraine Silk	Becky George	Zoe Spencer	Angela Jones
Beth Jones	Jen Wilde	Sarah Thomas	Russell Cadwallader
Carina Love	Ann Ruszotho	Wendi Terry	Carol Barker
Sheenagh Mottram	Yvonne Naylor	Lorna Tuffin	Sue Bills
Christine Evans	David Underhill	Tanith Day	Kirsty Jones
Kathryn Halford	Clare Watkins	Valerie Hopton	Dilwyn Roberts Young
Cath Trewin	Natalie Lloyd	Danette Lloyd	Lynette Jones
Kamila Klecharczyk	Vicky Pugh	Sharon Lee	Jessica Richings
Gillian Stevens	Helen Lewis	Claire Humphreys	Gwyneth Perry
Lynsey Mills	Jill Parry	Justine Baldwin	Ann Walton
Eirian Williams	John Till	Nia Barnes	Clare Hamer
Joanne Ellis	Jane Morgan	Anna Sidwa	

Marianne Evans welcomed everyone to the meeting and introduced the panellists and Simon Cameron, the Church in Wales St Asaph Diocese representative. She explained that this meeting forms part of the formal and statutory consultation process.

Marianne Evans provided the background to the proposals:

In 2014 the Cabinet approved the new School Transformation Policy. The Council's School Organisation Review Panel met with the governors, headteachers, and local members for Ardwyn, Gungrog, Oldford and Maesydre School to start the conversation about shaping the future infrastructure of primary education in Welshpool. Leighton CP was also involved in discussions at this stage. In December 2015, the SORP agreed the draft recommendation for the reconfiguration on primary education in Welshpool. In January 2016, the School Organisation Review Panel (SORP) met with local stakeholders to agree the Strategic Outline Business Case (SOC) this was then submitted to Welsh Government. Cabinet agreed for us to start formal consultation. In March 2016, Welsh Government approved the SOC.

Marianne Evans explained the proposal is to establish and build a new English medium Church in Wales primary school with a pupil capacity of 360 plus early years. And to establish a new Welsh medium Community Primary School with a capacity of 150 plus early year provision.

Gareth Jones confirmed that current Welsh stream pupils at Maesydre would go back to Ardwyn School and the current English stream pupils at Ardwyn would need to move to either Oldford School or Gungrog School. From September 2017 the English medium infant school will operate from the Gungrog and Oldford sites and English medium junior school from the Maesydre site. Welsh medium education for all years will operate from the Ardwyn site.

The reasons for the proposal are:

The buildings are of poor condition with a mixture of condition B/C, some of the buildings are fairly old and require maintenance. The current challenging educational model, with a complex mixture of infant schools feeding into a junior school, English medium school and a dual stream school. To accommodate predicted demand for Welsh medium primary school education. The present situation does not allow for Welsh medium education to grow as it has done in Newtown. The need to provide faith based education. To address the current surplus places at the schools, with Ardwyn and Gungrog being more than 24% and Ysgol Maesydre at 19% and the drop in pupils accessing primary education within Welshpool Town.

Marianne Evans explained the statutory process and that formal meetings will be held with staff, governors, parents and the wider community and pupils. On the 18th October, when consultation closes, a consultation report will go to full Council for discussion before the Cabinet makes decision on whether to publish a statutory notice and to proceed with the process or not. This will happen in November/December. If Cabinet proceeds with the proposal we could expect a final decision by February. Marianne Evans explained how everyone can respond to the proposals.

Catherine Cottle explained that the purpose of the meeting is not to discuss individual employment contracts or definite timescales, but to understand concerns and how staff feel about the process and proposals.

Question – What age will the nursery provision be?

From September 2017, there will be a change in the age of admission and this academic year will be the last nursery intake. Children will not start school until the September following their fourth birthday.

Question – Are you expecting current 3 plus settings to take on the extra number of pupils?

There will be another work stream outside of this formal consultation process to look at the changes, but those who will be contracted to deliver playgroup provision will be expected to take on those numbers. The authority will be obligated to provide 10.5 hours of provision.

Question – Has there been any thought given in making the school into a more community centred school like Trefonnen, with health and education facilities under one roof?

This hasn't been discussed yet but community facility and early years is affordable.

Question – Will there be a community hall at both schools?

Yes

Question – The proposals for the two schools is quite clear, however one thing that we as schools do not want to miss out on is our Additional Learning Needs provisions, which has taken us years to build up. We want to keep that standard, it is needed and we would be lost without it.

Discussions have taken place with Keith Brelstaff, senior manager for Additional Learning Needs and Inclusion and it has been agreed that current provision will be replicated at both schools.

Questions – You should consider provision for pre-school when building a new school which is going to improve education. Continuity for parents is essential as it supports them with transition, this works very well currently in Gungrog. Continuity is good for the wellbeing and social skills of the children and the interface with parents is essential, especially as we have parents from vastly different backgrounds.

Marianne Evans explain that one issue they struggled with is the size of the school. We initially ended up with numbers of 420 for the English medium school and 120 for the Welsh medium school, which has now changed to a 360 place school and a 150 place school. Do you think that these numbers are reasonable?

Comment – 150 is better than 120. It's good to be optimistic and this would be a great opportunity for Welsh to grow in this area.

Question – Why will the two new schools be on separate sites? I know this is explained and is clear in the consultation document and that there are site constraints, but why build the schools at opposite sides of the town, this seems ludicrous. It's a long way to walk from this side of the town to the new English medium school site and vice versa if you live near the Flash centre.

In terms of the site for the new schools, we did look at a lot of possible sites however none of them were big enough for the schools to be built on the same site. It was a task to find a site big enough and there wasn't one big enough in the town. The current sites are only big enough to accommodate the current number of pupils. The chosen sites do not pose simple solutions for the authority, there are issues with access here at the Maesydre site and there are issues around the canal at the Welshpool High School site.

Comment – We have heard that parents who will closer to the Welsh medium school will send their children there despite them currently receiving English medium education because the school will be closer to them.

Comment – I feel that by having on Welsh-medium school and one English-medium school, there will be a divide in the town and I don't think that is a good thing. I'd prefer one site with 2 schools.

Question – We have heard that the building at Neuadd Maldwyn will be demolished. Are you saying that the new Welsh medium school would be built at the back of Maesydre, because if these buildings are demolished then this site would be huge. What is the plan for the rest of the site?

There is a process that the authority follows in dealing surplus land. Following the completion of the projects. If it is determined that there is more land than the school requires, the authority would declare it surplus land and it would go through the formal process. In the Gwernfyed area where we are building five new primary schools, 2 new schools will be declared surplus and it is likely in the long term that these parcels of land will be utilized as housing developments. But, there are processes to follow and we will be keeping you informed with progress.

Question – What if this school is listed? What's the plan for the school?

The school building is not listed

Comment – More than half the teachers present would prefer to have the schools on one site.

Question – You say that you want Welsh medium education to grow in Welshpool, but there is no Welsh medium secondary school here. Are there any other proposals?

Yes we would like to see Welsh medium education grow. The authority is currently looking at Welsh medium secondary provision in North Powys. A business case will be going to Cabinet in the next few months on this. We currently transport Welsh medium pupils from Welshpool to Llanfair Caereinion High School. The review is for a category 2A school, we are looking at all potential areas.

Comment – There has been lots of talk about this in the area, saying that Llanfyllin could become an English medium school and Llanfair Caereinion a Welsh medium school.

The review is currently on going.

Comment – If Welsh medium education grows here in Welshpool and continues to grow in Newtown then this could pose a significant capacity problems at Llanfair Caereinion.

This is another reason why we are currently reviewing the situation and why a business case will be presented to Cabinet soon.

Comment – What do you mean by a Church in Wales school?

There are two types of Church in Wales School – controlled and aided. Controlled schools are led and funded by the local authority, and aided schools are led by the church and funded jointly by the church and the local authority.

Question – As UCAC representative, there's a number of unions here tonight and we are grateful to be here and have the opportunity to be a part of the consultation. There's discussion around the consultation period but the authority must ensure that discussion go further than the formal consultation – every member of staff needs to be confident in the process and to have their voices heard. How important is communicating in the process?

It's important that everyone gives their opinion and has the opportunity to do this. It's very important that there is clear communication. Betsan Ifan, the project manager has been in regular contact with the Headteacher and this is how we will continue to communicate with the teachers – there was an informal meeting around Easter time with the teachers.

Question – Can you go through the process, what are the timescales?

The Consultation period finishes on the 18th October 2016. The Consultation Report will then be published and discussed by Council first followed then by Cabinet. Cabinet has three choices; they can decide to abandon the proposal completely, they can request that another proposal is brought back to Cabinet or they can continue with the proposal. If they decide to continue with the proposal then we would enter the objection period which you can voice your objections to the proposal, which would then go back to Council and Cabinet. If it is decided to continue with the process then we expect a final decision to be made in spring 2017. Following that the Shadow Governing Body would then be established and we would want to see an equal representation from all 4 schools. There will be two shadow governing bodies established – one for the English medium school and

one for the Welsh medium school. Their first decision would be to appoint the Headteacher and together they would establish a staffing structure. How the shadow governing body recruit the Headteacher and the staff would be up to them, the authority would offer them support in this process. The governing bodies can choose to open the positions to external recruitment or they can ring fence them for the current staff of the 4 schools, this is what the local authority would strongly advise they did. The authority has launched a Voluntary Severance Scheme (VSS). The shadow governing body can decide whether they want to discuss this scheme with staff. The shadow governing bodies could come together to look into this scheme and Powys County Council will speak to the Headteachers on how this scheme could possibly support them.

Question – Does this scheme extend to Headteachers and deputies?

The scheme doesn't specifically say that it doesn't extend to the Headteachers and deputy Headteachers. Every school has business critical roles, roles in which the school cannot operate without and the Headteacher post is one of them, therefore it is likely that it will not be relevant to Headteachers and deputy Headteachers.

Question – Would everyone on the shadow governing body at the Welsh medium School be Welsh speaking?

The shadow governing body would be made up of those who can and cannot speak Welsh. The authority could provide support to the shadow governing body with translation.

Question – If staff were to finish in August when will deadline be for VSS?

It would depend whether your school implement the scheme – every school need to justify why they need to make the redundancy in the first instance. If the school does support the VSS then you would need to have a conversation about this with the Headteacher. Where a school supports the scheme the timeline for staff hoping to finish under VSS on 31st August 2017 requires expressions of interest to be submitted by 30th January 2017.

Question – If you are a teacher in an English medium stream currently but are fluent Welsh Speaker, could you apply for a position in the Welsh medium School and have the same chance of getting a job there as those who have already taught in a Welsh medium Stream?

Yes that is possible. We would expect the vast majority of the staff at the Welsh medium school to be fluent Welsh Speakers. This is not necessarily the case in the other schools at the moment because Ardwyn and Maesydre are dual-stream schools.

Question – What would happen to the English medium teachers?

They would be part of the same HR process as the Welsh medium teachers. The shadow governing body will need to decide whether the posts will be ring-fenced, supported by Powys County Council. It is worth noting that when we undertook a similar reorganisation process down in Ystradgynlais that no members of staff were made redundant and those who left, left because they wanted to.

Question – Will there be an opportunity outside of the formal consultation process for staff to have time to discuss this? We should end up with the same amount of staff, within reason, with exception of the head? Where will be the opportunity for staff to discuss this? For those staff who are unsure what they want? You are looking at ages 5-11 and where there is an opportunity to

work part time we should be able to, which would suit the new staff and then you have staff who want to work for you.

There is a separate consultation process regarding your employment which would only happen if Cabinet decide to proceed with the proposal. You also need to consider the change of age of admission where there will be a separate consultation process and staff may be made redundant. We cannot pre-empt the cabinet decision. If there is a member of staff who speaks Welsh or staff who want to brush up on their Welsh skills then that would be a good suggestion but these are discussions that you could have with the Headteacher. We cannot advise you on things to do because it may be seen that we are pre-empting what Cabinet may decide.

Comment – We understand this but it's just to give people a peace of mind, it feels very uncomfortable that we cannot have answers now.

We fully understand this, we will do everything we can to support you as staff throughout the process. We may be in a position to evaluate what can be done following the closure of the formal consultation period. But we cannot do anything that may pre-empt the cabinet decision.

Comment – It is concerning that we may not have a job, we all have bills to pay and children to put through college. I am really concerned, the process of being a teacher is not like any other recruitment process. There are set points in the year where jobs come up and if this consultation process doesn't match that then we have a problem.

This point was acknowledged.

Marianne Evans ended the meeting, there were no further questions and reminded people that if any of them were governors then they were welcome to stay for the governors meeting which followed.

3. Minutes of meeting with Governors

15th September 2016

Minutes on the governors consultation meeting on the proposal to establish a new English medium Church in Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh medium Community Primary (CP) School in Welshpool.

Present

Ian Roberts. Head of Schools Service
Marianne Evans. Senior Manager, Schools Transformation
Gareth Jones. Senior Manager, School Central Support Services
Jane Thomas. Professional Lead, Finance

Governors Present

Morag Bouley	Sarah Humphreys	Wendi Terry
Richard Holden	Justine Baldwin	Anna Sidwa
Francesca Jump	Yvonne Naylor	Shane Squibb
Ann Walton	Alison Bowen	Anne Jones
Lynsey Mills	Jane Howells	Julia Ellis
Karen Kerr	Sue Bills	Brendan McWhinnie

Apologies

Sheila Davies
Jenny Wilson
Beth Martin
Cllr Pritchard
Derek Simms
Cllr Holloway

Ian Roberts welcomed everyone to the meeting. He reminded everyone that this meeting is part of the formal consultation process, which started on 5th September and will end on 18th October. This is not the only way to respond to the proposal. You may email us or send a response in the post, all the details are in the consultation document. We first took this to cabinet on 26th January 2016, cabinet gave permission to carry on with the proposal to close Ardwyn, Gungrog, Maesydre and Oldford Primary Schools and to establish two new build schools. One Welsh medium CP school on the current site of Maesydre and one English medium CiW school on a site close to Welshpool High School. What officers will do is to attempt to answer any questions you may have about the proposal, if we are unable to answer any questions then the question will be answered in the Consultation Report. The report has been published within 13 weeks of the Consultation period ending. We are hoping to take the report to cabinet as soon as possible after the consultation. The Cabinet can decide one of three options. They can continue with the proposal, or to require officers to draft an alternative proposal and the third option is they can abandon the proposal. If they decide to continue with the proposal then we would publish the statutory notice. It is essential that we get the funding from Welsh Government and we could lose the funding if we haven't made any progress with this proposal by March 2019. It is a very tight deadline but it is achievable.

Marianne Evans introduced Simon Cameron who was representing the Church Diocese and will help answer any questions about the Church in Wales aspect of the proposal.

Question – Why is the meeting next week ticket only?

The public consultation meeting is a ticketed event so we have an understanding of how many people will be attending for health and safety reasons. It also gives us a chance to arrange any additional rooms. This does not mean that you can only go if you have a ticket. We need to comply with fire regulations. We have only started the ticketing system this year and so far everyone who has wanted to go have been able to attend. There are plenty of tickets left at this point. All tickets are free and if you have any difficulty booking them then you can contact the Schools Transformation Team and we will help you with this.

Question – Councillor Pritchard sends his apologies and cannot attend this evening’s meeting, but he is very vocal in that the new English medium school will be a Church in Wales school; most of us believed that the Welsh medium school would be Church in Wales, we are concerned that it seems to have switched from the initial discussions we have had. We live or aspire to live in a secular society and this is a concern.

The proposal has not changed, it was always planned that the English Medium School would be the Church in Wales school not the Welsh Medium. Councillor Pritchard was in the initial meeting and therefore would have known this. There was always a clear indication that the English Medium School was to be the Church in Wales School. We had a meeting with the chair of governors and representatives and this was agreed. You use the word secular, to attend a Church in Wales school you do not have to go to church regularly or be a Christian. A Church in Wales school follows the same syllabus as a community primary school. Church in Wales schools in Powys invites pupils from all denominations.

Simon Cameron - If a community primary school becomes a Church in Wales schools there is one slight tweak in the paper work but everything stays the same. The schools are almost identical.

Question – It is still a Christian school, what if you don’t want a Christian education?

The Church believes that education is something everyone has a right to, this is the ethos of the Church and this is reflected in the work the Church is doing. The purpose is not to impose Christianity, the pupils can inform their own faith and make sense of it, and helps them see that they can be a meaningful part of this world.

Question – Why does it have to be a Christian School?

It’s no more Christian than any other Powys School. All schools, by law, have to follow a collective act of worship every day. Parents have the right to withdraw their children from the act of worship and also Religious Education lessons in both Community Primary schools and Church in Wales Schools.

Question – About the multi sited school, what will be the set up at the English medium school for the interim arrangements?

Oldford and Gungrog would remain the same. Ardwyn will become a Welsh medium school so English medium pupils there would have to move to either Oldford or Gungrog. Welsh stream pupils at Maesydre would have to go to Ardwyn but the English stream students would remain.

Question – From a financial point of view and specifically the interim arrangements, normally we set budgets in April, but this does not coincide with opening the new schools in September 2017. When will the financial situation catch up with the new school situation?

The budget for the year would be broken up and the school would get part of the budget. So if the school opens in September then the budget the school gets would be from September to the following April and then the following year the school would get the full budget for the year.

Question – So we would do the budget as if the school was going to be open for the year?

Yes, there will be other things that need to be factored in such as schemes and establishing a staffing structure. But that process should be concluded by April so you should have more of an idea about the budget then.

Comment – The age of admission will be changing and we may have to make redundancies. There may be some very hard decisions to be made.

Question – In Ardwyn there is currently only 10 students in the Welsh stream, the issue that may present itself is that the parents may want to move their children sooner rather than later so their children can build their social groups in school. Speaking as a parent, you could argue that it is in the best interest of the child to move them sooner so it is easier on them. To what extent should we persuade parents not to do that?

We just had a situation in Mid Wales, where we were consulting on the closure of Nantmel CiW School. When we consulted on this at the start of the summer term there were 28 pupils there, Cabinet made their final decision on Tuesday 13th September and there are only 15 pupils there. So just under half the pupils moved to a new school before the final decision had been made. As an authority we cannot say what you should do and I think that as a governing body you should do the same. You could tell them that there is a proposal which is out of the hands of anyone in this room, the conversation could possibly be different after a decision has been made but until then you shouldn't advise parents on what they should, but instead leave it to them.

Question – So the governing body must be neutral and leave the decision up to the parents?

Yes, the authority has been approached by parents who have questioned whether transport would be effected if they moved their children early.

Question – Is there a trigger point? We only need 5 pupils to leave

We cannot persuade the parents or advise them on what to do, ultimately the decision has to be theirs.

Question – It is very nice to see Ian here to represent the authority. Speaking as a parent, I have concerns about the general location of the proposed school. The location of the English medium school would mean taking away play area space from the High School. Considering the age of the pupils from a health and safety prospective, they are very young and the road next to it is still a trunk road and a bypass. It's all very well talking about funding but it's the practical issues that need to be considered. I found it all very confusing about which proposals were being taken forward, we need to go with what is best for the pupils and that is why we are here this evening. Local politics come into play and we don't have Leighton School here with us tonight. What I would like to see in these consultation meetings is good communication but having a top table on the stage in Theatr Clera could be very daunting. Any concerns we have, have been addressed by the local Headteachers and the governing body but we need to make sure that the support mechanism is in place in each school. I have witnessed some anxiety about issues and there are

responsibilities that we have such as paying our mortgages and rent. We have a responsibility to reassure everyone.

It is very essential to have a good communication strategy in place. The health and wellbeing of the pupils is paramount and the location of the schools have raised some discussions already and we would ensure that it is safe for the pupils. We know that the top table approach may seem daunting, we have tried drop in sessions but if a lot of people turn up then these turn into meetings. If there is a general feel from the Headteachers that parents would like drop-in sessions at the local schools then we can accommodate this. We are aware of the anxiety and the stress the uncertainty may cause. We cannot promise that there will be enough jobs for everyone as we need to be open and transparent with staff at every opportunity. We expect the Headteachers to try and work with their staff at these points and the local authority have a responsibility to support the Headteacher with this. Issues and anxieties from the staff was brought up in the staff meeting. At the end of the consultation process we can arrange meetings with all the governors to plan a way forward. If these meetings are held during the consultation then it will be seen as pre-empting the decision by Cabinet.

Question – Does the HR department have the capacity for all this? There are a lot of processes going on at the same time.

The voluntary severance scheme will improve the capacity and support that HR will be able to provide. We will make sure that the support is there for you.

Question – Would parents who currently sit on the governing body be able to sit on the shadow governing body if their child has left school?

They can sit on the shadow governing body but they wouldn't be able to sit on the permanent governing body.

Question – Can you go through the shadow governing body process?

If you turn to page 20 in the consultation document, you can find the information about the process and establishing the shadow governing body. These are the current regulations and it's possible there may be some changes this academic year. What we would be looking for with the is; 4 or 5 parent governors, 3 LEA governors, 1 teacher governor, 1 staff governor, 3 or 4 Foundation governors, 1 community governor, 1 headteacher. We would expect that there would be an equal representation of all schools. If a governor sits on the shadow governing body then they would also sit on the current governing body as well so they would need to evaluate whether they can be on 2 governing bodies at the same time. We invite expression of interest from everyone, if there are more expressions of interest then there are available seats then there is a process we need to follow. All new schools with shadow governing bodies have the support of the local authority clerking these meetings.

Question – Would all the governors on the shadow governing body for the Welsh medium school have to speak fluent Welsh?

Not necessarily, there will be translation facilities available.

Question – From the point of view of the governors of Ardwyn and the Welsh stream, when will they be able to start spending their budget? There are things that will need to be done such as translation.

In terms of the normal process the new school budget doesn't come into action until September 2017. When we joined the primary school and secondary school in Machynlleth, the shadow governing body had a few discussions and identified priorities, such as the Headteacher and the staffing structure followed then by naming the school and the uniform.

Question – Can you clarify why the governors on the shadow governing body are from the current governing bodies?

The shadow governing body will be formed from the current governing bodies. The membership and size of the governing body will be appointed in accordance with Welsh Government regulations.

Question – Is there no opportunity for the chair of the shadow governing body to be impartial?

The chair is voted in by the shadow governing body.

Question – Will there be an equal split by category for the shadow governing body posts? Or will there be a balance across the whole governing body?

It would depend entirely on how many show an interest. Ideally we would have an equal representation from all schools.

Question – There are governors here who are on more than 1 governing body. How will that work with the shadow governing body?

They can still show an expression of interest and we would have to have conversations following this. The local authority would be there in the recruitment process to make it impartial.

Question – I would like to thank the team for arranging the document to be publish in Polish, which has made things easier for us when explaining the process to them. They are able to read it in a language they can fully understand. Have you thought about any Polish translation at the Public consultation meeting? We do have a member of staff who speaks Polish, I'm not sure how confident she would be but she will be at the event. Could drop in sessions be possible for the Polish community?

We have looked into whether it would be possible to simultaneously translate Welsh and Polish on the same headsets and unfortunately this isn't possible. What we will do for the public meeting though is, we as panellists can stay behind so that if someone wants to ask a question or to clarify matters in Polish, we can arrange for that to happen if your Polish speaking member of staff would be ok to help us out with that.

Question – These drop in sessions that have been mentioned, how would they work?

We could have one to one chats with parents who need clarification on matters, but we will need time to think about how this would work. If we introduce something now then we would have to extend the consultation process, which will have an effect on the timescales in setting up the new schools. First of all we will gage how the parents meeting goes, and take it from there.

Question – On page 14 of the consultation document where it has the risks, it states that children from the smaller surrounding village schools may want to attend the new schools which would affect the number of pupils attending those village schools. The word on the street is that parents

are panicking because they don't want to send their children to a super school and are wanting to send them to the village schools.

We believe that once the parents have a visual of a new 21st Century school building and all the facilities to go with it then I think you are more likely to gain from the village schools. Once they are up they will like it. There are currently around 100 pupils who live in Welshpool who access education outside of the town.

Question – Ardwyn is expecting a visit from Estyn very soon as we are due an inspection. When the new school opens, does the clock completely reset and should we expect an early inspection?

When a new school opens they normally wait until there is 2 years of data. If the school opens September 2017 the earliest they would inspect would be autumn term 2019. We are writing to the chief HMI to say that the Welshpool schools are currently under consultation. The sooner the cabinet is able decision the better. Usually Estyn will not inspect a school within 2 terms of the school closing.

Question – What I am concerned about is the parking.

There are regulations that we have to supply so many parking spaces for so many pupils. We are working with the highways department on this.

Question – You are trying to discourage Welshpool pupils from going elsewhere to access Welsh Medium education. Children will go to a primary school where their friends will go. If they cannot access good quality Welsh medium secondary education then what is the point?

We are currently doing a business case, reviewing Welsh medium secondary education in North Powys. The difficulty with Welsh medium education at the moment is that it is a postcode lottery in regards to the number of subjects a student can study through the medium of Welsh.

Question – Could this issue be a stumbling block for this proposal?

If we use Ysgol Dafydd Llwyd in Newtown as an example, about 95% of those students go to Llanfair Caereinion High School for Welsh Medium education. They only had around 75 pupils in that school in Dafydd Llwyd when it opened, currently they have around 200 so travelling between Newtown and Llanfair Caereinion doesn't seem to be a prohibiting factor for parents choosing Welsh medium education. Although Dual stream schools offer the same academic opportunities for pupils it doesn't offer them the same ethos and culture as a Welsh medium school.

Question – When will the Headteacher be appointed? Will it be one of the current Headteachers?

There is a process, so once the shadow governing body is established one of their first priorities will be to appoint a Headteacher. They can decide to advertise the position or they can ring fence it to the current Headteachers which is what the authority would advise them to do. We would need to look at the capacity of the Headteacher to work on the new schools. But we would be looking at the spring term.

Question – A bigger school will mean a higher pay grade, who will fund that?

It will be in the new budget.

Ian Roberts thanked everyone for coming and reminded them they can still let us know their views until the 18th October.

4. Minutes of meeting with Parents / Community

20th September 2016

Minutes of the public consultation meeting on the proposal to establish a new English medium Church in Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh medium Community Primary (CP) School in Welshpool.

Darren Ivey welcomes everyone to the meeting.

Councillor Arwel Jones paid tribute to Councillor Ann Holloway from Welshpool who had passed away yesterday, a minute silence is held.

Darren Ivey explains that he is from Opinion Research Services (ORS), and that he will be facilitating the meeting and making sure the meeting is run smoothly.

The panel introduces themselves

Ian Roberts. Head of Schools Service

Marianne Evans. Senior Manager, Schools Transformation

Gareth Jones. Senior Manager, School Central Support Services

Jane Thomas. Professional Lead Finance

Councillor Barry Thomas. Leader for Powys County Council

Councillor Arwel Jones. Portfolio Holder for Education

Darren Ivey goes through the housekeeping for the evening and explains that tonight is about getting your views and to answer any questions you may have about the proposals and reassure any worries.

Ian Roberts gave a brief presentation on the proposal, the reason for the proposal and the next steps. He explains that tonight is the opportunity to ask any questions about the proposal and if there are questions that the panel are unable to answer then they will be answered in the Consultation report. There are other ways to respond to the proposal, you can respond by email, writing in or by an online response form which is on the webpage. The proposal is to establish a new English medium Church in Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh medium Community Primary (CP) School in Welshpool, in proposing this we do realise that there are consequences for the current schools.

We are proposing two brand new buildings which would require capital investment from Powys County Council and match funding from Welsh Government through their 21st Century schools programme. Welsh Government are supportive of this proposal and we think that it is an exciting project for us and for the town of Welshpool. If the proposal goes through then we are proposing from September 2017, to establish two new primary schools ahead of the new builds to ensure staff are protected as much as possible in terms of job rights. We are changing the age of admission which would bring about some huge changes and we need to make sure that the staff here in these four schools are not disadvantaged by that. The interim proposal would mean that Gungrog and Oldford would continue to operate as they are, providing English medium education for nursery age to year 2. Maesydre School would only provide English medium education for years 3 to 6 and Welsh stream students would need to either transfer to English medium education to transfer back to Ardwyn which would provide Welsh medium education only for nursery age to year 6 and English stream students currently in Ardwyn would need to either stay for Welsh medium education or transfer to Gungrog or Oldford. If the proposal goes through and planning is approved that the new

school buildings would open in 2018/19, the English medium school which is planned to be on the Welshpool High School site is subject to approval, health and safety etc. to make sure that the health and safety of the children is not put at risk. It is proposed that the Welsh medium school will be on the current Maesydre site.

The reasons for the proposal are as follows:

- 1: The current school buildings are in poor quality with a mixture of condition B/C. Ysgol Maesydre hasn't changed much in the last 30 years and if you look at the current buildings of the other schools they are in need to some repairs.
- 2: There is a complex mixture of junior, infant and dual stream schools here in Welshpool. If we were to establish a new infrastructure now, we wouldn't propose the current structure we have currently in Welshpool. We have 3 infant schools going into 1 junior school where potentially there are different work schemes and behaviour strategies. It is harder to bridge that gap into junior school.
- 3: To accommodate predicted demand for Welsh-medium primary school education, the dual stream numbers at Ardwyn and Maesydre are not significantly high. We are looking to consolidate the numbers and grow Welsh medium education, so children are submerged in Welsh language activities from the start, similar to what we have with Ysgol Dafydd Llwyd in Newtown.
- 4: The need to provide faith based education, we need to make it very clear that it is not secular and you do not need to go to church regularly to attend a church in Wales school. Church in Wales schools follow the same curriculum as community primary schools. As parents you have the right to remove your child from act of worships and Religious Education lessons in Church in Wales schools just as you can in Community Primary Schools.
- 5: To address the current surplus places at the schools, with Ardwyn and Gungrog being more than 24% and Ysgol Maesydre at 19%. There have been a decline in young people in the town over a number of years and we want to consolidate this and not spend money on empty chairs.

It is important for us to hear your views tonight, if you are supportive of the proposal we would like to know and we would also like to hear any concerns you may have. You may bring up some points that we nor the cabinet have thought about. Councillor Arwel Jones and Councillor Barry Thomas are here tonight to observe and to listen to what you have to say, however they are not here to specifically answer any questions. We also have Simon Cameron here who is representing the Asaph Diocese and will be on hand to answer any questions you may have about the Church in Wales aspect of the proposal.

Question – The proposal is a very positive thing for Welshpool and only good things can come from this. You say that you are hoping to develop Welsh medium education and to grow the numbers. What is the point in the trying to do this if there isn't a Welsh medium secondary school in Welshpool?

We are looking at building a 150 place Welsh medium school, which would mean building in surplus places as there are currently a total of only 60 to 70 students currently access Welsh medium education in Ardwyn and Maesydre. However we are hoping to replicate what happened in Ysgol Dafydd Llwyd, there was only 75 pupils in the school to start and now they currently have around 200 which is projected to rise to 250 in the next five years. The Welsh Government are hoping to increase the number Welsh speakers by 2050 and also increase the number of pupils accessing Welsh Medium education. In terms of transitioning from Primary to Secondary, we are currently writing a business case at the moment which looks at Welsh medium education in North Powys, we are looking at the possibility of a category 2A school in North Powys which would mean that 80% of subjects would be available through the medium of Welsh. If pupils want to continue with Welsh medium education into Secondary School currently they would usually go to Llanfair Caereinion or Llanfyllin High School. A lot of pupils have to travel to access Welsh medium education, in Newtown

the majority of pupils in Ysgol Dafydd Llwyd travel to Llanfair Caereinion to receive Welsh Medium education. This is a different type of provision that they are receiving, the immersion isn't the same in a dual stream school as it is in a Welsh medium school. We are planning the 150 place Welsh medium school so that it can be easily extended if it is needed.

Question – I am concerned about the size of the English medium school and the number of pupils that will be attending it. Would the junior and infants be separate at lunchtimes? Also the class size is worrying me because they are currently in smaller classes.

It will be one primary school from the start of the academic year after their 4th birthday until they are 11. There are regulations for class sizes that we have to adhere to which is no more than 30 pupils per classroom but Welsh Government want to decrease that to 25. Most of the primary schools in Powys are all through primary schools, there are only 5 infant schools and 3 junior schools. They would be taught in single year or two aged group class rooms and because there would be six classes, the times for break and lunchtime can be staggered. All of that organisation will be for the shadow governing body to decide. The school will be designed to have separate lunch times and break times and like other newly built schools the school will be secure with a defined fence line.

Question – What thought has gone into the provision of transport with the English Medium school in particular because it will be close to where we are tonight, I don't own a car so it was enough of a distance to come here. If my child comes to the English Medium School, it would be difficult to bring our child to school and then get to work on time. What provision will be in place for those who live in town?

Children must live more than 2 miles away from their school to qualify for free transport measured by the nearest walking route. That would mean that no pupils would qualify for free transport to the English medium school. We would need to work with local public transport to see what arrangements can be put in place.

Question Darren Ivey – What would you like the authority to consider?

Comment – We are aware that in some circumstances arrangements are made with local taxi companies. Welshpool has a bus service, perhaps the Council can work with them to provide services running to the school at the right time. I don't think there would be many obstacles to a local company to provide that.

To be entitled to free home to school transport then you must live more than 2 miles away from your closest school. We are working with private companies to make arrangements with transport however there would be a charge for that.

Comment – I appreciate that there would be a charge for this service as it would not be in the policy however you need to think about those who might not be able to meet this.

Comment – I am concerned about the impact this proposal is having on the staff and pupils. The continuity of the staffing is already an issue with some of the parents. We know we have good staff but they are worried about having to reapply for their position.

It would be very naïve to think it wouldn't have an impact on staff and we know the staff are worried about it. Some of us met with the staff last Thursday and this was brought up. What the authority would suggest is that the staff positions are ring-fenced to the current staff in the four schools. The

authority will establish the shadow governing body and the first thing they would do is to recruit the Headteacher and then the budget would be allocated to them and they can establish a staffing structure, recruiting the teaching staff and non-teaching staff. What we cannot do right now is to guarantee jobs for all staff.

Question – Who is going to fund the shortfall when the numbers aren't there currently? I come from teaching in Shropshire and there's funding there for the entire provision.

Welsh medium education will be based at Ardwyn for the first 12 months and that will give us an idea of how the staff structure will be planned. The English medium schools we are keeping very similar to how they are now for the first 12 months where after that this will change. The authority has the right to agree how many pupils it will fund in the future. The fact that we are moving into a new school system from September would make the transition easier because they will then move with their teachers into the new schools. It will be easier on them compared with if they went straight to the new schools.

Question – In terms of the transition arrangements I have children at Ardwyn. The transition means that there is going to be an additional transition for those in the English Stream at Ardwyn. In terms of knowing when the proposal will go through, how is this help go through with the implementing in September 2018?

The SOC has been presented to Welsh Government to seek views on proposed new build. Next step is the OBC then a FBC. This is a totally different process to the current consultation. There is no agreement in principle from the Cabinet, they have simply asked us to consult. The processes are aligned but are separate. This process takes us up to the 18th October. After this ends we collate all the views that come in and prepare a consultation report. This will then be taken to full council to debate and then to Cabinet to make a decision. If Cabinet agree to continue with the proposal then we would publish the statutory notice which people can then send in their objections to the proposal during the objection period which is 28 days. We are looking to have the final decision from Cabinet by the spring. We have to say here that it is important to follow these to secure Welsh Government funding. We will then have to establish a shadow governing body. There are 2 different processes going on at the same time but they both come together in the end.

Comment – I'm just trying to understand how it will all work, I didn't fully understand how it works. There is a lot of reference about surplus places in the document, from September 2017 it would mean that my child would have to go elsewhere for English medium education, it's a lot of upheaval for pupils in his situation. We are hearing that the other schools are at capacity and pupils cannot not decide which one they would like to go to.

There are two aspects when working out surplus places, there's calculation is based on the physical use of the buildings at the time. My belief is that there are available spaces in the schools, as an authority we have to make sure that there is enough capacity for all pupils at the named receiving school. You have to work out the physical running costs of the building but also the total overall cost of running the building. The cost per pupil rises significantly when a school drops below 50 pupils. We don't want to put pupils in larger class sizes, it's about putting them in classes of appropriate size. With the change in age of admission, what we are going to see across Powys is a significant number of redundancies, this does impact the infant schools more than an all through school. We didn't want them to be making those decisions 12 months in advance, that's why we wanted to do the interim. It is a tight timescale but it is achievable.

Comment – We have already made our views known, no doubt we would be adding to this. There are 3 areas of concern for us. The travel situation from Oldford to the other side of town. I still feel that the situation is bound to rise where a 5 year old is going to find his way to school at the busiest time in the town. Currently we have 3 CP schools and 1 CiW School. These will be combined into a CiW school, parents in Welshpool will have to send their children to a faith school. I go to Gungrog School quite often. In the corner of the hall there is an altar. In the playground there are crosses. I didn't see any Jewish symbols or Islamic symbols, there is no way a parent can withdraw their child from seeing this. We are calling you to reconsider the faith school question.

I work for the CiW Diocese of St Asaph. We don't run faith schools, we run church schools. Faith schools are for the faithful, and have admissions criteria. Church schools are there for the community, if there is a faith element, this is not a desired outcome. At Gungrog, you will see various artefact, there are Islamic designs there. Children are invited to explore other faiths. You do see crosses and peace doves but it's not just Christian symbols around the school. Church schools are not here to brainwash or indoctrinate your children, this is a big misconception of CiW Schools. A good Church school looks much like a good community school. The education in our country was invented by the Church and the ability to access free education was something introduced by the Church. We're not trying to take over the educational establishment. The Church is a statutory provider of education, it is very difficult for the local authority to remove faith provision where is existed previously. We don't want all schools to be church schools, but we do believe Church Schools add value. We want it to be clear that we're not trying to brainwash or indoctrinate anyone. We want everyone to look at the world we live in and look at other religions and encourage the children to do the same. We would be concerned to find a school where pupils were being indoctrinate, where this was being taught as the only religion. In a Church School, a safe place for children to looks at the bigger questions of life. The wall in Gungrog isn't called a church wall or a faith wall it is called a peace wall.

Comment – I understand what you say about the peace wall and bringing children to know that Christianity is part of our history. It is still Christian crosses on the wall, the diocese still go there and the priest lets the children dress up in his gowns.

I have taught in different types of schools. I introduced Diwali in a CiW and in a CP school I invited the clergy in to share their robes. I understand what you are saying and I think there is a misrepresentation of CiW Schools. Going back to transport, pupils are entitled to free transport when they live more than 2 miles away from the school. However we do declare some routes as unsafe routes. I would be very shocked if there were children aged 5 walking from Oldford to their current or any other school unaccompanied.

Comment – There is quite a large Polish community in Welshpool. I will understand if this is something that you cannot say, but the Polish teaching assistants that we have here are very important to us and sometimes they are the only way to communicate between parents and teachers. Many times parents have not been able to explain things to the teacher and the teaching assistant has been able to help. Please keep in your minds that this is important for us and we need that sort of provision to continue.

It adds a richness and diversity to the community. Children need to be supported in their mother tongue. I am convinced that whoever will be the new Headteacher of the new schools, will see the need to have people employed who can support this.

Comment – This is a response to the man who spoke about CiW School. I have two daughters who have come back from school talking about impact bus, this is the most religious thing I have heard them speak about. As we are a Christian area, our children do not come across other religions very often, it is important that they understand from a young age what other religions there are, a CiW School can do as can other schools.

Church in Wales Schools follow the same syllabus as CP Schools. The impact bus goes to all schools, CiW and Community primaries. It is the duty of all schools to teach about the world.

Question – Preschool provision is provided in the infant schools and they can attend from the age of 2. When the school moves, will there still be provision at the schools? When the age of admission changes, children won't start until they are nearly 5 will this affect preschool provision?

The change in age of admission will include extending the 3+ provision from 10.5 hours per week to 12.5 hours per week. The Welsh Government are looking at extending childcare provision for families of 3 and 4 year olds where both parents work so that over time they can access 30 hours. The project board has not yet decided how to look at the setting currently in Welshpool. It is planned that when the school move to the new sites that the preschool provision will as well.

Question – Will the parents have an input into choosing the headteachers?

We will have to establish a shadow governing body, and there will be parent governors on that.

Comment – My children go to Gungrog, I am pleased that it will be a Church in Wales school. My children went onto Maesydre and there isn't the same input there. I find it strange that the man thinks my children are being brainwashed. I suggest that you go and visit these children and you can see that they are all rounded children.

Question – I have a question about the provision for Welsh medium pupils at secondary school. My children went through the Welsh stream at Maesydre which isn't a proper Welsh stream. I think the Welsh medium school is well overdue. My children went to High School just as the Welsh medium provision was removed but Welshpool High School has done what they can. When you speak about North Powys, travel is a real issue. We weren't able to send our children to Llanfair Caereinion so they went to Welshpool. There is no point in sending your child to a Welsh medium primary school if there is no Welsh medium secondary school for them, this is a real issue for us. In the schools now some of them have mixed age groups in a class, and I think in the new school when there will be one age group per class, it will be better for them. The buildings are a mess, and not fit for purpose but at Maesydre we have tried our best we could but it is still a mess. If this proposal doesn't go ahead, what are the alternatives? I think it is very important that we are aware of this.

The consequences if this does not go through is that we could lose Welsh Government funding for the new builds in Welshpool. Further consideration would be to see if the Council could afford capital investment for the whole build. With current austerity it would be difficult to see where this additional investment would come from at the moment it is 50/50 funding from Welsh Government and the Council. In terms of, do things need to change in terms of structure? My view is that they do, but this isn't a criticism of the standards of teaching. If the proposal doesn't go through in time to secure Welsh Government funding then we would start looking at how to change the infrastructure based on used the current sites. Another issue is that we have allocated the funding in Welsh Governments Band A funding for this project and this ends in March 2019 so unless these schools are built by March 2019 we will lose the funding. Welsh Government has made it clear that we

cannot use funding from Band A and Band B together, Band B will be 2019 to 2024 which will be used on other projects. If we do not get this funding secured then the funding could possibly be allocated to other projects within Powys. Also Powys will lose the opportunity to do something good for Welshpool. This is a huge opportunity to develop Welsh medium education in Welshpool. You only have to look at Ysgol Dafydd Llwyd to see the success that they have had, why can't Welshpool replicate this.

Question – You seem to have some good plans for the Welsh medium primary school but not for the Welsh medium secondary school. You start them off on a good path which then ends abruptly.

Currently in Powys we have a postcode lottery when it comes to Welsh medium secondary education, it varies significantly. If you look at the whole of Powys, the most opportunities are in Llanfair Caereinion and Ysgol Bro Hyddgen. We are also looking at a business case looking at establishing a Welsh medium secondary school. The Council are committed to looking at this in the very near future. If you live in Welshpool you are entitled to transport to the closest Welsh medium secondary school, so pupils will get free transport to Llanfair Caereinion.

Question – I have lived in Welshpool for 18 years and been a governor at all 4 schools in that time, as far as I am concerned, this is a great opportunity for Welshpool and for the children. The current situation isn't something we would want to set up if we were looking for something to set up here. I would like to thank Powys County Council, there are some issues and it's good to listen to everyone's points here tonight. This is a really fantastic opportunity.

Question – We have already spoken about the transport challenges for the Oldford area, the other related issue is the number of parents that will be driving their children to school. The better the public transport is, the less this additional traffic will be, so this is very important. It is very important that our staff are not disadvantaged, there is currently the voluntary severance scheme currently being put on offer, it is important that the staff here have the information about the staffing levels at the new schools in time for them to apply for the scheme.

We are currently in the statutory consultation period at the moment and it wouldn't be right to be involved in these talks until it has ended on the 18th October. The shadow governing body will decide whether or not they offer the voluntary severance scheme, but after the consultation period has ended we will have the relevant talks with the governing bodies and staff. We are working with the highways team in regards to the parking spaces and they will be very strict on how many parking spaces we need.

Question – What will happen to the old schools?

We have an asset disposal process, part of Gungrog would go back to the church as they own part of it and the authority own the other part. We have already had some interest in one of the sites from another public body. Otherwise we would be looking to dispose for capital receipts.

Comment – Because we have this marvellous opportunity, I would like to see the school being as inclusive as it can be. We currently have pupils who are transported out for SEN provision, it would be nice in the new schools to have the provision there for them.

Some schools are more inclusive than others. The aim across Powys is to be able to maintain provision in their local schools. We will be working with staff to make sure that the schools are inclusive as they could be. We are looking to ensure that places are available for pupils living in the catchment area of Welshpool, there has been a trend for pupils to travel to schools outside of

Welshpool. We would expect pupils who currently travel out of Welshpool to stay here for education and for the surplus places to decrease.

Comment – Oldford has a very good SEN unit, we have small classrooms for children with ALN and this is very important for these children.

Question - We talked about transport for access to the English medium school. My children walk to school and I would quite like them to be able to walk to the new school for exercise. I don't know how many of you walked along Salop Road tonight to get here, but the pavement is very narrow. Are there any considerations for any alterations to the footpath, such as widening it?

We liaise with other departments in the authority to make sure there is a safe walking route for them to get to school.

Comment – There are issues regarding the safety of the route to school and the congestion in the town. Would like to point out that if the route to school and the transport were sorted then this would be one of the best things you could do.

Question – I am second language Welsh and I have had my education through Welsh. I think that it's a great opportunity in Welshpool for people to learn in Welsh. My parents didn't speak Welsh. I can speak Welsh fluently because I had my whole education through Welsh. My parents always said when I was little that there wasn't enough support for English speaking parents to send their children to Welsh schools. Has there been any discussion about what support can be given to parents?

It's good that you think this is a great opportunity. We, as the Council will look at how the schools will work with the community and with parents alongside Welsh for Adults and Mentrau Iaith. Dafydd Llwyd School holds Welsh Lessons for parents, it's important that the same thing happens here. It's important that parents have the confidence to put their children through Welsh education – It's a leap of faith.

Question – It's important that parents have information about learning Welsh. They read English a lot slower and parents worry about this because they don't understand that they start working in English later on.

This is the opportunity to increase the profile of Welsh Education training throughout the County. It's an opportunity in Welshpool to work with partners like Menter Maldwyn

Question - You said that the schools are in a state of repair. What provision will there be in the new school, will there be money put aside to maintain the building?

Schools are funded in accordance with the fair funding formula, which includes an allocation for repairs and maintenance. A report went to Cabinet that said there is a need for schools to invest their budgets in repairs and maintenance. Welsh Government don't want to build schools that will then need to be replaced in 30 years, Ysgol Trefonnen which has recently in the last few years had a new school replaced a building that was 35 years old. We want to build schools that are going to last 60 years.

Questions – Will the uniform be the same as now or will there be separate uniforms for the Welsh school and the English school?

That would be up to the governing body and the headteacher, but they will need to be mindful of the cost and if they do decide a new uniform then they need to make sure it is affordable. Sometime they have come up with a badge which you can then sew directly on to uniform to keep costs down.

Question – Welshpool have recently just had a new badge, we now have all four schools on one badge. We wouldn't want the Welsh school to have a different badge to the English school.

There may be a few changes which is normal, to the badge or the wording. I was excited when I found out that you put all four schools onto one badge here. I'm sure the Headteacher and the governors will work with the parents to do this. There is one community and I think that everyone will work together for a smooth transition.

Question – My son attends Gungrog and they are a healthy school. The dentist visits them and so does the nurse. Will this continue in the new school?

There is a nurse allocated to the area, it is up to the governing body whether they want that to continue and I would be surprised if it didn't continue.

Question – A small percentage goes out of Welshpool for education, I think it may be larger. Do you have the exact figures? I think many of the smaller schools are reliant on those numbers, what would the repercussions be? I think many parents will want to send their children to a new build school.

Information shared with schools suggests that there are around 100 pupils whose home is closer to the one of the four schools but are accessing education outside of Welshpool. Until this actually happens we cannot predict what will happen. We need to make sure that all pupils have access to a fair broad education. As we move on we may be looking at federations, amalgamations etc. There may even be a move to close some schools but until it happens it is very difficult to predict the future. I will be surprised if parents decide to move their children out of their current provision to other schools, but perhaps children in preschool.

Question – If it is decided that the sites are not suitable, is there an alternative? If the planners or highways decide they don't think it's suitable.

I don't see there being a problem with the Maesydre site. There is an issue with the other site though, part of it is on a flood plain. We have been told that it is possible to construct a school on that site, however it will be restricted.

Question – So if it is deemed unsuitable, that would be the end of it?

I'm not saying that. We have had discussions and have looked at various sites which had other issues. We are fairly confident that the sites we have are developable.

Question – You say you don't wish the children to be segregated, but surely by having two sites they will be. Lots of children have friends in the schools they are currently in. Would Welsh Government fund a dual stream school?

The proposal was always to have two schools. We did look for a site that could have the two schools on but there wasn't a site big enough. There is no indication from Welsh Government that they wouldn't fund a dual stream school but we wanted to continue with two schools. Having an English

medium school and a Welsh medium school meets Welsh Governments aspirations to raise the number of those in Welsh medium education.

Question – Surely by having an English medium school and a Welsh medium school on separate sites then the Welsh medium pupils won't get to mix with children from other cultures.

It is a very valid point but in some schools in Powys we have children from other backgrounds, Polish for example that go to Welsh medium schools. Pupils also go to football and clubs so they have the opportunity there so it would only be when they are in school that they are separate. It would be welcomed that children from other cultures attend Welsh medium schools.

Question – Maesydre starts school at 8:50 and finishes at 3:25, those times are very close to when the high school starts and finishes. Are you going to change the times?

The decision will rest with the shadow governing body working with the local authority. The Welsh medium school would serve the whole catchment and we would be looking at having joint transport with the secondary school. Ysgol Dafydd Llwyd changed their start and finish times so the transition was smoother.

I have two points, which I have heard that people are worried about cut backs, this is a golden opportunity and it should be welcomed that the Council are intending to invest in the education in Welshpool. It will mean a lot to current pupils and those in the future. Friday, I was speaking with officers in Blaenau Gwent. They intend to establish 4 Welsh medium schools in the future but they don't have the capital funding. If the people of Welshpool don't take this opportunity, the money will go elsewhere like to Blaenau Gwent and they will welcome it.

Comment – I wish this had happened a few years ago, I just watched my son go from Ardwyn to Maesydre and it is difficult for them to go from being the eldest in the school to being the youngest.

Comment – I have heard people saying English school and Welsh school but it is an English medium school not an English School. We have had a Welsh stream for a few years now and it has been a massive failure and it hasn't grown. What we really have is an English medium school with some Welsh classes, when the children go out to play it is in English. The benefit of having a Welsh medium school is that they can live through Welsh and not just someone who is able to speak Welsh in a classroom. My children have done well but they get confused when someone speaks Welsh to them outside of the classroom.

Darren Ivey – I feel like there is a lot of support here for this proposal, although there are some concerns and I think you have given the officers and the members some things to think about.

Ian Roberts explains the next steps of the process. He emphasises the importance of keeping everyone informed of the whole process. The consultation period ends on the 18th October and it is important that we receive your views. All of the details are in the consultation document. You have given us a lot to take back and think about.

Councillor Arwel Jones seconded what Ian Roberts said and on behalf of the leader and himself he thanked everyone and explained that it has been very beneficial to hear your views, every issue raised will have a response in the consultation report. Thank you for your questions and sharing your views with us.

APPENDIX D

IMPACT ASSESSMENTS – WELSHPOOL

Updated following consultation

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Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

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

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

Proposal	To establish a new English-medium Church-in-Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool, resulting in the closure of Ardwyn, Gungrog, Oldford and Maesydre schools.	Lead Person undertaking the assessment	Betsan Ifan / Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Ian Roberts Head of Schools
Date of Assessment	21 December 2015 updated 25 th July 2016 updated 2 nd November 2016		
The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following ‘general duty’:			
(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.			

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE

Briefly describe the aim or purpose of the change proposal being assessed.

The authority has recently carried out consultation on the following proposal in line with the Welsh Government's School Organisation Code.

"To establish a new English-medium Church in Wales (VC) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool."

- It is proposed that the new English-medium School will be located on land at Welshpool High School. The school will, however, operate from the current sites of Ysgol Maesydre, Gungrog and Oldford Schools on a temporary basis before subsequently transferring to the new building at the earliest opportunity;
- The new build Welsh-medium School will be located on the Ysgol Maesydre site, but will operate from the current site of Ardwyn School on a temporary basis before subsequently transferring to the new building;
- The anticipated timescale is for the new schools to be established from September 2017 before transferring into the two new school buildings upon their opening in 2018/19;
- The current four schools in Welshpool – Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre would close from the end of August 2017.

The authority now needs to determine whether or not to proceed with the proposal.

2. OBJECTIVES

Please state the current business objectives of the change proposal.

This proposal forms part of the Welshpool Town Primary Schools Project Strategic Outline Case that was approved by Cabinet on 26 January 2016. As stated in the Strategic Outline Case (approved by Welsh Government in March 2016), the case for change is as follows:

	<ul style="list-style-type: none">- There is a complex mix of separate Infant and Junior schools- There is limited community provision offered by existing school estate- There are surplus capacity within all four schools- There is limited Welsh-medium education- The disparity in the range of cost per pupil across the Welshpool town primary schools- The existing schools have a selection of temporary buildings of varying quality and standards	
3. BENEFITS and OUTCOMES		
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">- More efficient use of resources- Streamlining the complex mix of Infant, Junior, dual-stream, English-medium, Church in Wales and Community Primary provision in Welshpool town- Reduction in surplus places- Increased parental choice in children’s education- Increased access to Welsh-medium education	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	<p>The proposal supports Powys County Council’s vision for education, which is outlined within the One Powys Plan for 2014-17. ‘Transforming Learning and Skills’ is one of the priorities within this plan, and within this priority, the Plan states that</p> <p><i>‘We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’</i></p>	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	

	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	Yes Please state the gaps: How will the gaps be addressed going forward?	No ✓
6. DATA ANALYSIS		
6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics. Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire. Key questions: i) Are certain groups currently underrepresented in service user figures? Will a change affect this? ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?	<p>Information on pupils who attend the Welshpool town primary schools can be obtained via the Pupil Level Annual School Census 2016 (PLASC), which shows the profile of pupils according to a range of criteria, including age, free school meals, gender, special educational needs, ethnicity, use of Welsh and disabilities.</p> <p>One of the current schools in Welshpool is a Church in Wales School, however PLASC does not collect information about pupils' religion or belief, therefore the authority does not hold information on the religious background of pupils that attend either Gungrog C in W School or the other three schools in Welshpool.</p> <p>In relation to the protected characteristic groups of age, disability, race and sex , the profile of pupils at each affected school is as follows:</p> <p>Ardwyn Infant and Nursery:</p> <ul style="list-style-type: none"> - 63 pupils in total, aged between 3 and 11. 35 pupils aged between 5 and 7. - Gender: Of the pupils attending the school, 24 (38%) are boys, 39 (62%) are girls. - Free school meals: 3 pupils (5%) are eligible for free school meals. 	

- SEN: 0 pupils in the school have Statements of Special Educational Needs. 11 pupils (17%) have special needs but do not have a statement – 2 pupils (3%) are on School Action Plus, 9 pupils (14%) are on School Action.
- Disabilities: 0 pupils have additional learning needs.
- English as an Additional Language: English is an additional language for 1 pupils. (2%)
- Welsh Language: 6 pupils (9%) speak Welsh at home but not fluently.
- Race/ethnicity: PLASC only provides information about the nationality and ethnic groups of pupils aged 5 and over.
 - The nationality of pupils aged 5 and over at the school is as follows:
 - Welsh – 6 (17%)
 - English – 5 (14%)
 - British – 21 (60%)
 - Other – 3 (9%)
 - The ethnic group of pupils aged 5 and over at the school is as follows:
 - White British – 33 (94%)
 - Polish – 2 (6%)

Gungrog C.I.W Infant School:

- 75 pupils in total, aged between 3 and 11. 39 pupils aged between 5 and 7.
- Gender: Of the pupils attending the school, 44 (59%) are boys and 31 (41%) are girls.
- Free school meals: 23 pupils (30%) are eligible for free school meals.
- SEN: 0 pupils in the school have Statements of Special Educational Needs. 9 pupils (12%) have special needs but do not have a statement – 1 pupils (1%) are on School Action Plus, 8 pupils (11%) are on School Action.
- Disabilities: 0 pupils have additional learning needs.
- English as an Additional Language: English is an additional language for 4 pupils. (5%)
- Welsh Language: 2 pupils (3%) speak Welsh at home but are not fluent.
- Race/ethnicity: PLASC only provides information about the nationality and ethnic groups of pupils aged 5 and over.
 - The nationality of pupils aged 5 and over at the school is as follows:

- Welsh – 6 (15%)
- English – 16 (38%)
- British – 12 (31%)
- Other – 4 (10%)
- Not supplied – 1 (3%)
- The ethnic group of pupils aged 5 and over in the school is as follows:
 - White British – 34 (87%)
 - White other – 2 (5%)
 - White and Asian – 1 (3%)
 - Other Asian – 1 (3%)
 - Polish – 1 (3%)

Oldford Nursery and Infant School:

- 61 pupils in total, aged between 3 and 11. 31 pupils aged between 5 and 7.
- Gender: Of the pupils attending the school, 33 (54%) are boys and 28 (46%) are girls.
- Free school meals: 25 pupils (41%) are eligible for free school meals.
- SEN: 2 pupil (3%) in the school have Statements of Special Educational Needs. 23 pupils (37%) have special needs but do not have a statement – 6 pupils (9%) are on School Action Plus, 17 pupils (28%) are on School Action.
- Disabilities: 2 pupil (3%) has additional learning needs.
- English as an Additional Language: English is an additional language for 10 pupils. (16%)
- Welsh Language: No pupils come from homes where Welsh is spoken and are not fluent.
- Race/ethnicity: PLASC only provides information about the nationality and ethnic groups of pupils aged 5 and over.
 - The nationality of pupils aged 5 and over at the school is as follows:
 - English – 4 (13%)
 - British – 13 (42%)
 - Other – 14 (45%)
 - The ethnic group of pupils aged 5 and over at the school is as follows:
 - White British – 17 (45%)

- Polish – 11 (35%)
- Gypsy/Roma – 1 (3%)
- Other Gypsy/Roma – 1 (3%)
- White other – 1 (3%)

Ysgol Maesydre:

- 182 pupils in total, aged between 3 and 11. 182 pupils aged between 7 and 11.
- Gender: Of the pupils attending the school, 91 (50%) are boys and 91 (50%) are girls.
- Free school meals: 43 pupils (24%) are eligible for free school meals.
- SEN: 0 pupils in the school have Statements of Special Educational Needs. 74 pupils (40%) have special needs but do not have a statement – 19 pupils (10%) are on School Action Plus, 55 pupils (30%) are on School Action.
- Disabilities: 0 pupils have additional learning needs.
- English as an Additional Language: English is an additional language for 33 pupils. (18%)
- Welsh Language: 1 pupils (1%) speak Welsh fluently at home. 2 pupils (1%) do not speak Welsh at home but are fluent. 6 pupils (3%) speak Welsh at home but not fluently.
- Race/ethnicity: PLASC only provides information about the nationality and ethnic groups of pupils aged 5 and over.
 - The nationality of pupils aged 5 and over at the school is as follows:
 - Welsh – 38 (21%)
 - English – 53 (29%)
 - British – 56 (31%)
 - Other – 33 (18%)
 - The ethnic group of pupils aged 5 and over in the school is as follows:
 - White British – 142 (78%)
 - White other – 13 (7%)
 - Other Gypsy/Roma – 3 (2%)
 - Other mixed background – 3 (2%)
 - Polish – 20 (11%)
 - White and black Caribbean – 1 (1%)

	<p>This information shows that the proportion of pupils that belong to the protected characteristic groups varies between each school; 44% of pupils that attend Oldford Nursery and Infant School are from an ethnic background compared to just 6% at Ardwyn Nursery & Infants School, for example.</p> <p>Combining the figures from each school, there are 2 pupils with additional learning needs that are in a protected characteristic group for disability, there are 45 pupils that are in a protected characteristic group due to their ethnic group and 94 pupils are eligible for Free School Meals. Altogether, 15 pupils comes from a home where some Welsh is spoken. The above information also indicates that a total of 5 pupils are from Gypsy/ Roma, Other Gypsy/ Roma, British Gypsy/ Roma or of other traveller heritage.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <ul style="list-style-type: none"> i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will 	<p>Consultation on the proposal to establish a new English-medium Church-in-Wales (Voluntary Controlled) (CiW) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool, resulting in the closure of Ardwyn, Gungrog, Oldford and Maesydre schools has been carried out in accordance with the requirements of the School Organisation Code (2013).</p> <p>During this exercise, many issues were raised which related to the Church in Wales element of the new English-medium school. Whilst a number of respondents stated their support for the proposal to establish a new English-medium school, many others expressed concern about this aspect. The issues raised against the establishment of a new C. in W. School are listed in full in the consultation report in respect of this proposal, along with the authority's response, however they can be summarised as follows:</p> <ul style="list-style-type: none"> - Would deny parental choice in the area as there would be no English-medium non-church provision - General opposition to faith provision in an increasingly secular society - Issues relating to the governance arrangements of a C. in W. school - Concerns about indoctrination at C. in W. schools - Concerns about discrimination against people of alternative faiths or no faith - Concern that being in a faith based school would impact negatively on pupils' education e.g. through less time being spent on other subjects <p>In addition, a small number of respondents raised concern about the proposal's impact on ALN</p>

<p>a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>provision</p> <p>Responses were also received which referred to the establishment of a new Welsh-medium school in Welshpool. Whilst the majority of responses were supportive of this proposal, some respondents expressed concern about segregation and about the impact on Welsh-medium pupils of being separated from their friends who are educated through the medium of English.</p>	
<p>7. EqIA RESULT</p>		
<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	
<p>8. AREAS for IMPROVEMENT</p>		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) Based on the PLASC data in relation to pupils that were attending the four schools in Welshpool during 2015/16, the main protected characteristic groups affected by the proposal are race, as a fairly high proportion of pupils at some schools are from ethnic backgrounds other than White British, such as Polish. However, the authority's view is that the proposal will not have a negative impact on this group.</p> <p>The proposal will also affect some pupils that have Additional Learning Needs. However the current ALN provision in Welshpool will be replicated at the new schools, therefore the authority has no reason to believe that the new schools would be unable to meet the needs of these pupils.</p> <p>Information received during the consultation suggested that the proposal that the one English-medium school in Welshpool will be a Church in Wales School would affect pupils and families of other faiths or no faith. However, there would be no requirement for pupils attending the Church in Wales school to be from Christian</p>	

	<p>families. Admissions for the school would be administered by the council's Admissions Team, and places would be allocated in accordance with the council's Admissions Criteria. A Voluntary Controlled Church in Wales school delivers the same RE syllabus as a community school and has the same legal obligation to provide a daily act of worship for staff and pupils. The right of withdrawal from both of these remains unchanged.</p> <p>ii) Based on the 2016 PLASC information, a total of 94 pupils at the four schools are eligible for Free School Meals, therefore it is likely that some people on low incomes will be affected by the proposal.</p> <p>iii) Implementation of the proposal would lead to a change in the way Welsh-medium education is delivered in Welshpool, therefore Welsh speakers will be affected by the proposal. However, it is envisaged that the proposal to establish a new Welsh-medium Community Primary School, which will eventually move to a new purpose built building, will have a long-term positive impact on Welsh speakers, and on the Welsh language within the immediate locality and within Powys as an authority area. The proposal will improve parental and educational choice as currently there is no all-through Welsh-medium primary provision in the town, and especially as currently some pupils access Welsh-medium primary education in out of catchment schools.</p> <p>It is acknowledged that there would be an additional impact on Welsh speakers during the initial establishment of the new schools on the current sites, as Welsh-medium pupils currently attending Ysgol Maesydre would be expected to transfer back to Ysgol Ardwyn. Whilst this additional transition may be unsettling for the pupils, the authority's view is that they will benefit from the greater level of immersion in the Welsh language that would be provided at a Welsh-medium school.</p>
9. EQUALITY IMPROVEMENT	

9.1 Having identified problematic aspects to the proposal, how will this now be addressed?

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) Can the impact be mitigated, and how will this be done?
- ii) Does the proposal require modification to reduce or remove this impact?
- iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?

i)

a) Pupils from ethnic backgrounds other than White British

The authority acknowledges that the proposal will have an impact on pupils from ethnic backgrounds other than White British. However, the authority does not believe that the proposal would have a negative impact on this group of pupils. Full consideration of the needs of pupils from ethnic backgrounds other than White British and their families will be given by the authority and the shadow governing bodies of the new schools when planning staffing structures etc for the new schools.

b) Pupils with Additional Learning Needs

The authority acknowledges that the proposal will have an impact on pupils with Additional Learning Needs, however the authority does not believe that the proposal would have a negative impact on this group of pupils.

c) Pupils and families of faiths other than Church in Wales, or of no faith

Should the proposal be implemented, parents would be able to choose to place their children in either the English-medium CiW school or the Welsh-medium CP school. There would be no requirement for pupils attending the Church in Wales school to be from Christian families, nor would there be a requirement for pupils attending the Welsh-medium school to be from Welsh speaking families. Admissions for both schools would be administered by the council's Admissions team, and pupils would be placed in accordance with the council's Admissions criteria. There are also a range of other English-medium community primary schools in the vicinity of Welshpool, with Leighton CP School being the closest at a distance of around 2 miles from the centre of Welshpool town. Should parents not wish to attend a C. in W. School or a Welsh-medium school, they would be able to apply for a place in any of these schools in accordance with the authority's Admissions Policy.

A Voluntary Controlled C. in W. School delivers the same RE syllabus as a community

	<p>primary school and has the same legal obligation to provide a daily act of collective worship for staff and pupils. The right of withdrawal from both of these remains unchanged.</p> <p>d) Welsh speakers</p> <p>The authority acknowledges that the proposal will have an impact on Welsh speakers in the short term as they may be separated from their friends. Full support will be provided to those pupils affected by this proposal during the process of transition to the new arrangements. The authority's view is that in the long term, the proposal will have a very positive impact on Welsh speakers due to the improved Welsh-medium provision that will be available in Welshpool.</p> <p>e) People on low incomes</p> <p>Whilst it is acknowledged that the proposal will affect people on low incomes, the authority's view is that the changes will not have a negative impact on this group due to the significantly improved buildings, facilities and opportunities that will be available to pupils in the new schools.</p> <p>The authority acknowledges the concerns raised in relation to the proposed location of the new English-medium due to the increased distance from some areas of Welshpool, particularly the Oldford area. Pupils living in the Oldford area would not be eligible for home to school transport due as they would be within the qualifying distance for home to school transport. However following concerns raised during the consultation period, the authority will work with other service areas to investigate the possibility that public transport could be put in place.</p> <p>ii) Having considered the responses received during the consultation period, the authority's view is that the proposal does not require modification to reduce or remove the impacts outlined</p> <p>iii) The authority's view is that the proposal should not be considered for removal</p>
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	owing to the degree of impact it is likely to have	
9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?	Yes <input type="checkbox"/> Date added..... Reference.....	No ✓ If no, please explain why not: The need was not identified at time of writing Service Strategy
10. ONGOING MONITORING		
How will the decision now be monitored on an ongoing basis to consider its impact over time?		Please tick/shade
	Equality monitoring of uptake of the service within which the decision was made	✓
	Satisfaction monitoring of service users (broken down by protected characteristic)	
	Recording and analysing complaints/requests/compliments	
	Targeted periodic focus groups/service user interviews/feedback sessions	
	Other (please specify)	
Monitoring arrangements		
The Schools Transformation Programme Board is responsible for overseeing the strategic direction of the modernisation agenda: setting direction, implementing change, monitoring and reporting to the Cabinet of the Council. Equality monitoring will form an integral part of the County Council's arrangements for any school reorganisation and will be undertaken where a significant or		

material change in provision is proposed.

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

Publication of results of the impact assessment

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

Equality Impact Assessment Action Plan

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

The integrated approach to support effective decision making

This **Impact Assessment (IA)** toolkit incorporating 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.

Service Area	Schools Service	Head of Service	Ian Roberts	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Arwel Jones
Policy / Change Objective / Budget Saving		Schools Transformation Policy					
Outline Summary							
This consultation is about whether Powys County Council should proceed with the statutory process for the following:							
“To establish a new English-medium Church in Wales (VC) Primary School and a new Welsh-medium Community Primary (CP) School in Welshpool.”							
<ul style="list-style-type: none">It is proposed that the new English-medium School will be located on land at Welshpool High School. The school will, however, operate from the current sites of Ysgol Maesydre, Gungrog and Oldford Schools on a temporary basis before subsequently transferring to the new building at the earliest opportunity;The new build Welsh-medium School will be located on the Ysgol Maesydre site, but will operate from the current site of Ardwyn School on a temporary basis before subsequently transferring to the new building;The anticipated timescale is for the new schools to be established from September 2017 before transferring into the two new school buildings upon their opening in 2018/19;The current four schools in Welshpool – Ardwyn Nursery & Infant School; Gungrog CiW Nursery & Infant School; Oldford Nursery & Infant School and Ysgol Maesydre would close from the end of August 2017.							

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

Version	Author	Job Title	Date
1	Betsan Ifan	Project Manager, Schools Transformation	25/6/2016
2	Sarah Astley	Project Manager, Schools Transformation	04/11/16

2. How does your policy / change objective / budget saving impact on the council’s strategic vision?

Council Priority	How does the policy / change objective impact on this priority?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Please select from drop down box below	Source of Outline Evidence to support judgement
Supporting people in the community to live fulfilled lives	<p>By closing the existing schools, and establishing and building two new primary schools in the town of Welshpool, this will secure primary provision in the area for future generations. Removing the current split of infant and junior schools in the town could lead to the improvement of community cohesion.</p> <p>The location of the new English-medium school will be further away for some families, which will have an impact on walking distance, however the new school will remain within the town of Welshpool.</p>	Neutral	As stated in the consultation report, the authority will investigate options in relation to travel arrangements for those living furthest from the school, and to provide safe walking routes to the new schools.	Good	Consultation report
Developing the economy	Potential impact on local businesses in Powys if more young people are better educated and are in employment or training within Powys. This will result in retaining a young skilled workforce in Powys which in turn will develop the economy. The improved access to Welsh-medium education should lead to an increase in Welsh speakers, which will increase the Welsh-speaking workforce available to meet the requirements of the Welsh Language Standards.	Good	Work with our partners to promote the availability and opportunities for volunteering, training, work experience placements, graduates and apprenticeships.	Good	Consultation report

<p>Improving learner outcomes for all, minimising disadvantage</p>	<p>The proposal aims to ensure that high quality education is accessible to all, and that is affordable and sustainable with a focus on high quality leadership, teaching and learning. All children and young people (including those on free school meals and with additional learning needs) will be supported to achieve their full potential.</p> <p>The proposal will streamline current Welsh-medium provision and ensure that Welsh-medium education is fully accessible to all pupils in the Welshpool area.</p> <p>In removing the current complex mix of three infant schools feeding into one junior school, and streamlining the varying language categories of the schools (currently being English-medium and dual stream), it is envisaged that the proposal will be as good or will improve standards.</p> <p>The current school buildings have been rated categories B/C for condition and have significant backlog maintenance costs and are not sustainable in the long term. Both new schools will have facilities that meet the needs of 21st Century school learning environment, with state of the art teaching equipment and will be</p>	<p>Good</p>	<p>The authority will continue to engage fully with all four schools during the transition process where the four schools will become two, and subsequently during the design and build stage. This will enable the authority to work closely with the school communities to ensure that the needs of all learners are met.</p>	<p>Good</p>	<p>ERW school improvement strategy, One Powys Plan.</p>
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	fully DDA compliant.				
Remodelling council services to respond to reduced funding	<p>The proposal will provide better value for money in the long term, by providing education from two purpose-built school rather than maintaining the current buildings.</p> <p>The proposal will:</p> <ul style="list-style-type: none"> i) reduce overall surplus capacity at the current Ardwyn, Gungrog, Oldford and Maesydre Schools ii) streamline the current complex mix of Infant, Junior, dual-stream, English-medium, Church in Wales and Community Primary provision in Welshpool town iii) improve the learning environment iv) improve parental choice in children's education v) deliver a more cost-effective delivery of learning vi) remove backlog maintenance costs of the current schools and vii) provide an infrastructure that is resilient to future demographic or financial challenges viii) increase access to Welsh-medium education 	Good	Deliver the new school building by 2018/ 19 academic year	Good	<p>PWC Report 2014.</p> <p>Strategic Outline Case/ Outline Business Case/ Full Business Case for the 21st Century Schools Programme for the Welshpool Town Project.</p>

3. How does your policy / change objective / budget saving impact on the Welsh Assembly's well-being goals?

Well-being goal	How does the policy / change objective contribute this goal?	Inherent Judgement Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	Residual Judgement Please select from drop down box below	Source of Outline Evidence to support judgement
A prosperous Wales: Efficient use of resources, skilled, educated people, generates wealth, provides jobs.	<p>The proposal aims to secure primary education in Welshpool town for future generations, contributing to prosperous communities, and provide education in a more cost-effective way in a purpose-built learning environment.</p> <p>In removing the current complex mix of three infant schools feeding into one junior school, and streamlining the varying language categories of the schools (currently being English-medium and dual stream), it is envisaged that the proposal will be as good or will improve educational standards.</p> <p>The improved access to Welsh-medium education should lead to an increase in Welsh speakers, which will increase the Welsh-speaking workforce available to meet the requirements of the Welsh Language Standards.</p>	Good	Deliver the new school building by 2018/ 19 academic year	Good	Powys One Plan Strategic Outline Case/ Outline Business Case/ Full Business Case

<p>A resilient Wales: Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>It is proposed that the new schools will achieve BREEAM excellent standards, the highest level of energy efficiency a building can be awarded.</p>	<p>Good</p>	<p>Ensure that BREEAM excellent standards are met through planning and monitoring arrangements.</p>	<p>Good</p>	<p>Strategic Outline Case/ Outline Business Case/ Full Business Case for the Welshpool Town Project.</p> <p>Powys County Council Property Services</p>
<p>A healthier Wales: People's physical and mental well-being is maximised and health impacts are understood.</p>	<p>It is acknowledged that the proposal will affect pupils and staff at the current schools, and that this could have an impact on their mental well-being. Phase one of the project will have a greater impact on pupils currently attending the English-medium stream at Ysgol Ardwyn and the Welsh-medium stream at Ysgol Maesydre as they will have to move to a different school during this phase, before moving again to the new school building.</p> <p>The new schools will also have outdoor learning and playing space, with hard-play and soft-play areas, encouraging the physical and mental health and wellbeing of the pupils. Both schools will be located within the town of Welshpool, therefore pupils will be able to walk to school.</p>	<p>Neutral</p>	<p>Ensure that BREEAM excellent standards are met through planning and monitoring arrangements.</p> <p>Ensure that the authority meets its statutory obligation to provide sufficient outdoor learning and playing space for the pupils.</p> <p>Ensure that full support is provided to staff and pupils during the period of transition, in particular to pupils currently attending the English-medium stream at Ysgol Ardwyn and the Welsh-medium stream at Ysgol Maesydre.</p> <p>Identify safe walking routes to the new schools.</p>	<p>Good</p>	<p>Powys One Plan</p> <p>Strategic Outline Case/ Outline Business Case and Full Business Case for Welshpool Town Project.</p> <p>Consultation report</p>

<p>A Wales of cohesive communities: Communities are attractive, viable, safe and well connected.</p>	<p>The establishment of two new schools in new buildings will have a positive impact on the community of Welshpool.</p> <p>After school activities that are currently held at the current schools will continue to be available at the new schools. As the new schools will be bigger, the schools may be offer a wider range of after-school activities to pupils. It is expected that the establishment of a new Welsh-medium school will lead to an increase in the number of Welsh-medium activities available to Welsh-medium pupils.</p> <p>During the consultation period, concern was expressed about the location of the new English-medium school, and the distance from the Oldford area of Welshpool.</p> <p>It is envisaged that by remodelling the current primary provision in Welshpool, this could lead to improved parental choice by offering an all-through Welsh medium school and an all-through Church in Wales school.</p>	<p>Neutral</p>	<p>The authority has responded to all issues raised during the consultation period in the consultation report.</p>	<p>Neutral</p>	<p>Consultation Report and EIA on the closure of Ardwyn, Gungrog, Oldford and Maesydre Schools.</p>
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<p>A globally responsible Wales: Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>During the consultation period, concern was raised about the potential impact on the well-being of staff and pupils affected by the proposal.</p> <p>However, other comments were received which referred to the positive impact the proposal would have on the community of Welshpool.</p> <p>Concern was expressed about the impact of the proposal to establish one English-medium Church in Wales school and one Welsh-medium Community Primary School on families wishing to access non-church English-medium provision</p>	<p>Neutral</p>	<p>The authority has responded to all issues raised during the consultation period in the consultation report.</p>	<p>Neutral</p>	<p>Consultation Report.</p>
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A Wales of vibrant culture and thriving Welsh language: Culture, heritage and Welsh language are promoted and protected.					
<i>Opportunities for persons to use the Welsh language</i>	<p>The proposal will see the establishment of the first Welsh-medium primary school in Welshpool. It is envisaged that this will leave short-term and long-term legacies for the town.</p> <p>The proposal will specifically increase opportunities for pupils to use the Welsh language; in a formal education setting, during play time and out of school hour's activities.</p> <p>The proposal will lead to an increase in local and county wide awareness of the Welsh language.</p>	Very Good	The authority will continue to monitor demand for Welsh-medium primary education in the area.	Very Good	<p>Welsh in Education Strategic Programme (WESP)</p> <p>Strategic Outline Case/ Outline Business Case/ Full Business Case for the Welshpool Town Project</p> <p>Consultation Report</p>
<i>Treating the Welsh language no less favourable than the English language</i>	<p>The proposal will see the establishment of one Welsh-medium primary school and one English-medium primary school, therefore the Welsh language is not treated any less favourably than the English language</p>	Very Good	As above	Very Good	As above

<i>Opportunities to promote the Welsh language</i>	The establishment of a new Welsh-medium school in Welshpool is expected to provide new opportunities to promote and raise awareness of the Welsh language in the Welshpool area	Very Good	As above	Very Good	As above
<i>Welsh Language impact on staff</i>	The establishment of a new Welsh-medium school will have a positive impact on Welsh-medium teachers	Very Good	As above	Very Good	As above
<i>People are encouraged to do sport, art and recreation.</i>	<p>The new school will have new 21st Century facilities for recreation, internally and externally, in accordance with national guidelines.</p> <p>The YFC, Urdd are commissioned to deliver sport, art and recreation activities. In addition the PCC Sports Development unit also facilitates such activities</p>	Good	Continue to work with partners to provide sport, art and recreation activities.	Good	Strategic Outline Case/ Outline Business Case/ Full Business Case for the Welshpool Town Project
A more equal Wales: People can fulfil their potential no matter what their background or circumstances.					
<i>Age</i>	N/A				

<i>Disability</i>	<p>Whilst the proposal will impact on a number of pupils with additional learning needs, there is no reason to believe that the new schools would not be able to meet the needs of these pupils.</p> <p>The proposal includes the provision of two new school buildings in Welshpool which will be built to meet the latest requirements in terms of accessibility, therefore it is likely that the new schools will be more accessible to pupils with disabilities and their families.</p>				
<i>Gender reassignment</i>	N/A				
<i>Marriage or civil partnership</i>	N/A				
<i>Race</i>	<p>A proportion of pupils at the 4 current schools are from ethnic backgrounds other than White British.</p>		<p>The needs of pupils from ethnic backgrounds other than White British will be taken into consideration by the shadow governing bodies / headteachers of the two new schools when planning staffing structures etc</p>		
<i>Religion or belief</i>	<p>During the consultation period, concern was expressed that the proposal would have a detrimental impact on pupils and families of religions other than Church in Wales or of no religion, due to the fact that the only English-medium provision available in Welshpool would be a Church in Wales School</p>		<p>See Equality Impact Assessment</p>		
<i>Sex</i>	N/A				

Sexual Orientation	N/A				
Pregnancy and Maternity	N/A				
Equality Impact on PCC Staff	N/A				

4. How does your policy / change objective / budget saving impact on the council's other key guiding principles?

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					
Long Term: <i>Balancing short term need with long term and planning for the future.</i>	The proposal would have a positive long-term effect as both new schools would provide a 21 st Century learning environment for the primary aged pupils of Welshpool and would secure primary provision in the area. However, it is acknowledged that the proposal will have an impact on those affected in the short term.	Good	Ensure that the communities are properly informed throughout each step of the proposal.	Good	Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case
Collaboration: <i>Working together with other partners to deliver.</i>	Local stakeholders have been involved in discussions since project inception. If the proposal were to proceed, local stakeholders would be involved in designing the new schools.	Good	Ensure that the communities are properly informed throughout each step of the proposal.	Good	Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case

<i>Involvement:</i> <i>Involving those with an interest and seeking their views.</i> <i>Communication and Engagement</i>	Local stakeholders have been involved in discussions since project inception. Consultation on the proposal has been carried out in accordance with the requirements of the School Organisation Code. If the proposal proceeds, local stakeholders will be involved in designing the new schools.	Good	Ensure that the communities are properly informed throughout each step of the proposal.	Good	Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case
<i>Prevention:</i> <i>Putting resources into preventing problems occurring or getting worse.</i>	Local stakeholders have been involved in discussion since project inception.	Good	Ensure that the communities are properly informed throughout each step of the proposal.	Good	Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case
<i>Integration:</i> <i>Positively impacting on people, economy, environment and culture and trying to benefit all three.</i>	Local stakeholders have been involved in discussion since project inception	Neutral	Ensure that the communities are properly informed throughout each step of the proposal.	Neutral	Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case

<p>Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>The proposal would provide two new 21st Century schools learning environments within the town of Welshpool, which would support those pupils eligible for free school meals or on low incomes.</p> <p>The Pupil Deprivation Grant will be used by the school to enhance provision for those eligible for Free School Meals</p>	<p>Neutral</p>	<p>Ensure that the communities are properly informed throughout each step of the proposal.</p>	<p>Neutral</p>	<p>Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case</p>
<p>Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>Safeguarding is of the upmost importance and safeguarding measures will be implemented in the new schools, should the proposals go ahead. Modern safeguarding technology including password protected entry would be introduced, which would be better than current provision.</p> <p>Local stakeholders have been involved in discussions since project inception. If the proposals were to proceed, local stakeholders would be involved in designing the new schools – including safeguarding issues.</p>	<p>Very Good</p>	<p>Ensure that the communities are properly informed throughout each step of the proposal.</p>	<p>Very Good</p>	<p>Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case</p>
<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	<p>The proposal would provide two new 21st Century schools learning environments within Welshpool that are accessible to all pupils, which also includes looked after children.</p>	<p>Neutral</p>	<p>Ensure that the authority fully supports each individual child by providing specialist services: Challenge Advisor, ALN, Social Services etc.</p>	<p>Neutral</p>	<p>Consultation Report/ Strategic Outline Case/ Outline Business Case/ Full business Case</p>

Impact Assessment (IA)

The integrated approach to support effective decision making

5. What are the risks to service delivery or the council following implementation of this Policy / Change Objective / Budget Saving?

Description of risks		
That parents of pupils who currently attend Ardwyn, Gungrog, Oldford, Maesydre Schools choose not to transfer to the new schools		
There is an increase or decrease in demand for primary education in the Welshpool Town locality		
There is an increase or decrease in demand for Welsh-medium education in the Welshpool Town locality		
There is an increase or decrease in demand for faith based education in the Welshpool Town locality		
Impact on Service	Deliverability of Policy / Change Objective / Budget Saving	Inherent Risk
Medium	Medium	Medium
Mitigating Actions		Residual Risk
The authority constantly monitor potential and projected pupil numbers, including the evaluation of the Local Development Plan		Medium
The authority will ensure that the new building is flexible to accommodate fluctuations in demand for primary education		Low
The authority will constantly monitor the demand in Welsh-medium and in faith based provision in Welshpool		Low
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?		
n/a		

6. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
<p>It is acknowledged that phase 1 of the proposal, which would result in the two new schools being established on the current sites, would have an impact on the pupils currently attending the English-medium stream at Ysgol Ardwyn and the Welsh-medium stream at Ysgol Maesydre as they would have to move schools. It is also accepted that there will be an impact on pupils when the new buildings open, as they will have to move to the new building.</p> <p>The proposal will impact on pupils with additional learning needs as they will need to move schools. However, in the long term, it is envisaged that the new facilities within the new school would better accommodate the needs of disabled pupils and those with ALN. Both new schools would provide a 21st Century school learning environment, with modern hearing loop technology, break out learning areas, and would be fully DDA compliant.</p> <p>The proposal will specifically have a positive effect on parental choice and especially on Welsh language provision and community awareness. The proposal will see the establishment of the first Welsh-medium primary school in Welshpool.</p> <p>The proposal will also streamline current primary provision in Welshpool, eradicating the need for nursery and infant school pupils to change schools to access junior school education, which in the long-term, could have a positive impact on learner progression.</p>	

Impact Assessment (IA)

The integrated approach to support effective decision making

Concern has been expressed about the lack of non-Church in Wales English-medium provision within the town of Welshpool should the proposal be implemented. However, parents would be able to choose to place their children in either the English-medium CiW school or the Welsh-medium CP School. There would be no requirement for pupils attending the CiW school to be from Christian families, nor for pupils attending the Welsh-medium school to be from Welsh speaking families. Admissions for both schools would be administered by the council's Admissions team. In addition, there are a range of other English-medium CP schools in the vicinity of Welshpool, and parents would be able to apply for a place in any of these schools.

Judgement (to be included in service risk register)

Very High Risk	High Risk	Medium Risk	Low Risk
			✓

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

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

Consultation Report on the closure of Ardwyn, Gungrog, Oldford and Maesydre Schools will be published following the conclusion of the formal consultation process, and will be available on Powys County Council website.

8. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

Equality monitoring of uptake of the service within which the decision was made.

9. Sign Off

Position	Name	Signature	Date
Service Manager:	Marianne Evans	M Evans	19 August 2016, 07 November 2016
Head of Service:	Ian Roberts	Ian Roberts	22 August 2016
Strategic Director:	Jeremy Patterson	Jeremy Patterson	30 August 2016
Portfolio Holder:	Arwel Jones	Arwel Jones	30 August 2016

3. COMMUNITY IMPACT ASSESSMENT – FINAL

A draft Community Impact Assessment was published as part of the Formal Consultation on the proposal to establish a new English-medium C. in W. (Voluntary Controlled) Primary School and a new Welsh-medium Community Primary School in Welshpool.

The consultation was held between the 5th September 2016 and the 18th October 2016.

This community impact assessment has been updated where appropriate to take account of any issues or information raised during consultation about the impact on the community.

1. Introduction

The School Organisation Review Panel (SORP) has been reviewing the Welshpool town primary schools during 2014 and 2015. The SORP's draft recommendation is to commence consultation to approve the Strategic Outline case for Welsh Government, and to commence formal consultation to establish a new English-medium Church in Wales Primary School and a new Welsh-medium Community Primary School in Welshpool town; resulting in the closure of Ardwyn, Gungrog, Oldford and Maesydre Schools.

This scheme will replace the current primary school infrastructure which is a complex mix of infant and junior schools, dual-stream, English-medium, Church in Wales and Community Primary provision.

The four schools under review in Welshpool Town are:

- Ardwyn CP Infant & Nursery School (Dual stream)
- Gungrog CiW Voluntary Controlled Infant & Nursery School (English medium)
- Oldford CP Infant & Nursery School (English medium)
- Ysgol Maesydre Junior School (Dual stream)

In accordance with the Authority's School Transformation Policy (2014), Cabinet is required to consider a draft impact assessment assessing equality issues and impact on the community when determining whether or not to proceed with the formal statutory process.

An Equality Impact Assessment has been produced separately. This document considers the impact on the Community.

2. The community of Welshpool

Welshpool is situated in North-east Powys, a few miles from the border with England and is the fourth largest town in Powys, with a population of over 6,500. It is one of Powys' most socially diverse towns. It includes large resident Polish, Eastern European and Traveller communities. There are significant levels of deprivation within the town and one area is the second highest in the County for social deprivation (Welsh Index of Multiple Deprivation).

Due to its social diversity the town has high levels of 'waged poverty' and the local economy predominates towards public administration, education and health which represent 33% of all employment in the county.

English is the main language spoken in the area, and according to the 2011 census, 18% of the population have one or more skills in Welsh. Only 1.6% of the population belong to

ethnic groups other than white and 8.49% of the residents were born in Europe outside of the UK, reflecting the high number of Eastern European residents in the area.

Welshpool, according to The Welsh Index of Multiple Deprivation 2014 varies significantly between levels of deprivation within the 3 wards, further reflecting the diverse nature of the town.

The Welsh Index of Multiple Deprivation 2014 ranks areas known as Local Super Output Areas (LSOA) in terms of deprivation, where 1 is the most deprived and 1909 is the least deprived. The Welshpool Town LSOA's are ranked as follows¹:

Local Super Output Area (LSOA)	WIMD Rank 2014
Welshpool Castle	296
Welshpool Gungrog 1	561
Welshpool Gungrog 3	1140

3. Community Impact Assessment

3.1 Extra-curricular activities provided by the schools

Ardwyn Nursery and Infant CP School

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

- i) Sports Club
- ii) Cooking Club
- iii) Crafts Club

Gungrog Church in Wales Nursery and Infant School

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

- i) Activit8 Club
- ii) Pyjama Drama club
- iii) Urdd Art and Craft Club
- iv) Gardening Club
- v) ICT Club
- vi) Cooking Club
- vii) Science Club
- viii) Maths Club

Extra-curricular activities provided by the school includes transition events with Ysgol Maesydre

Oldford Nursery and Infant School

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

¹ <https://stats.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014>

- i) Sports Club
- ii) Crafts Club
- iii) School staff attend sessions in with local churches

Extra-curricular activities provided by the school includes parenting programmes.

Ysgol Maesydre

The following clubs are provided by the school after school hours, at different times of the year:

- i) Football Club
- ii) Cricket Club
- iii) Rugby club
- iv) Dance Club
- v) Sewing club
- vi) Archaeology Club
- vii) Gardening Club
- viii) Homework Club
- ix) ICT Club
- x) Rounders Club

Extra-curricular activities provided by the school includes a fee-paying After-School Club and also a Rocket Club which is a club for targeted children paid through PDG.

3.2 Community Use of the School Building and Community Links

Ardwyn Nursery and Infant CP School

The school's facilities are used by the community for playgroup activities:

In addition, the school's facilities are used by the community regularly for Saturday and holiday lettings, for example – birthday parties, community classes and clubs.

Gungrog Church in Wales Nursery and Infant School

The school's facilities are used by the community for the following activities:

Weekly Incredible Years Baby and Toddler classes, weekly Baby Massage classes, weekly Mother and Toddler Group, Happitots Playgroup every morning, Flying Start meeting, venue for Team Around the Family meetings, cluster headteacher meetings, cluster training vents.

In addition, the school facilities are used regularly as a polling station for the Gungrog wards, a hall for local children's parties and used on a wider scale as a St Asaph Diocese training venue.

Community links include a Community Summer Fair, Flying Start play provision in summer holidays, Macmillan Coffee Mornings and school and community fundraising events.

Oldford Nursery and Infant School

The school's facilities are used by the community as an open door family centre.

In addition, the school's facilities are used by the community regularly by Oldford Tenant's Association, Clwyd Alyn Housing, and the Local Authority for transformation meetings and for Local Authority Budget Forums. Birthday parties are also facilitated for local children at the school building.

Ysgol Maesydre

The community have regular access to use the school buildings. The school is used for annual events such as Help for Heroes Fun Day, Welshpool Juniors FC Fun Day, Old Boys Diner and the Eisteddfod Charing Ceremony.

Ysgol Maesydre have official links with the local Football and Cricket Clubs. In addition to this, the Secret Student Initiative works alongside the Police, Fire, Sports Centre, YOT and MWT in delivering rewards for good behaviour.

3.3 Issues raised during consultation

A number of issues were raised during the consultation which related to the proposal's impact on the community.

A number of respondents referred to the positive impact the proposal to establish and build 2 new schools would have on the community of Welshpool. However, a small number of respondents were concerned that the proposal to establish two larger schools would have a negative impact on community spirit.

A number of concerns were raised about the location of the proposed new English-medium school due to the increased distance from some areas of Welshpool. Respondents were concerned that this would lead to an increase in car use and congestion. Respondents requested that the authority investigate arrangements for public transport to enable parents without cars to access the school, and also raised concerns about the safety of the walking route to the new English-medium school.

All issues raised relating to the proposal's impact on the community are listed in the consultation report in respect of this proposal, along with the authority's response to each issue.

3.4 Conclusion

All four current schools have strong links with the local community, especially in utilizing schools facilities for a wide range of activities and events such as playgroup activities and as meeting venues. However, the Authority is satisfied that the community impact will be minimal should the four schools close in order to establish a new English-medium and a new Welsh-medium school, given that the new schools are to be located within Welshpool town and will provide new community friendly facilities.

In terms of extra-curricular activities, a wide range of activities are offered by all four schools, and the Authority is satisfied that pupils would have the opportunity to partake in a similar

range of activities at the new proposed school sites. It is envisaged that due to the new proposed sites for both schools being within Welshpool town itself, the relocation will have minimal impact on extra-curricular activities. By providing two all-through primary schools in the town, and by having a larger group of pupils within the same school, it is anticipated that more opportunities and more varied activities can be offered for the pupils.

The authority notes the concerns that have been raised in relation to the location of the new English-medium school and will investigate opportunities to make public transport provision available. In addition, safe walking routes to the new schools will be identified.

4. WELSH LANGUAGE IMPACT ASSESSMENT – FINAL

A draft Welsh Language Impact Assessment was published as part of the Formal Consultation on the proposal to establish a new English-medium C. in W. (Voluntary Controlled) Primary School and a new Welsh-medium Community Primary School in Welshpool.

The consultation was held between the 5th September 2016 and the 18th October 2016.

This Welsh Language Impact Assessment has been updated where appropriate to take account of any issues or information raised during consultation about the impact on the Welsh language.

1. Background information

Information from the 2011 Census shows that 18.6% of the population of Welshpool town area have one or more skills in Welsh².

Of the four schools considered for the Welshpool Town Primary School project, 2 schools currently provide Welsh-medium education. Below is a list on the language category of the schools according to the Welsh Government document 'Defining Schools According Welsh Medium Provision';

Ardwyn Infant & Nursery School – Category 2 – Dual Stream primary school
Ysgol Maesydre – Category 2 – Dual Stream primary school
Gungrog VC Church in Wales School – Category 5 – English-medium primary school
Oldford CP Infant & Nursery School – Category 5 – English-medium primary school

If the proposed changes are agreed and approved, one new school will become a Category 5 English Medium Primary School, and the second new school will become a Category 1 Welsh Medium Primary School.

The proposal fits with the authority's WESP and any future actions that may be needed in consequence of the change will comply with the WESP.

The following tables provide information about the total number of pupils that have been attending the two schools which provide Welsh-medium education over the last 4 years, and the number and percentage of pupils taught through the medium of Welsh in each year, based on PLASC information:

Ardwyn Nursery and Infant School

	January 2016	January 2015	January 2014	January 2013	January 2012
Welsh-medium stream	39 (70.9%)	38 (58.5 %)	36 (54.5%)	31 (52.5%)	30 (47.65%)
English-	16	27	30	28	33

² 2011 Census information for the two Community Council areas, taken from <http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/>

medium stream	(29.1%)	(41.5%)	(45.5%)	(47.5%)	(52.4%)
Total	55	65	66	59	63

Ysgol Maesydre

	January 2016	January 2015	January 2014	January 2013	January 2012
Welsh-medium stream	25 (13.7%)	28 (15.9%)	19 (10.4%)	29 (15.2%)	29 (15.6%)
English-medium stream	157 (86.3%)	148 (84.1%)	164 (89.6%)	162 (84.8%)	157 (84.4%)
Total	182	176	183	191	186

2. Standards in Welsh

The following tables provide information about Standards in Welsh First Language at Ardwyn Nursery and Infant School and Ysgol Maesydre for the last 3 years.

Whilst this is useful as background information, the two schools should not be directly compared in terms of standards due to Ardwyn being an Infant and Nursery school and Ysgol Maesydre a junior school, therefore having differing age groups. In addition, the cohort sizes at both schools are small.

i) End of Foundation Phase

Ardwyn Nursery and Infant School

	2013	2014	2015	2016
Total number of learners assessed in Language, Literacy and Communication Skills in Welsh	7	9	7	10
Number of pupils that achieved Level 5+	7	9	7	9
% of pupils that achieved Level 5+	100%	100%	100%	90%

ii) End of Key Stage 2

Ysgol Maesydre

2013	2014	2015	2016
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Total number of learners assessed in Welsh First Language	9	3	10	3
Number of pupils that achieved grade 4+	7	3	9	2
% of pupils that achieved grade 4+	77.8%	100%	90%	66.7%
% of pupils that achieved grade 5+	22.2%	66.7%	0%	66.7%

3. Welsh language activities provided by the schools

Ardwyn Infant & Nursery School

Due to the fact that all contracted teachers in the school are Welsh-speaking, all after school clubs which are run by teachers (on rota) have a strong Welsh language ethos. One of the cross-cutting themes of these clubs is to enhance the use of the Welsh language beyond the classroom.

With the support of Menter Maldwyn, the school have offered 2 Welsh language learning courses for parents over the past two years. Although these courses have been slow on the up-take and historically been poorly attended, the school continues to encourage the use of the school facilities for community use and have partnered with local experienced individuals to market and grow the Welsh language courses at the school.

All pupils in year 2 are members of the Urdd association which gives them the opportunity to compete in various competitions, from sports to the Eisteddfod. This is also an area the school wishes to develop in the future.

Ysgol Maesydre

Similar activities to those provided in Ardwyn are offered to Welsh-medium pupils at Ysgol Maesydre. Menter Maldwyn provide after school activities for the Welsh stream pupils on a termly basis, activities such as games and music, providing ample opportunity for the children to converse in Welsh in a more natural environment. Urdd Clubs also run activities such as a disco and sewing clubs.

In terms of providing a base for the community to use, in the past, the school facilities were used to offer Welsh learner lessons.

All children and the community who wish to converse in Welsh receive full support from the school's Welsh speaking staff.

4. Issues raised during consultation

The vast majority of respondents who referred to the establishment of a new Welsh-medium schools were supportive of the proposal, noting that this would promote demand for Welsh-

medium education in the area and increase the number of Welsh speakers. Respondents also noted that the Welsh-medium school model was preferable to the dual stream model, due to the increased immersion provided to pupils.

However, a number of respondents raised concerns about the proposal to locate the English-medium and Welsh-medium school on separate sites, and that this could cause a divide in the town and lead to friction between the two schools.

Concerns were also raised in relation to Welsh-medium secondary provision, and respondents emphasized the need for secondary provision to be available to pupils who have attended the Welsh-medium primary school.

All issues raised relating to the proposal's impact on the Welsh language are listed in the consultation report in respect of this proposal, along with the authority's response to each issue.

4. Conclusion

The authority's view is that the proposal will provide positive benefits for the Welsh Language and Welsh-medium education in the Welshpool area through improved parental choice, more opportunities for linguistic progression and increased opportunities for pupils to participate in more varied extra-curricular activities through all key stages of education. It is also envisaged that by establishing the first stand-alone Welsh-medium primary school within the town of Welshpool, it will increase Welsh language awareness within the locality, and within Powys County itself.

Although the figures for both schools with regards to the number of pupils who receive education through the medium of Welsh should be acknowledged as significantly lower than the percentage of pupils receiving English-medium education within the same dual-stream schools, conclusions should be objectively drawn with regards to the demand for Welsh language education in the area.

Currently, due to the absence of a stand-alone Welsh-medium primary school within Welshpool town, some parents who want their children to be educated through the medium of Welsh choose to travel to other Welsh-medium or dual-stream primary schools outside the town, reflecting the slight decrease in pupil numbers who study in Welsh from Infant school at Ardwyn to the Junior School in Maesydre.

It is envisaged that by establishing a new Welsh-medium primary school, parents and pupils in the future will choose not to travel out of town for Welsh education, and will stay within their immediate locality. It is also hoped that the establishment of a new Welsh-medium primary school in Welshpool will generate growth in the number of pupils choosing to study in Welsh in the town.

Valuable extra-curricular activities are offered for Ardwyn and Maesydre pupils who study through the medium of Welsh, and the schools are proactive within the community in advocating Welsh language lessons for parents. The pupils have opportunities to participate in Urdd activities, although the schools acknowledge that they wish to expand on the opportunities on offer in the future.

It is the authority's view that by opening a new Welsh-medium school, this could provide an opportunity to expand on current partnerships and provide additional opportunities for Welsh-medium pupils (with the Urdd and Menter Maldwyn for example). By proceeding with the proposal, the anticipated impact for the Welsh-language after school activities will be positive and conclusive for pupils.

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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

22nd November 2016

REPORT AUTHOR: County Councillor Arwel Jones
Portfolio Holder for Education

SUBJECT: Schools Transformation Programme – Forward Plan
2016 - 18

REPORT FOR: Information

Summary

1. This report provides information about timescales for new draft recommendations to be prepared for the following schools:

- Brecon and Gwernyfed High Schools
- Llanbister and Llanfihangel Rhydithon CP Schools

Background

2. On the 27th September 2016, Cabinet approved recommendations related to Brecon and Gwernyfed High School, following a formal consultation process. The Cabinet report can be found at:

<http://powys.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=3029&Ver=4>

3. The recommendations for Brecon and Gwernyfed High Schools were:

- *To abandon elements A, B and D of the Proposal and to bring a new report back to Cabinet with **draft recommendations** for Brecon and Gwernyfed High Schools, in accordance with the Schools Reorganisation Policy 2015;*
- *To re-consult on element C of the Proposal, i.e. the closure of the Welsh-stream at Brecon High School from September 2017;*
- *To submit a revised Outline Business Case to Welsh Government's 21st C Schools Programme for capital investment in both campuses. This will include a new build 11 – 18 campus in Brecon and improvements to the Gwernyfed campus.'*

4. At the meeting, officers were requested to inform Cabinet of the anticipated timescales involved in establishing the new draft recommendations.
5. At the same meeting, Cabinet approved recommendations for Llanbister and Llanfihangel Rhydithon CP Schools, as follows:
 - *‘to abandon the current Proposals in respect of Llanbister C.P. School and Llanfihangel Rhydithon C.P. School;*
 - *It is recommended that a new report is brought to Cabinet with draft recommendations for Llanbister C.P. School and Llanfihangel Rhydithon C.P. School in accordance with the Schools Reorganisation Policy 2015, which considers the circumstances of the two schools alongside the Authority’s aspiration for primary education, which is to have ‘headteachers with no classroom responsibilities;*
 - *It is recommended that a new report is brought back to Cabinet with draft recommendations by no later than the end of November 2016.’*
6. The Schools Reorganisation Policy 2015 outlines the process for undertaking reviews of schools. This includes the following steps:
 - *‘Reviews will include discussion with governors, local members and headteachers of all schools under review, and also with diocesan directors, in the case of faith provision. Discussion may also take place with the headteachers, governors and local members of affected schools i.e. schools that may be affected by the review of another school, as identified by the Schools Service Senior Management Team and the Portfolio Holder for Education;*
 - *On completion of a review, officers will then develop draft recommendations. These will be shared with the appropriate stakeholders who will have the opportunity to provide written comments within 14 days of receipt of the draft recommendations;*
 - *Cabinet will receive and consider a report with **draft recommendations, together with any comments received from stakeholders**, along with a draft impact assessment.’*

Proposed timescales

Brecon and Gwernyfed High Schools:

7. It is recommended that discussions begin with the governors, local members, headteachers of these schools in the summer term 2017, following the conclusion of the forthcoming formal consultation on the closure of the Welsh stream at Brecon High School. The consultation is planned to begin at the end of November, and will finish in January

2017. It is anticipated that the Consultation Report will be brought before Cabinet in March 2017, if not earlier.

8. This will ensure that discussions with stakeholders can take place with full clarity about the future provision of Welsh-medium education in the area.

Llanbister and Llanfihangel Rhydithon CP Schools:

9. Discussions have already begun with governors, local members and headteachers of both schools, and it is anticipated that new draft recommendations will be formulated and proposed to Cabinet in the spring term 2017 – this is a change from the original intended timescale of November 2016. This change is required in order to ensure appropriate opportunities for both schools to participate in dialogue.

One Powys Plan

‘Transforming Learning and Skills’ is one of the priorities within the One Powys Plan. Within this priority, the Plan states that *‘We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity.’*

Options Considered/Available

n/a

Preferred Choice and Reasons

n/a

Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc

Any draft recommendations will be accompanying with an impact assessment.

Children and Young People's Impact Statement - Safeguarding and Wellbeing

The authority’s Schools Transformation Programme is intended to improve educational outcomes for children and young people. This aligns with the aspiration to improve safeguarding and well-being for children and young people.

Local Member(s)

Cllr John Brunt (local member for Beguildy ward):

“I fully support the discussions have already begun with governors and head teacher of Llanbister school, and await the new draft recommendations which will be proposed to Cabinet in the spring term 2017 to ensure sustainable education will be provided from the school in Llanbister.”

Cllr Gareth Ratcliffe (local member for Hay ward):

“Six years ago Powys County Council came forward with a proposal to close Gwernyfed. Since then they have repeatedly attempted to rip this essential facility from the communities it serves. At the last attempt over 1,000 local people of all ages attended the public consultation meeting to express their feelings on the matter. Estyn also commented that there was no evidence that the proposals would improve educational outcomes. Quite rightly, therefore, the cabinet decided to drop the proposal.

I cannot see what the intention of any new proposals might be. The community and Estyn have expressed their opinions and neither were in favour of the proposed changes. So what changes would any further discussion look to bring forward? It is clear that if these involved combining the management of the two schools into one or the removal of post 16 education then the community would once again express its strong opposition and once again an expensive, pointless consultation exercise would follow. Whilst we welcome the investment in the buildings you cannot buy our silence on matters that deeply concern us.

The communities served by Gwernyfed High School have suffered excessively due to the inept handling of this process. There has been a whole generation of children and their families who have only known uncertainty and instability about their future education both at primary and secondary level. The levels of stress have brought some people close to breaking point. End this now. It is ridiculous to propose to extend this uncertainty into the summer of next year and beyond.

In the six years that the future of the high school has been messed around with it has quietly got on with becoming one of the top performing secondary schools not just in Powys but in Wales. Why do you insist on continually trying to mend what clearly is not broken? I suggest that there are many other schools across the county to which your attention might be better directed. I can tell you what the communities want – you to go away and leave us alone.

It saddens me also to note that when talking about consulting on any new proposals you still insist on referring to only the head, the governors and the elected members. Those of you who were at the meeting in Gwernyfed will know that in my area you need to speak to the whole community. They are keeping an eye on you and will not let you get away with messing around with them any more.”

Other Front Line Services

N/A

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

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

The Finance Business Partner comments:

'Finance will continue to support individual schools and Schools Service during the transformation process.'

HR: Any HR implications will be managed in line with the school's HR policies and in consultation with the Governing Body, staff and recognised trade unions.

Public Service Board/Partnerships/Stakeholders etc

N/A

Corporate Communications

Communications Comment: The report is of considerable public interest and requires the use of a news release and appropriate social media to publicise the decision.

Statutory Officers

The Solicitor to the Council (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report save that the requirement to obtain the views of Full Council to any proposals should be incorporated into the timetables."

The Strategic Director Resources (S151 officer) notes the report and that the MTFS contains savings from school closures that are not going to be realised.

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.

Recommendation:	Reason for Recommendation:
1.To note the timescales for new draft recommendations to be prepared for: <ul style="list-style-type: none">• Brecon and Gwernyfed High Schools	1.It is recommended that discussions begin with the governors, local members, headteachers of Brecon and Gwernyfed High Schools in the summer term 2017, following the

<p>2. To note the timescales for new draft recommendations to be prepared for:</p> <ul style="list-style-type: none"> • Llanbister and Llanfihangel Rhydithon CP Schools 	<p>conclusion of the forthcoming formal consultation on the closure of the Welsh stream at Brecon High School. The consultation is planned to begin at the end of November, and will finish in January 2017. It is anticipated that the Consultation Report will be brought before Cabinet in March 2017, if not earlier.</p> <p>This will ensure that discussions with stakeholders can take place with full clarity about the future provision of Welsh-medium education in the area.</p> <p>2. Discussions have already begun with governors, local members and headteachers of both schools, and it is anticipated that new draft recommendations will be formulated and proposed to Cabinet in the spring term 2017 – this is a change from the original intended timescale of November 2016. This change is required in order to ensure appropriate opportunities for both schools to participate in dialogue.</p>
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Relevant Policy (ies):	School Transformation Policy		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	November 2016

Contact Officer Name:	Tel:	Fax:	Email:
Marianne Evans	01597 826155	N/A	Marianne.evans@powys.gov.uk

Background Papers used to prepare Report:

Cabinet reports 27th September 2016
Schools Reorganisation Policy 2015

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET
22nd November 2016

REPORT AUTHOR: County Councillor Arwel Jones, Portfolio Holders for
Schools and County Councillor Wynne Jones
Portfolio Holder for Finance

SUBJECT: Unlicensed School Budgets

REPORT FOR: Decision

1. Summary

1.1 Governing Bodies of maintained schools are required, under the authority's scheme for financing schools, to set and submit an annual budget for their school together with initial budget plans for a minimum of the following two financial years. Where a school is planning to set a deficit budget in the current 2016/17 financial year, this budget must be approved and licensed by the Authority.

1.2 A report was considered by Cabinet on the 5th July, 2016, and Cabinet approved or licensed the majority of the budgets submitted by Governing Bodies. A further report was requested for those schools submitting unlicensed deficit budgets to be brought to Cabinet during the Autumn Term 2016.

1.3 Eight (8) schools did not meet the requirements to have their budgets licensed as their projected deficit balance at 31 March 2017 is not brought back into balance within three years:

Churchstoke C P School
Clyro C in W School
Llanrhaeadr Ym Mochnant C P School
Ysgol Dolafon
Brecon High School
Llanidloes High School
Ysgol Maesydderwn
Ysgol Cedewain Special

1.4 The Governing Bodies of these schools were issued with a Notice of Concern in accordance with 2.15 of the Scheme, stating that the budget plan is not in compliance with the scheme and requiring them to take urgent action to remedy the financial position and produce a recovery plan by the 16th September

2016. Each of these schools are subject to being called in to scrutiny and they will be advised accordingly.

- 1.5 At a Cabinet meeting on the 26th July, Cabinet received 2 additional reports in respect of Financial Management at Brecon High School and Ysgol Cedewain.
- 1.6 In respect of Brecon High School, Cabinet resolved the following:-
 - That the report is noted.
 - That the School must submit their recovery plan by 23rd September 2016.
 - That the School must collaborate in further independent review of budget, curriculum planning and identification of efficiencies.
 - That Cabinet to consider the findings of the independent review.
 - That should the school not comply with 2 and 3 above the Authority may invoke powers of intervention.
- 1.7 Further to the original recommendation at the meeting of the 26th July, an extension in relation to the deadline for the recovery plan has been agreed for Brecon High School. This has been agreed as the feedback from the independent review which took place on the 8th September, recommended additional time to review the curriculum in full. A further visit took place on the 13th October and the school has been granted an extension for the submission of the recovery plan by the 14th November 2016.
- 1.8 In respect of Ysgol Cedewain Cabinet resolved the following:-
 - That the report is noted and a further report is provided by the 27th September outlining the findings of the work commissioned as set out in section 3 of the report and any actions.
- 1.9 Further to the original recommendation at the meeting of the 26th July, an extension in relation to the deadline for the recovery plan has been agreed for Ysgol Cedewain. This has been granted to give the Governing Body sufficient time to develop their recovery following the receipt of the report from the independent review. The revised deadline for the recovery plan was the 11th November, 2016.
- 1.10 Separate reports will be submitted to Cabinet for both Brecon High and Ysgol Cedewain upon receipt of their recovery plans. The remaining six schools are considered in the following sections.

2. Deficit Budgets

- 2.1 The Scheme for the Financing of Schools requires that “*planned expenditure must not exceed the resources available to the school, taking into account any balances due to or from the school for the*

previous year, without specific approval by the County Council under para 4.9 (unlicensed deficits). Failure to set a budget within the resources available may lead to the issue of a notice of concern with accompanying restrictions on powers of expenditure or to the withdrawal of delegated powers from the school.” (Section 2.2 submission of budget plans)

2.2 Sections 4.5 to 4.9 of the scheme provide the requirements in terms of deficits budget, these sections are included in Appendix A.

2.3 The financial position of the remaining 6 Unlicensed schools that were taken to Cabinet on the 5th July 2016 were as follows:

School	2015/16 Actual	2016/17 Cabinet Budget	2017/18 Draft Budget	2018/19 Draft Budget
Churchstoke C P School	(7,731)	(15,378)	(42,380)	(67,576)
Clyro C in W School	(9,068)	(45,208)	(79,362)	(94,668)
Llanrhaeadr Ym Mochant CP School	20,171	(33,820)	(73,124)	(116,800)
Ysgol Dolafon	14,125	(28,474)	(68,795)	(99,043)
Ysgol Maesydderwen	42,966	(35,983)	(210,485)	(337,473)
Llanidloes High School	(148,043)	(175,641)	(260,882)	(301,996)

2.4 The revised projected financial position of the remaining 6 schools that submitted recovery plans are as follows:-

School	2015/16 Actual	2016/17 Cabinet Budget	2016/17 Revised Budget	2017/18 Draft Budget	2018/19 Draft Budget
Clyro C in W School	(9,068)	(45,208)	(31,595)	(24,212)	978
Churchstoke C P School	(7,731)	(15,378)	813	(18,812)	(40,549)
Llanrhaeadr Ym Mochant CP School	20,171	(33,820)	(16,696)	(15,923)	(19,196)
Ysgol Dolafon	14,125	(28,474)	150	993	(10,627)
Ysgol Maesydderwen	42,966	(35,983)	(30,876)	(92,945)	(198,909)
Llanidloes High School	(148,043)	(175,641)	(183,008)	(246,799)	(275,691)

- 2.5 Clyro C in W School submitted a recovery plan which meets the requirements of the scheme as it shows the budget achieving a surplus balance in 2018/19. This budget can now be licensed. The school will continue to meet with Finance during the autumn to review their ongoing budget in light of the impact in the change of the age of admission.
- 2.6 Churchstoke C P School have continued to work with the authority in order to produce a balanced budget, a review by Governors of the financial position of the school is regularly carried out alongside any support from Finance and Schools Service. The school has taken every opportunity and pursued various options each year to reduce the deficit forecast. Since the Cabinet report on the 5th July, the school have further reduced the deficit from £15k to a £813 surplus position for the 2016/17 financial year. This surplus position means that the budget can now be approved as it meets the requirements of the scheme. Further work is required on the ongoing budget plan as the projections show a further decline and a move back into a deficit position.
- 2.7 Llanrhaeadr Ym Mochnant CP School have submitted a revised budget plan. The school have reviewed their staffing structure, and changes have been actioned from the beginning of the Autumn Term 2016, with further changes planned. This forecasted position has resulted in a reduction of the deficit from £117k to £19k by the end of the 2018/19 financial year. However, the current plan would still not meet the requirements of the scheme for financing schools as the deficit is not projected to be paid back over a 3 year period. Therefore Llanrhaeadr Ym Mochnant CP school should remain unlicensed.
- 2.8 Ysgol Dolafon submitted their recovery plan, the school have reviewed their staffing structure and amendments have taken place from the Autumn Term 2016, with further changes scheduled for Spring Term 2017. The recovery plan submitted by the school projects a cumulative surplus of £150 in the 2016/17 financial year, with a slight increase to £993 by the end of 2017/18. The budget plan can be approved as the 2016/17 financial year is projected to be in a small surplus.
- 2.9 Ysgol Maesydderwen have submitted a revised budget plan. The school have taken forward some changes which has resulted in a reduction in the forecasted deficit by the end of 2018/19 from £337k to £199k. The school have other options they will be exploring, however currently the budget plan does not meet the requirements of the Scheme for financing schools as the deficit is not projected to be paid back over a 3 year period. The Headteacher feels that the curriculum

could not be reviewed any further unless group sizes were raised to an unacceptable level.

Therefore Maesydderwen budget should remain unlicensed.

- 2.10 Llanidloes High School have submitted a revised budget plan. The school has taken forward some changes which have resulted in a reduction in the forecasted deficit by the end of 2018/19 from £302k to £276k. The school have other options they will be exploring, however currently the budget plan submitted does not meet the requirements of the Scheme for financing schools as the deficit is not projected to be paid back over a 3 year period. The Headteacher feels that the curriculum could not be reviewed any further unless group sizes were raised to an unacceptable level.
Therefore Llanidloes budget should remain unlicensed.

3. Further Action and Proposal

- 3.1 Revised budget plans for Churchstoke, Clyro C in W School, and Ysgol Dolafor are approved or licensed as they meet the requirements of the Scheme for Financing Schools.
- 3.2 The revised budget plan submitted by the Governing Body of Llanrhaedr Ym Mochnant shows a significant improvement in reducing the deficit from £117k to £19k, it is proposed that officers of the authority continue to work with the school to further improve this position. The Governing Body have worked closely with and collaboratively with the Local Authority in drafting the recovery plan, it is proposed that no further intervention is taken at this time.
- 3.3 Ysgol Cedwain submit a recovery plan by the 11th November and a report submitted to Cabinet with the findings of the review and the recovery plan. If the schools fails to submit a revised budget and recovery plan a warning notice be issued to the school.
- 3.4 Brecon High School submit a recovery plan by the 14th November 2016 and a report submitted to Cabinet with the findings of the review and recovery plan.
- 3.5 Maesydderwen and Llanidloes High School remain unlicensed and an independent review is commissioned for each school to review their budget plans, curriculum provision and staffing arrangements. Revised budgets and recovery plans be submitted back to Cabinet for consideration in December.

4. Further Action available to Cabinet

- 4.1 The School Standards and Organisation (Wales) Act 2013 ("the Act") consolidates, clarifies and reforms the law in relation to intervention in schools causing concern.

- 4.2 The Welsh Government have issued statutory guidance under section 20 of the Act. The guidance is Guidance Document 202/2016 issued in March 2016 (Schools causing concern- Statutory guidance for schools and local authorities.)
- 4.3 A school will be “eligible for intervention” where one or more of the six grounds identified below exist
- **Ground 1**- the standards of performance of pupils at a school are unacceptably low
 - **Ground 2** - there is a breakdown in the way a school is managed or governed
 - **Ground 3** -the behaviour of pupils at the school or any action taken by those pupils or their parents is severely prejudicing, or is likely to severely prejudice, the education of pupils at the school.
 - **Ground 4** -the safety of pupils or staff is threatened whether by a breakdown of discipline or otherwise
 - **Ground 5** –the governing body or Headteacher has failed, or is likely to fail with a duty under the education acts
 - **Ground 6** -the governing body or Headteacher has acted, or is proposing to act unreasonably in the exercise of any of its or his or her functions under the Education Acts
- 4.4 Where an authority has specific concerns about a school related to the above, a warning notice must be given in writing to the governing body of the school and must set out
- The grounds for intervention
 - The reasons why the authority is satisfied that the grounds exist
 - The action the governing body is required to take in order to deal with the grounds for intervention
 - The period in which the action is to be taken by the governing body (this is “the compliance period”)
 - The action the local authority is minded to take if the governing body does not take the required action

Where a warning notice has been given which has not been complied with, to the satisfaction of the Local Authority within the compliance period, the school is eligible for intervention.

Where a school is “eligible for intervention” there are a number of powers the Local Authority may use. Where a local authority decides that sufficient evidence exists to warrant the formal use of its powers of intervention, the Welsh Ministers should be notified of the type of intervention that the authority has put in place.

4.5 Local Authority Intervention Powers

1. Requirement to secure advice or collaborate

Purpose of intervention; to require a school to secure advice or collaborate in order to secure improvements

Best used; where the school or key figures within it refuse to collaborate with an appropriate partner

2. Appointment of additional governors

Purpose of the intervention; to strengthen the Local Authority's voice on the governing body and /or provide additional expertise to the governors in key areas to support school improvement

Best used; where the governing body needs additional expertise , or the Headteacher and senior management team need further challenge.

3. The suspension of delegated authority for the governing body to manage a school's budget

Purpose of the intervention; to secure control over staffing and spending decisions in order to secure improvements

Best used; where the governing body is providing insufficient challenge to the Headteacher or senior management team of the schools, or where the management of the budget is providing a distraction from the improvement priorities for governors

4. The Appointment of an Interim Executive Board(IEB)

This requires an application to Welsh Ministers for consent to constitute the governing body as an IEB. It is a specially constituted governing body which replaces a school's existing governing body

Purpose of the intervention; to secure a step – change in the leadership and management of the school through the use of a specially- appointed governing body for a temporary period

Best used; where the governing body is providing insufficient challenge to the Headteacher or senior management team of the school, is providing an obstacle to progress, or where there has been a breakdown in working relationships that is having an impact on standards

5. One Powys Plan

- 5.1 This proposal supports the key areas prioritised for improvement within the One Powys Plan.

- Transforming learning and skills - All children and young people are supported to achieve their full potential.

- Financially balanced and fit for purpose public Services - Enabling 'joined up' services for Powys citizens through public and third sector partnerships.

6. Options Considered/Available

The Authority also has the option to withdraw delegation from the Governing Body and manage the budget from within the Authority. This can only be done following the issuing of a formal warning notice and non-compliance within a set timeframe

7. Preferred Choice and Reasons

N/A

8. Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc.

N/A

9. Children and Young People's Impact Statement - Safeguarding and Wellbeing

N/A

10. Local Member(s)

Cllr J Gibson Watt

Cllr M J Jones

Cllr A Davies comments:

No school wants to be in a deficit position, over the recent months the Head and Governors of Llanrhaeadr YM primary school have had extensive discussions with the School Service to try and find a solution to bring the school budget back into the black. Many budget options have been considered, one suggested budget option that did meet the Scheme for the Financing of Schools was considered but PCC officers cast doubt on the deliverability. The latest proposed budget does not meet the Scheme for the Financing of Schools as the school budget will remain in a deficit position over the next 3 years, however that deficit is much reduced.

The £18k efficiency savings demanded in addition to a very large unjustified cut in SEN funding and other budget cuts will make a balanced budget unachievable at this moment in time without putting at risk the educational standards and the school's dual stream structure. The current budget proposal will have a negative impact on the Welsh language provision, greater cuts will weaken provision further, in my opinion, this is unacceptable.

The Cabinet must review the impact that the fair funding formula has on a dual stream school of this size. The 'fair' funding formula does not deliver adequate funding to maintain this school. The governors of Llanrhaeadr YM school have worked hard to try and resolve the issues but to date a solution has not been found. The Head and Governors welcome continued interaction with the school service to try and deliver a solution. However I suspect that a solution will not be possible without an increase in resources. If an increase in resource is not delivered and the Cabinet insist on a balanced budget within 3 years, the education of Llanrhaeadr children will be damaged and the delivery of a Welsh medium education will be further compromised.

A reduction in teaching staff at Llanrhaeadr YM primary school that is greater than 20% will clearly impact the children's education it will also put Llanrhaeadr YM dual stream delivery model at risk. The Cabinet must review funding of such schools before demanding larger cuts and causing further damage.

Cllr T J Van-Rees
Cllr S Williams
Cllr S Davies
Cllr D A Thomas
Cllr S McNicholas
Cllr H Williams
Cllr G Jones
Cllr R Davies
Cllr G Morgan
Cllr Roche Davies

11 Other Front Line Services

Schools service – The head of Schools service notes the report and supports the recommendations. Senior managers in the Schools Service will provide advice and support in collaboration with the Finance Team and any commissioned services.

12 Support Services (Legal, Finance, HR, ICT, BPU)

The Finance Business Partner for Schools comments that the Finance Team will continue to support and challenge Governing Bodies in their budget preparation, monitoring and financial planning. Staff will also support the work of the independent reviews.

HR –

Legal - The recommendations can be supported from a legal point of view. If Cabinet chose to adopt any of the further actions set out in section 4 of the report, additional legal advice should be sought.

13. Local Service Board/Partnerships/Stakeholders etc

N/A

14. Communications

The report is of public interest and requires news release and use of appropriate social media to publicise the decision.

15. Statutory Officers

The Strategic Director Resources (Section 151 Officer) comments that whilst it is welcomed that the number of unlicensed deficit budgets is reducing this remains a cause of concern for the overall delegated budget. It is important that Governing Bodies take appropriate action to rectify the position and to move from an unlicensed budget situation.

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

16. 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.

Recommendation:	Reason for Recommendation:
That the revised Budget plans for Churchstoke C.P. and Ysgol Dolafon are approved and that the revised Budget Plan for Clyro C in W School is licensed.	To comply with the Authority's scheme for the financing of schools
That the budget plan for Llanrhaeadr Ym Mochnant remains unlicensed but the school are required to continue to work with the local authority to further improve this position. The Governing Body have worked closely with and collaboratively with the Local Authority in drafting the recovery plan, it is proposed that no further intervention is taken at this time.	To comply with the Authority's scheme for the financing of schools
That Llanidloes High school and Ysgol Maesydderwen must collaborate in the independent review of their budget, curriculum planning	That an appropriate budget plan is submitted by each school which complies with the Authority's scheme for the financing of schools.

<p>and staffing arrangements.</p> <p>Revised budgets and recovery plans be submitted back to Cabinet for consideration in December.</p> <p>Should the schools not comply the Authority will consider issuing a warning notice.</p>	
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Relevant Policy (ies):	Scheme for the Financing of Schools		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	<p>Cllr J Gibson Watt</p> <p>Cllr M J Jones</p> <p>Cllr A Davies</p> <p>Cllr T J Van-Rees</p> <p>Cllr S Williams</p> <p>Cllr S Davies</p> <p>Cllr D A Thomas</p> <p>Cllr S McNicholas</p> <p>Cllr H Williams</p> <p>Cllr G Jones</p> <p>Cllr R Davies</p> <p>Cllr G Morgan</p> <p>Cllr Roche Davies</p>
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Person(s) To Implement Decision:	Schools Finance Manager and Senior Schools Staff
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Email:
Jane Thomas	01597826341	jane.thomas@powys.gov.uk

Background Papers used to prepare Report:

Scheme for the Financing of Schools

Extract from the Scheme for the Financing of Schools

4.5 Obligation to carry forward deficit balances

A deficit balance at the end of a financial year will be treated as a deduction from the following year's budget share.

4.6 Planning for deficit balances

A governing body has no legal right to set a deficit budget without the consent of the Authority and should not presume that such consent will be granted. The Authority will consider approving a licensed deficit to a school in certain approved circumstances (see para. 4.9).

4.7 Charging of interest on deficit balances

The Authority will charge interest on deficit balances. The charge will be based on the school's closing cumulative balance at the end of the financial year. To ensure that the school will effectively repay, in real terms, the deficit sum its value will be increased each year in line with any inflation increase applied to school budget shares.

4.8 Writing off deficits (see also section 3.6)

The Authority has no power to write off the deficit balance of any school except for a closed school, subject to authorisation of the Portfolio Holder for Education.

4.9 Licensed deficits

The detailed arrangements applying to this scheme are set out below:

- (a) the maximum length of time over which a school may repay a deficit is three years, except where a longer period, not exceeding five years, has been agreed in exceptional circumstances and with the support of the Head of Schools and the Section 151 Officer. In practice the timescale will depend on the extent of the deficit and the school's ability to take early action.
- (b) deficit arrangements may be agreed in the following circumstances:
 - falling pupil numbers;
 - to spread the cost of cyclical maintenance works over two or more years;
 - other circumstances agreed by the Authority to be reasonable

In the primary sector the maximum licensed deficit which may be approved will be up to 10% of the school's budget share (including any amounts for pupil number adjustments), but with a ceiling of £50,000.

In the secondary and special sectors the maximum licensed deficit which may be approved will be up to 7½% of the school's budget share (including any amounts for pupil number adjustments), but with a ceiling of £100,000 for special schools and £150,000 for secondary schools.

A school with a planned deficit of less than £500 and a planned underspend in the following financial year will not have to apply to have the deficit approved.

Up to a maximum of 40% of the collective school balances may be used to back the arrangements for licensed deficits. Schools holding balances in their own bank accounts may be invited to participate.

The arrangements for licensed deficits will be operated by the Strategic Director: Resources, working within the accounting requirements of the County Council as set out by the Section 151 Officer.

Schools wishing to apply to the Authority to set a deficit budget will be subject to detailed terms and conditions agreed between the governing body, headteacher and the Authority's officers. Restrictions on expenditure and a higher level of budget monitoring will be required by the school and the Authority for the period of the deficit and until such a time as the Authority is satisfied that the school has met repayment targets and is in a position of financial stability. The Authority will appoint a named officer / adviser to support the school in analysing its finance, curriculum and staffing needs.

Requests for licensed deficits will not normally be approved unless the school can produce a recovery plan which, in the view of the Authority, is realistic, prudent and does not exceed three years (exceptionally 5 years). The Authority's named officer / adviser will have a key role in determining whether the recovery plan can be recommended to the Authority as fulfilling these criteria.

Schools have a duty to identify potential deficits and to plan recovery action early. The Authority expects the recovery plan to be submitted by 1st May. The format of the recovery plan, and arrangements for its submission, will be specified by the Authority. The recovery plan will have to be updated at least annually until the school returns to a cumulative surplus budget and is in a position of financial stability. Failure to comply with the agreed recovery plan will mean the re-activation of the process set out in para 2.16.

The Authority will impose additional restrictions on a school during the term of the licence, as part of the licence, including but not limited to:

- the right of approval of staffing appointments and any other changes to staffing that increase costs;
- the right of approval of contracts over a specified value;
- restriction of expenditure to agreed plans and removal of powers of virement;
- a requirement to purchase the full Local Authority financial support package;
- agreed repayment targets, etc.

- the written agreement to the terms by the Chair of Governors, following a resolution passed by the full governing body.

The named officer / adviser will be the first point of contact for the school in relation to these restrictions. He or she will make appropriate recommendations to the Strategic Director: Resources and Head of Schools Service. The need for and extent of such restrictions will be assessed on a school by school basis

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

22nd November 2016

REPORT AUTHOR: County Councillor Arwel Jones
Portfolio Holder for Education

SUBJECT: Welsh in Education Strategic Plan (WESP) 2017-20

REPORT FOR: Decision

Summary

The purpose of this report is to request Cabinet approval to carry out consultation on the authority's Welsh in Education Strategic Plan for 2017-20, in-line with the requirements of The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013.

The report is supported by the following appendices:

Appendix A – Welsh in Education Strategic Plan for 2017-20

Background

In January 2013, the National Assembly passed the School Standards and Organisation (Wales) Act, which included a statutory requirement for all local authorities to prepare a Welsh in Education Strategic Plan (WESP) detailing how it would contribute to achieving the outcomes and targets set out in the Welsh Government's Welsh-medium Education Strategy, and requiring local authorities to submit their WESPs to the Welsh Ministers for approval.

Following submission to Welsh Government, the School Standards and Organisation (Wales) Act 2013 states that Ministers may:

- Approve the Plan as submitted;
- Approve the Plan with modifications; or
- Reject the Plan and prepare another one

The requirements in terms of the content of the WESP is set out in The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013.

Powys' first statutory WESP for 2014-17 was approved by Cabinet in May 2014 and by the Welsh Government in June 2014. Work on implementation of the WESP commenced in 2014, and a report outlining the progress made has been submitted to the Welsh Government annually.

The WESP for 2014-17 is now coming to an end, and therefore all local authorities are required to prepare new WESPs for the period 2017-20.

A guidance document outlining the requirements for the new WESP was received from the Welsh Government during August, and the new WESP for 2017-20 has been prepared in line with this guidance.

The Welsh Government has also recently carried out consultation on a new strategy to achieve a million Welsh speakers by the year 2050. It is acknowledged that the development of Welsh-medium education will be a key aspect of the authority's contribution towards achieving this aim. Whilst the final strategy is not expected to be in place until April 2017, the guidance document received from the Welsh Government indicated an expectation that the WESP for 2017-20 refers to this strategy.

Welsh-medium Education Forum

Progress on the WESP will be monitored by the authority's Welsh-medium Education Forum, which meets on a termly basis.

A draft WESP was considered by the authority's Welsh-medium Education Forum on the 2nd November 2016.

Consultation

The Regulations include a requirement for local authorities to carry out consultation on their draft plan for a period of not less than eight weeks.

Consultation will commence before the end of November, and will continue until the end of January. The consultation exercise will be carried out in line with the requirements of the Regulations.

Following consultation, an updated version of the WESP will be considered by the Welsh-medium Education Forum, before being presented to Cabinet for final approval.

Proposal

That Cabinet approves the commencement of consultation on the authority's Welsh in Education Strategic Plan for 2017-20, in line with the requirements of The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013.

One Powys Plan

N/A

Options considered/available

N/A

Preferred Choice and Reasons

N/A

Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc

The Welsh in Education Strategic Plan outlines the authority's priorities for developing Welsh-medium education during the period 2017-20.

Children and Young People's Impact Statement - Safeguarding and Wellbeing

N/A

Local Member(s)

N/A

Other Front Line Services

N/A

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

The Corporate Solicitor comments as follows: Legal Services will continue to support the Plan to ensure compliance with relevant legislation.

The Finance Business Partner comments as follows: Finance notes the contents of the report.

HR: The Schools HR Team will advise headteachers, managers and governors in relation to any staffing issues in line with the schools' policies and in consultation with the relevant Trade Unions.

Public Service Board/Partnerships/Stakeholders etc

N/A

Corporate Communications

Communications Comment: The report is of public interest and requires use of news release and appropriate social media to publicise the report.

Statutory Officers

The **Strategic Director Resources (Section 151 Officer)** notes the comments made by finance.

The Solicitor to the Council (Monitoring Officer) has commented as follows: “I note the legal comment and have nothing to add to the report.”

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.

Recommendations:	Reason for Recommendations:
To approve the commencement of consultation on the Welsh in Education Strategic Plan for 2017-20, in line with the requirements of The Welsh in Education Strategic Plans and Assessing Demand for Welsh Medium Education (Wales) Regulations 2013	To meet the statutory requirement to prepare a new Welsh in Education Strategic Plan every three years.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	N/A
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Person(s) To Implement Decision:	Marianne Evans
Date By When Decision To Be Implemented:	End of November 2016

Contact Officer Name:	Tel:	Fax:	Email:
Sarah Astley	01597 826265	N/A	sarah.astley@powys.gov.uk

Background Papers used to prepare Report:



Welsh in Education Strategic Plan 2017-20

Powys County Council

Consultation Draft

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SECTION 1 INTRODUCTION

Section 84 of the School Standards and Organisation (Wales) Act 2013¹ requires all local authorities in Wales to prepare a Welsh in Education Strategic Plan (WESP) which sets out how the local authority will improve the planning of the provision of education through the medium of Welsh. Further to this, the Assessing Demand for Welsh Medium Education (Wales) Regulations 2013² set out the requirements for all local authorities in Wales to submit WESPs to the Welsh Ministers every three years.

Powys County Council's Welsh in Education Strategic Plan for 2017-20 will be considered and approved by the Council's Cabinet before being submitted to the Welsh Ministers for their approval. Following submission, the School Standards and Organisation (Wales) Act 2013 states that Ministers may:

- Approve the Plan as submitted
- Approve the Plan with modifications; or
- Reject the Plan and prepare another one.

Once approved by the Welsh Ministers, progress on the Objectives outlined within the Plan will be monitored by the Council's Welsh-medium Education Forum, which will meet on a termly basis. The forum will In addition, the Objectives will be monitored through the Schools Service's Accountability Framework.

The Council will be required to report annually on progress to the Welsh Government. This progress report will be shared with the Council's Cabinet before being submitted to the Welsh Government.

The Council's WESP for 2017-20 is aligned to the Council's Schools Reorganisation Policy (2015). Any school reorganisation proposals required in order to achieve the objectives of the WESP will be subject to the formal process as outlined in the policy and the School Organisation Code (2013).

¹ <http://www.legislation.gov.uk/anaw/2013/1/contents/enacted>

² <http://www.legislation.gov.uk/wsi/2013/3048/contents/made>

1.1 Powys County Council's vision for Welsh-medium education

To provide equality of provision for Welsh-medium learners in Powys

The Welsh Government has recently launched an ambitious new strategy to create a million Welsh speakers by the year 2050. The council welcomes this ambitious strategy, and acknowledges the key role Welsh-medium education will play in the achievement of this aim.

The authority aspires to develop an infrastructure that enables all pupils to access full provision in either Welsh or English throughout their educational careers, ensuring that Welsh-medium learners have the opportunity to be fully immersed in the Welsh language, to ensure that they are fully bilingual and are confident communicating in both Welsh and English when they leave school.

It is clear that the current method of delivering Welsh-medium education within Powys does not provide equality for Welsh-medium learners compared with English-medium learners. This is exacerbated in the secondary phase, in particular in Key Stages 4 and 5. In the south of the county, Welsh-medium pupils in the Ystradgynlais area can access Ysgol Gyfun Ystalyfera, a Welsh-medium secondary school located in Neath Port Talbot County Borough, however the opportunity to access full Welsh-medium secondary provision in a designated Welsh-medium secondary school is not available to pupils living in other parts of Powys.

The current method of delivery has led to a situation where access to Welsh-medium education 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. 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 realises that a fundamental change is required in Powys to ensure all learners can access high quality, robust provision from the early years onwards.³

Welsh-medium pupil numbers in Powys have remained fairly stagnant over recent years – in fact, over the period of the authority's previous Welsh in Education Strategic Plan (2014-17), the percentage of pupils assessed in Welsh first language at the end of the Foundation Phase decreased. The council recognises that significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers. This will include working in partnership with Mudiad Meithrin in order to provide access to high quality Welsh-medium early years provision.

³ Welsh-medium Education Strategy – <http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

It is recognised that this is a long term vision, and it will not be possible to change everything within the period of this WESP. However, the authority is fully committed to the long term vision to provide equality of provision for Welsh-medium learners in Powys, in order to provide the best possible opportunities for our children and young people, and to ensure a thriving future for the Welsh language.

Objectives for 2017-20

The Council's main Strategic Objectives during the period of this Welsh in Education Strategic Plan are as follows:

Objective 1	To increase the opportunities for pupils to access Welsh-medium early years provision
Objective 2	To establish, and identify opportunities to establish, new designated Welsh-medium provision in the primary sector
Objective 3	To provide equitable and sustainable linguistic progression for Welsh-medium pupils from Key Stage 2 into Key Stages 3, 4 and 5
Objective 4	To provide improved opportunities for latecomers to transfer to the Welsh-medium sector in all stages of education

1.2 Welsh-medium Education Forum

The council will facilitate meetings of the Welsh-medium Education Forum, which will meet on a termly basis.

The Forum's primary role will be to monitor progress in relation to the Objectives outlined in this WESP. The Forum's Terms of Reference will be reviewed annually.

Membership of the Forum will also be reviewed annually, however it is expected that membership will include the following:

- County councillors, including the Portfolio Holder for Education
- The council's Head of Schools
- Council officers whose role is linked to the outcomes stated in the WESP
- Representatives of schools within Powys
- Representatives of Welsh language organisations

1.3 Statement on Home to School Transport

Powys County Council provides school transport to the following pupils:

- primary school pupils living 2 miles or more from their nearest allocated school or centre, measured by the shortest available route
- secondary school pupils in Key Stages 3 and 4 living 3 miles or more from the nearest allocated secondary school or centre, measured by the shortest available route
- 16-19 year olds living 3 miles or more from the nearest allocated secondary school or further education college site within the County boundary offering post-16 provision

Transport is provided to the nearest school or centre offering provision in the language of their choice – for pupils who wish to access Welsh-medium provision, free transport is provided to the nearest Welsh-medium school or stream to their home.

Qualifying Welsh-medium pupils living in the Ystradgynlais area are entitled to free transport to Ysgol Gyfun Ystalyfera.

The most recent review of the authority's transport policy was undertaken following the publication of the Learner Travel Measure (Wales) 2008. Following this review, the authority has continued to provide free transport to enable pupils to attend the closest school providing Welsh-medium education. However, in order to ensure equality for all learners, the policy was amended to include the provision of transport for pupils to their nearest English-medium provision, where their nearest school is a Welsh-medium school. It is acknowledged that this change to the transport policy has had an impact on the number of pupils accessing Welsh-medium provision in some traditional Welsh-speaking areas.

The authority is currently reviewing the transport policy, and it is expected that the revised version will be considered by Cabinet before the end of 2016/ early 2017. However, the authority remains committed to providing transport to enable pupils to access Welsh-medium provision.

1.4 Policy Context and Welsh Government Priorities

Welsh-medium Education Strategy⁴

In 2010, the Welsh Government published the first ever Welsh-medium Education Strategy, which set out the national strategic direction for Welsh-medium education. The Strategy sets out the Welsh Government's vision:

⁴ <http://gov.wales/topics/educationandskills/publications/guidance/welshmededstrat/?lang=en>

'To have an education and training system that responds in a planned way to the growing demand for Welsh-medium education, reaches out to and reflects our diverse communities and enables an increase in the number of people of all ages and backgrounds who are fluent in Welsh and able to use the language with their families, in their communities and in the workplace.'

Powys County Council's WESP for 2017-20 sets out how the Council will respond to the 7 key outcomes outlined within the Welsh-medium Education Strategy.

A million Welsh speakers by 2050⁵

The Welsh Government has recently carried out consultation on a new strategy to reach a million Welsh speakers by 2050. Education is one of the 6 priorities outlined in the draft strategy, and in relation to Education, the draft strategy states that

'We need to see a significant increase in the number of people receiving Welsh-medium education and who have Welsh language skills, as it is only through enabling more people to learn Welsh that we will reach a million speakers. Early years provision is also essential, as the earlier a child comes into contact with the language, the more opportunity he or she has to become fluent.'

The authority acknowledges the key role that Welsh-medium education will play in the achievement of this aim.

Rewriting the Future – Raising Ambition and Attainment in Welsh Schools⁶

The council is committed to raising aspiration and attainment in Powys schools and to breaking down the barriers faced by learners from deprived backgrounds. This WESP sets out the authority's vision to provide equality of provision to Welsh-medium learners, this includes ensuring that learners from disadvantaged backgrounds are able to access Welsh-medium provision throughout all phases of education.

Successful Futures⁷

The Successful Futures document makes many references to the Welsh language and Welsh-medium schools. The authority is committed to the development of Welsh-medium schools and the teaching of Welsh in line with the recommendations outlined in the document.

⁵ <http://gov.wales/betaconsultations/welshlanguage/welsh-language-strategy-consultation/?lang=en>

⁶ <http://gov.wales/topics/educationandskills/schoolshome/deprivation/rewriting-the-future-schools/?lang=en>

⁷ <http://gov.wales/docs/dcells/publications/150225-successful-futures-en.pdf>

Well-being of Future Generations (Wales) Act 2015⁸

The aim of the Well-being of Future Generations (Wales) Act 2015 is to improve the social, economic, environmental and cultural well-being of Wales. The Act includes 7 Well-being Goals, which provide a shared vision for the public bodies affected by the Act to work towards. One of these Goals is 'A Wales of vibrant culture and thriving Welsh language'. The authority's WESP for 2017-20 will be a key contributor to the long term achievement of this goal, through providing improved access to Welsh-medium education throughout all phases of education, ensuring a greater number of Welsh speakers in the future.

⁸ <http://gov.wales/topics/people-and-communities/people/future-generations-act/?lang=en>

SECTION 2 WELSH IN EDUCATION STRATEGIC PLAN

Outcome 1 More seven-year-old children being taught through the medium of Welsh

Current Position

18.5% of Year 2 pupils in Powys were assessed in Welsh (First Language) in the 2015/16 academic year. This is a decrease compared with the % of Year 2 pupils taught through the medium of Welsh in 2014/15 (19.1%) and 2013/14 (19.3%).

The following targets have been set for the life of this Welsh in Education Strategic Plan:

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 2	18.5%	19.0%	19.5%	20.0%	20.5%

Whilst these targets do not appear to be aspirational, the authority's view is that this is a realistic reflection of the current position. The authority has recognised that 'significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers'. However, the authority has also recognised that it will take time for these changes to take effect. This indicator relates to the % of pupils assessed in Welsh in Year 2, therefore it will be some years before this indicator reflected any changes in the number of pupils accessing Welsh-medium provision in the foundation phase following any changes in the way Welsh-medium education is delivered.

Current Welsh-medium primary provision

Welsh-medium primary provision in Powys is provided through a combination of Welsh-medium schools and dual stream schools. There are currently 10 Welsh-medium primary schools, and a further 13 schools deliver Welsh-medium primary education through dual stream provision. All schools which offer Welsh-medium primary provision are either Welsh-medium schools or dual stream schools, therefore the authority's expectation is that pupils are in separate Welsh-medium classes.

Capital plans

As part of Band A of the Welsh Government's 21st Century Schools Programme, there has been capital investment in the following schools which provide education through the medium of Welsh:

- Ysgol Gymraeg Dyffryn y Glowyr, Ystradgynlais – a 300 pupil Welsh-medium primary school which opened in 2012-13
- Ysgol Dafydd Llwyd, Newtown – a new building, with capacity for 270 pupils which opened in January 2016 to replace Ysgol Dafydd Llwyd's previous accommodation

In addition, the authority is planning the following capital developments within Band A:

- New Welsh-medium primary school in Welshpool
- Replacement building for Ysgol Bro Hyddgen, Machynlleth

The authority is in the initial stages of planning for capital investment as part of Band B of the 21st Century Schools programme. Full consideration will be given to the objectives included in this WESP when planning the priorities for Band B.

S106 agreements

The authority has identified that Ysgol Gymraeg Dyffryn y Glowyr, the only Welsh-medium provision in the Ystradgynlais catchment area, is nearing capacity. Demand for places at the school is expected to increase in the future due to a proposed new housing development in close proximity to the school. The authority has been successful in securing a S106 agreement for the expansion of the school following the completion of part of the proposed development.

Federations

There is currently only one federation within Powys. This is a federation of Ysgol Glantwymyn, Ysgol Llanbrybmair and Ysgol Carno, three Welsh-medium primary schools in the Machynlleth area. There are no current plans for any further federations involving Welsh-medium provision, however federation and merger / amalgamations are options which are taken into consideration when reviewing school provision within the authority.

Assessing demand

The last survey to assess the demand for Welsh-medium education took place in 2010, and the results have helped to inform the primary and secondary modernisation programmes. The authority has been prepared to carry out a further survey since 2014 in line with the requirements of the 2013 Regulations, however there have been difficulties with accessing the information required to conduct this survey due to the fact that

babies living in Powys are born in hospitals located in a number of local authority areas, and therefore their births are registered by these authorities. The authority remains committed to carrying out this work, and during the period of this WESP, will focus on carrying out assessments of individual areas as part of any work to establish new Welsh-medium provision.

The authority has also been looking at alternative methods of assessing potential latent demand for Welsh-medium education. This work remains at an early stage, however information provided by this work will be taken into consideration when planning future developments.

Providing information to parents

Information about Welsh-medium education is provided to parents in the Council's Admissions book, which all parents receive before applying for a primary school place for their child. In addition, information is available on the authority's website. Information is also provided by the Council's Family Information Service. The authority will work with key stakeholders, such as the Mentrau Iaith, to implement a Communications / Marketing Strategy in conjunction with the establishment of any new Welsh-medium provision, in line with the authority's Welsh-language Promotion Strategy, which is expected to be approved before the end of 2016.

Main objectives in order to achieve Outcome 1

Ref	Objective	Supporting Statement	Timescale
1.1	Conclude the early years review and ensure that a minimum of 24 Welsh-medium settings are commissioned	<p>The authority's review of early years provision has been ongoing for a number of years, and is now nearing completion. The authority's proposal to raise the age of admission in Powys schools, which will be implemented from the 1st September, has been incorporated into the final stages of this review.</p> <p>One of the aims of the review of early years provision is to ensure that all settings are funding at a viable level, and the authority responds to the increase in demand for Welsh-medium early years provision.</p>	Settings to be commissioned and operating by 1st September 2017
1.2	Establish and build a Welsh-medium primary school in Welshpool	<p>The authority has been working on a review of primary provision in the town of Welshpool for a number of years, and is pleased that this project is now nearing completion.</p> <p>The authority hopes that the establishment of a new Welsh-medium primary school in Welshpool will lead to an increased awareness of</p>	<p>School to open in September 2017 on the current Ardwyn site</p> <p>New building to open in 2018/19</p>

		Welsh-medium education within the catchment area, and an increase in the number of pupils accessing Welsh-medium education.	
1.3	Support Ysgol Bro Hyddgen, Machynlleth to move along the language continuum	<p>The number of pupils accessing English-medium education within the Bro Hyddgen catchment area has decreased significantly over recent years.</p> <p>The authority will support Ysgol Bro Hyddgen along the language continuum in order to provide a more viable model of delivery for the school, and to ensure that all pupils in the catchment area are fully bilingual by the time they leave school.</p>	Seek initial Cabinet approval by September 2017
1.4	Review Welsh-medium primary provision in the Llanidloes catchment area	<p>There has been an increase in the number of pupils accessing Welsh-medium provision in the Llanidloes catchment area.</p> <p>The authority will review the current Welsh-medium provision in the area and will consider how to build on this growth, in order to ensure that the provision meets the aspiration of this WESP.</p>	Review to commence during 2017
1.5	Review Welsh-medium primary provision in the Mid Powys area	<p>There has been an increase in the number of pupils accessing Welsh-medium provision in the Llandrindod Wells and Builth Wells catchment areas.</p> <p>The authority will review the current Welsh-medium provision in the area and will consider how to build on this growth, in order to ensure that the provision meets the aspiration of this WESP.</p>	Review to commence during 2018
1.6	Review Welsh-medium primary provision in the Ystradgynlais area	<p>There has been an increase in the number of pupils accessing Welsh-medium provision in the Ystradgynlais area, which has put pressure on the places available at Ysgol Gymraeg Dyffryn y Glowyr, the only Welsh-medium primary provider in the catchment area.</p> <p>Whilst the authority has been successful in securing a S106 agreement for the expansion of Ysgol Gymraeg Dyffryn y Glowyr following the completion of part of the proposed development, the</p>	Review to commence during 2019

		<p>authority recognises that the linguistic background of the Ystradgynlais area makes this a key strategic area in terms of growth in Welsh-medium pupil numbers.</p> <p>The authority will review the current provision within the catchment area to identify opportunities to provide improved access to Welsh-medium education, in order to meet the evidenced demand for Welsh-medium education in the catchment area, and to promote further growth.</p>	
1.7	Establish provision for latecomers in Powys	<p>In contrast to other areas, there is currently no centre for latecomers in Powys.</p> <p>Support is provided to latecomers to Welsh-medium schools in the primary sector in response to requests from individual schools. Priority is given to pupils in year 2 and above. The support is delivered through a combination of teacher support and classroom assistant support. The support is normally for a period of 2 years, by which time the pupils are expected to be able to follow the whole curriculum through the medium of Welsh. The aim is that every pupil will follow the Welsh first language programme of study.</p> <p>The authority acknowledges that the opportunities for latecomers to Welsh-medium education to access Welsh language immersion provision are limited in Powys compared with the opportunities available in other areas. The authority will seek to address this during the period of this WESP.</p>	Location for provision for latecomers centre to be agreed by the end of 2018/19 academic year

Outcome 2 More learners continuing to improve their language skills on transfer from primary to secondary school

Current Position

14.1% of Year 9 pupils in Powys were assessed in Welsh (first language) in the 2015/16 academic year. This is an increase compared with the percentage of Year 9 pupils assessed in Welsh (first language) in 2014/15 (12.5%) and 2013/14 (10.5%).

The percentage of pupils assessed in Welsh (first language) is much lower than the % of pupils assessed in Welsh (first language) in Year 2, however it must be noted that Welsh-medium pupils in the Ystradgynlais area transfer out of county to Ysgol Gyfun Ystalyfera for their secondary provision. In addition, historically a number of pupils from outside Powys have transferred into the county to access English-medium secondary provision, which has also impacted on the percentage of pupils assessed in Welsh (first language).

The data indicator refers to the percentage of pupils assessed in Welsh (first language) rather than the percentage of pupils receiving Welsh-medium education. It is likely that the percentage of pupils receiving Welsh-medium education is slightly lower than this. This is due to some pupils in dual stream schools choosing to access English-medium secondary provision but continuing to study Welsh (first language), and also due to some pupils choosing to transfer to their local English-medium secondary rather than the designated Welsh-medium secondary provider for their area, but continuing to study Welsh (first language).

The following targets have been set for the life of this Welsh in Education Strategic Plan:

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 9	14.1%	14.5%	14.5%	14.5%	14.5%

Whilst these targets do not appear to be aspirational, the authority's view is that this is a realistic reflection of the current position. The authority has recognised that 'significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers'. However, the authority has also recognised that it will take time for these changes to take effect. This indicator relates to the % of pupils assessed in Welsh in Year 9, therefore it will be many years before this indicator reflects any changes in the number of pupils accessing Welsh-medium provision in the primary sector phase following any changes in the way Welsh-medium education is delivered. In

addition, it is possible that the authority's plans to provide equitable provision for Welsh-medium learners in the secondary sector will lead to a reduction in the proportion of pupils continuing to access Welsh-medium provision on transfer to secondary school in the short term.

Current Welsh-medium provision

Welsh-medium secondary provision is currently provided through a number of dual stream schools located throughout Powys. However, the number of Welsh-medium pupils and the range of subjects provided at each school varies significantly, and decreases as pupils move through the schools. The authority's WESP for 2014-17 stated the authority's aim that all dual stream secondary schools would become category 2B secondary schools by September 2020, to ensure that pupils are able to access sufficient Welsh-medium provision to enable them to continue to develop their Welsh-medium skills during their time at secondary school. However, progress towards achieving this aim has been limited, particularly in respect of Key Stage 4 provision, and this is compounded by the challenging financial situation faced by the authority, which will make it increasingly difficult to achieve this target by 2020.

The authority is now keen to identify alternative options in order to improve the opportunities available to Welsh-medium pupils through all key stages. In January 2015, Cabinet approved the commencement of a Secondary Reorganisation Programme, which has two key objectives:

- **Reconfiguration of secondary and post-16 education** to create a sustainable infrastructure of schools and sixth forms across Powys, enabling a broader range of subjects to be provided from each school site, whilst minimising the need for inter-school travel and transport
- **Reconfiguration of Welsh-medium education** with the aim of establishing at least one Welsh-medium secondary school in the county, and the consolidation of other Welsh-medium streams into larger units. This will enable schools to provide the appropriate curriculum offer and progression routes for Welsh-medium learners.

Subsequently, in March 2015, cabinet agreed that the Secondary Reorganisation Programme would be taken forward based on the following four priorities:

- Priority 1: Establishment of new Beacons Learning Campus, Brecon
- Priority 2: Review of secondary education in Mid Powys
- Priority 3: Review of Post-16 Education in Ystradgynlais
- Priority 4: Review of Secondary Education in North Powys, with a focus on Welsh medium provision

Priorities 1 and 2 have included consideration of Welsh-medium secondary provision. Work on Priority 4 has focussed on the establishment of one or more category 2A secondary schools in North Powys.

Pupil transfer

Overall, the number of pupils who do not transfer from Welsh-medium primary provision to Welsh-medium secondary provision is fairly small, although the authority acknowledges that there are issues in some areas, in particular Welshpool and Llandrindod Wells. The authority will seek to address these issues as part of its strategy to increase access to dedicated Welsh-medium provision.

However, it must be noted that the work that is ongoing to provide more robust linguistic progression in the secondary phase is likely to lead to a reduction in the proportion of pupils transferring to Welsh-medium secondary provision in the short term.

Main objectives in order to achieve Outcome 2

Ref	Objective	Supporting Statement	Timescale
2.1	Continue with the work to establish one or more category 2A schools in north Powys	<p>In September 2015, the Council's Cabinet determined that it 'was desirable to establish a bi-lingual, category 2A school or schools in North Powys', and for 'a business case to be produced accordingly'.</p> <p>Work on the business case is ongoing, and it is expected to be considered by Cabinet in due course.</p>	<p>Business case to considered by Cabinet during 2017</p> <p>Further actions to be determined following Cabinet's decision</p>
2.2	Centralise Welsh-medium secondary provision for south and mid Powys	<p>The authority is concerned that the Welsh-medium stream at Brecon High School is unviable. Currently there are 22 pupils in the stream.</p> <p>The authority's view is that centralising the provision for south and mid Powys in Builth Wells would ensure a larger critical mass of learners, which would improve the level of provision that could be offered to the Welsh-medium pupils currently attending Builth Wells High School and Brecon High School, and would provide a solid base which could be further developed in the future.</p> <p>The authority has twice carried out consultation on closure of the Welsh-medium stream at Brecon High School, with provision for south and mid Powys being centralised at Builth Wells High School. However, due to legal reasons relating to other proposals also ongoing, it has not been possible to conclude this process.</p>	<p>Consultation to commence before the end of 2016</p> <p>If approved, Welsh-medium stream to close from the 31st August 2017.</p>

		On the 27th September 2016, Cabinet approved reconsulting on the closure of the Welsh-medium stream at Brecon High School.	
2.3	Formalise the arrangement with Neath Port Talbot in relation to pupil transfer to Ysgol Gyfun Ystalyfera	<p>Free transport is provided to enable Welsh-medium learners in the Ystradgynlais area to access dedicated Welsh-medium provision at Ysgol Gyfun Ystalyfera, located in Neath Port Talbot. However, there is no formal arrangement with Neath Port Talbot County Borough Council to support this arrangement.</p> <p>The authority's previous WESP for 2014-17 included a commitment to formalise this arrangement, however this was not achieved. It is now essential that this agreement is formalised, in order to ensure continued access to a full Welsh-medium curriculum for Powys learners.</p>	By end of December 2017
2.4	As part of the establishment of a new Welsh-medium primary school in Welshpool, increase the number of pupils from Welshpool continuing to access Welsh-medium provision on transfer to secondary school.	<p>The number and proportion of Welsh-medium pupils attending Ysgol Maesydre that transfer to Ysgol Uwchradd Caereinion to access Welsh-medium secondary provision is low.</p> <p>In conjunction with the establishment of a new Welsh-medium primary school in Welshpool, the authority will work with the headteacher and governing body of the new school to establish transition links with the designated Welsh-medium secondary provider for the Welshpool area.</p>	Work to commence following the establishment of the new Welsh-medium school in Welshpool in September 2017.
2.5	Identify opportunities to establish late immersion provision	<p>The council does not currently provide any opportunities for pupils who have been educated through the medium of English in the primary sector to transfer to the Welsh-medium sector for their secondary education.</p> <p>During the lifetime of this WESP, the authority will identify opportunities for introducing such a scheme.</p> <p>The authority acknowledges that dedicated Welsh-medium secondary provision provides the best opportunity for pupils to be immersed in</p>	Location for late immersion provision to be agreed by the end of 2019/20 academic year

		the Welsh language and the best opportunity for this type of scheme to be successful. Therefore, the establishment of provision for latecomers in the secondary phase will be a key consideration as part of any move to establish category 2A secondary provision.	
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Outcome 3 More students aged 14-16 studying for qualifications through the medium of Welsh

Outcome 4 More students aged 14-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning

Current Position

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners entered for GCSE Welsh (first language) entered for at least two further Level 1 or Level 2 qualifications through the medium of Welsh	85.19%	85.5%	86%	86.5%	87%

Whilst these targets do not appear to be aspirational, the authority's view is that this is a realistic reflection of the current position. The authority has recognised that 'significant changes are needed to the way Welsh-medium education is delivered within the county in order to encourage confidence in the system and an increase in the number and percentage of pupils accessing Welsh-medium education throughout their educational careers'. However, the authority has also recognised that it will take time for these changes to take effect.

Current Welsh-medium provision

As outlined in relation to Outcome 2, Welsh-medium secondary provision through all phases of education is provided through a number of dual stream schools located throughout Powys. However, the number of Welsh-medium pupils and the range of subjects provided at each school varies significantly. Due to the small number of pupils at some dual stream schools, it is particularly challenging to provide Welsh-medium subjects in Key Stages 4 and 5. The authority's WESP for 2014-17 stated the authority's aim that all dual stream secondary schools would become category 2B secondary schools by September 2020, to ensure that pupils are able to access sufficient Welsh-medium provision to enable them to continue to develop their Welsh-medium skills during their time at secondary school. However, progress towards achieving this aim has been limited, particularly in respect of Key Stage 4 provision, and this is compounded by the challenging financial situation faced by the authority, which will make it increasingly difficult to achieve this target by 2020. The authority is now keen to identify alternative options in order to improve the opportunities available to Welsh-medium pupils through all key stages, which are outlined in Outcome 2.

Welsh-medium and bilingual sixth form provision is provided by four schools – Builth Wells High School, Caereinion High School, Llanfyllin High School and Ysgol Bro Hyddgen. Courses are commissioned by the authority through the North Powys Collaboration and the South Powys Collaboration.

The majority of vocational provision in Powys is provided by NPTC Group of Colleges at their campuses in Newtown and Brecon. However, there is currently no Welsh-medium provision at either campus. Some vocational courses are provided in Welsh or bilingually at some secondary schools, however the range of courses available is small.

Main objectives in order to achieve Outcomes 3 and 4

The authority's objectives in order to increase the number of GCSE subjects available, and therefore the number of students studying for GCSE subjects through the medium of Welsh are provided within the objectives for Outcome 2.

The authority's objectives in order to increase the post-16 provision available, and therefore the number of students studying post-16 subjects through the medium of Welsh are also provided within the objectives for Outcome 2. This includes access to Welsh-medium vocational provision.

Ref	Objective	Supporting Statement	Timescale
3/4.1	Continue to support schools to increase post-16 opportunities for Welsh-medium learners	<p>The authority acknowledges that Welsh-medium opportunities at post-16 vary significantly throughout the county, and the situation is expected to worsen due to the continued decrease in pupil numbers, and subsequently the post-16 funding that the authority receives from Welsh Government. The authority receives a Welsh-medium post-16 uplift grant from the Welsh Government to support the funding of Welsh-medium post-16 courses. This is allocated to schools that offer Welsh-medium post 16 provision. The schools that receive this funding provide courses through the medium of Welsh, however the number and range of courses provided is limited.</p> <p>Because of the small numbers involved, schools are increasingly looking for opportunities to merge classes and provide subjects bilingually, which does not meet the aspirations of this WESP.</p> <p>Ysgol Bro Hyddgen, Machynlleth have a successful Post-16</p>	Throughout the period of the WESP

		<p>partnership with Ysgol Gyfun Penweddig to provide enhanced subjects for the 14-19 year olds at the school. Builth Wells High School is currently collaborating with Coleg Sir Gar to provide Agriculture KS4 through the medium of Welsh.</p> <p>The authority will explore opportunities to collaborate with vocational providers to introduce new Welsh-medium vocational subjects.</p>	
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Outcome 5 More students with advanced skills in Welsh

5.1 Welsh First Language

Current Position

Data relating to pupil attainment in Welsh First Language and targets for the life of this Welsh in Education Strategic Plan are provided in Annex A.

Powys County Council supports all schools to improve Welsh language literacy standards by ensuring that the requirements of the National Curriculum, the National Literacy Framework and the new WJEC syllabus for Welsh First Language are met. Support for Welsh First Language is provided by the authority's Challenge Advisors, and in particular by the lead Challenge Advisor for Welsh. Training opportunities are provided by the local authority and ERW.

ERW officers work collaboratively to support local authorities across the region by identifying priorities for improving Welsh language and literacy skills across the region. An effective menu of support is agreed, and training resources are developed and used to deliver training across the region, in order to ensure consistency in the approach across the ERW region.

Local priorities are identified annually in the Level 3 plan for Literacy within the Schools Service's Accountability Framework, following a detailed evaluation of standards. Measurable targets and a clear timescale are identified and progress is monitored quarterly.

Opportunities for Welsh-medium pupils to use the language in formal and non-formal settings are provided by schools themselves, as well as Menter Maldwyn and Menter Brycheiniog, the Urdd and the YFC. During the period of the previous WESP, a wide range of opportunities were provided for all Powys schools to take part in Welsh language activities during the period leading up to the National Eisteddfod, which was held in Meifod in 2015. During the period of this WESP, the Urdd National Eisteddfod will be held near Builth Wells in 2018. This will provide many opportunities for pupils, particularly those in Mid and South Powys, to take part in Welsh language activities, and the authority will work with the Urdd and Menter Brycheiniog to ensure that opportunities for Welsh-medium pupils to take part in activities through the medium of Welsh are maximised.

The authority does not currently operate a Welsh Language Charter for Welsh-medium schools, however this will be introduced across Powys once further information is received from the Welsh Government. One school, Ysgol Gymraeg Dyffryn y Glowyr, located in the Ystradgynlais area, is already taking part in 'Tanio'r Ddraig', the Welsh Language Charter introduced by Ysgol Gyfun Ystalyfera and its feeder schools in 2014.

Main objectives in order to achieve Outcome 5 – Welsh First Language

Ref	Objective	Supporting Statement	Timescale
5.1.1	Increase the % of schools performing in the higher 50% of similar schools in Welsh First Language by providing training on aspects of Welsh and encouraging school to school support	<p>Currently, 41% (9 schools) are performing in the lower 50% of similar schools.</p> <p>School and local authority data is analysed annually and individual schools are targetted for support and challenge by Challenge Advisors during annual visits in the autumn term.</p> <p>School performance is evaluated annually through data analysis and visits to every school in the local authority.</p>	By 2020
5.1.2	<p>Increase the % of pupils that achieve the highest level with regard to Welsh First Language at the end of each Key Stage:</p> <ul style="list-style-type: none"> - Foundation Phase – increase the % of pupils attaining Outcome 6 to 48% - Key Stage 2 – increase the % of pupils attaining Level 5 to 55% - Key Stage 3 – increase the % of pupils attaining Level 6 to 65% - GCSE – Increase the % of pupils achieving A* - B to 	<p>Foundation Phase The current percentage is 39.3%. This is above the national average of 36.2%</p> <p>Key Stage 2 The current percentage is 44.3%. This is above the national average of 38.0%. Powys is ranked 4th when compared with other authorities in Wales</p> <p>Key Stage 3 The current percentage is 52.8%. This is below the national average of 57.3%. However, small cohorts are a significant factor and result in fluctuations in percentages from year to year.</p> <p>Key Stage 4 The current percentage is 63.7% (provisional)</p>	<p>Increase the % of pupils achieving the higher outcomes / levels by 2020. (Consideration must be given to the changes in assessment arrangements as from September 2018 at Foundation Phase, key stage 2 and key stage 3)</p> <p>Key stage 4 – 80% to achieve the Level 2 by 2020.</p>

	80%		
5.1.3	Implement the Welsh Language Charter for Welsh First Language, with the aim that all primary schools that teach through the medium of Welsh are part of the scheme.	<p>The Council has observed the positive impact Welsh Language Charters have had on the use of Welsh outside the classroom in areas such as Gwynedd.</p> <p>The Council is keen to provide opportunities for Powys schools to offer similar opportunities for pupils, and is currently awaiting guidance from the Welsh Government in relation to the national Welsh Language Charter.</p>	Timescale to be identified when further guidance is received from the Welsh Government.

5.2 Welsh Second Language

Current Position

Data relating to pupil attainment in Welsh Second Language and targets for the life of this Welsh in Education Strategic Plan are provided in Annex A.

Powys County Council supports all schools to improve Welsh second language through the Athrawon Bro service. This consists of 5 Athrawon Bro and 1 Uwch Athrawes Fro. Schools are categorised based on a set of criteria which is used to determine their support needs, and a greater level of support is provided to category 2 and 3 schools. The Athrawon Bro support the teaching and learning of Welsh as a Second Language and the development of pupils' bilingual skills from Foundation Phase to Key Stage 4 in settings where Welsh is delivered as a second language. The team provide additional targeted support to schools pre and post inspection and provide standardization, moderation support for clusters to improve practice in primary schools and to raise standards. The team also provide a range of training courses for schools; these concentrate on improving language skills and teaching methodology. Follow-up support and mentoring sessions are also provided for teachers and learning support assistants who have completed Sabbatical Schemes.

Local priorities are identified annually in the Level 3 plan for Literacy within the Schools Service's Accountability Framework, following a detailed evaluation of standards. Measurable targets and a clear timescale are identified and progress is monitored quarterly.

Schools teaching Welsh as a Second Language are expected to provide a range of opportunities for pupils to use Welsh within the school day. There are also opportunities for pupils to access activities provided by Menter Maldwyn and Menter Brycheiniog, the Urdd and the YFC. A wide range of opportunities were provided for all Powys schools to take part in Welsh language activities during the period leading up to the National

Eisteddfod, which was held in Meifod in 2015. During the period of this WESP, the Urdd National Eisteddfod will be held near Builth Wells in 2018. This will provide many opportunities for pupils, particularly those in Mid and South Powys, to take part in Welsh language activities.

The authority has been working with other authorities within ERW to establish a Welsh Language Charter for schools teaching Welsh as a Second Language. 46 schools in Powys have received appropriate training to enable them to implement the Welsh Language Charter in their schools starting in September 2016/17.

Main objectives in order to achieve Outcome 5 – Welsh Second Language

Ref	Objective	Supporting Statement	Timescale
5.2.1	<p>Increase the % of pupils that achieve the highest level with regard to Welsh Second Language at the end of each Key Stage:</p> <ul style="list-style-type: none"> - Key Stage 2 – increase the % of pupils attaining Level 5 to 35% - Key Stage 3 – increase the % of pupils attaining Level 6 to 53% - GCSE – Increase the % of pupils achieving A* - B 	<p>Key Stage 2 The % of pupils achieving level 5+ in 2016 is 33.7%. This is well above the national average of 23.3%. The data evidences a significant upward trend over the last three years, with a 10.9 percentage point increase since 2014.</p> <p>Key Stage 3 The % of pupils achieving a level 6+ in 2016 is 52.1%. This is well above the national average of 44.6%. Again, the data evidences a significant upward trend over three years, with a 22 percentage point increase since 2014.</p>	<p>Key Stage 2 – increase the % of pupils attaining Level 5 to 35% by 2019</p> <p>Key Stage 3 – Increase the % of pupils attaining Level 6 to 53% by 2019</p> <p>Key Stage 4 – Increase the % of pupils achieving A*-B by 2019</p>
5.2.2	Implement the Welsh Language Charter for Welsh Second Language schools, with the aim that all second language schools adopt the Charter and	The authority has been working with other authorities within ERW to establish a Welsh Language Charter for schools teaching Welsh as a Second Language. The aim for the Charter is to ensure that additional opportunities are provided for pupils to use Welsh outside the classroom.	All schools teaching Welsh as a Second Language to adopt the Charter and achieve the bronze award by 2020.

	achieve the bronze award during the period of the WESP.	46 schools in Powys have received appropriate training to enable them to implement the Welsh Language Charter in their schools starting in September 2016/17.	
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Outcome 6 Welsh medium provision for learners with additional learning needs (ALN)

Current Position

Demand for Welsh-medium provision for additional learning needs in mainstream education is met through Welsh-medium schools or streams. Support is provided via the authority's Welsh-medium Special Educational Needs Advisory Teacher, and through informal networks of ALN support teachers who share resources.

Specialist Welsh-medium provision for pupils with ALN is available at the Specialist Centre at Ysgol Gymraeg Dyffryn y Glowyr, Ystradgynlais, and bilingual provision is available at Ysgol Bro Hyddgen, Machynlleth. There are no facilities to provide Welsh-medium or bilingual provision at any other Specialist Centres throughout Powys.

There are no opportunities to access Welsh-medium Special School provision in Powys, however there are opportunities to access provision in neighbouring authorities where there is accessible provision available. Any request for a Powys pupil to access Welsh-medium provision in a Special School located in another authority would be considered by the authority's SEN Statutory Panel.

The authority collaborates with other authorities within the ERW consortium. This work has included pooling the support resources that are available to provide Welsh-medium ALN support.

The authority has no formal collaboration arrangement with any other authority with regard to ALN support, however there is an opportunity to work with Ceredigion local authority to access Welsh language support, particularly with regard to education psychology support.

Main objectives in order to achieve Outcome 6

Ref	Objective	Supporting Statement	Timescale
6.1	Carry out an audit of ALN provision	Whilst demand for Welsh-medium ALN provision is monitored on an on-going basis, and the authority aims to respond to individual requests, the authority has not carried out a formal audit of the provision available in order to identify areas which need to be developed further.	Audit to be carried out during the spring term 2017 Further actions to be identified following completion of the audit
6.2	Ensure that consideration is	There is currently no Welsh-medium Special School provision in	Review to be concluded in

	given to the need to provide access to Welsh-medium provision as part of the review of Special Schools in North Powys which is currently ongoing	<p>Powys.</p> <p>The authority is currently reviewing Special School provision in North Powys. As part of this review, the authority will consider the need to provide access to Welsh-medium provision.</p>	<p>January 2017.</p> <p>Initial thoughts to progress to SOC/OBC for capital funding</p>
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Outcome 7 Workforce planning and continuing professional development

Current position

Individual schools are responsible for recruiting teachers that have the appropriate skills to meet the school's needs. Where a school is seeking to appoint a teacher to teach through the medium of Welsh, this will be an essential requirement of the position. Overall, there doesn't appear to be a problem with recruiting teachers to teach through the medium of Welsh in the primary sector, however in some areas of Powys, recruitment is becoming increasingly challenging. Schools in some areas of Powys do have difficulty finding Welsh-speaking supply teachers.

However, there are significant difficulties with recruiting Welsh-speaking headteachers in the primary sector in Powys. Where schools are unable to appoint permanent headteachers, temporary arrangements are made, such as acting headships, which vary in length. Recruiting Welsh-speaking headteachers can be a particular issue in dual stream schools, and a number of dual stream schools have appointed headteachers who have limited Welsh language skills as they have been unable to recruit a Welsh-speaking headteacher. This is a concern, and does not meet the authority's aim to provide full immersion to Welsh-medium pupils.

In the secondary sector, the authority is aware that some schools have had difficulty recruiting teachers to teach through the medium of Welsh in certain subject areas. The authority aims to address these issues through the stated objectives in relation to Outcome 2.

The authority works in conjunction with Aberystwyth University to offer opportunities for staff working in English-medium schools and streams to attend the Welsh-language Sabbatical Scheme, in order to improve their Welsh language skills.

Main objectives in order to achieve Outcome 7

Ref	Objective	Supporting Statement	Timescale
7.1	In conjunction with Aberystwyth University, offer an opportunity for teachers and teaching assistants throughout Powys to improve their Welsh language skills by offering Sabbatical courses at strategic locations across Powys	49 teachers and 52 teaching assistants have attended Sabbatical courses since 2012. During the 2016/17 academic year, the course is being offered in Newtown.	Courses to be provided annually up until 2020

7.2	Provide post-course support for all Powys staff that participate in the Sabbatical scheme.	<p>Post-course support is provided by the Athrawon Bro service for Powys staff that participate in the Sabbatical scheme.</p> <p>This support consists of a revision course during the year after they completed the Sabbatical course. In addition, all staff that have attended Sabbatical courses receive regular support from the Athrawon Bro team during their regular visits to schools. Regular discussions take place with the headteachers of schools where staff have attended the Sabbatical scheme and targets are agreed to ensure that opportunities are provided for past participants in the scheme to continue to develop their Welsh language skills.</p>	<p>Post-course support to be provided for all staff that participate in Sabbatical courses.</p> <p>Support to planned annually in accordance with EIG funding.</p>

Annex 1 Data

Outcome 1 More seven-year-old children being taught through the medium of Welsh

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 2	18.5%	19.0%	19.5%	20.0%	20.5%

The authority does not expect to see a significant increase in the percentage of seven-year-old children being taught through the medium of Welsh during the lifetime of this WESP.

Outcome 2 More learners continuing to improve their language skills on transfer from primary school to secondary school

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of pupils assessed in Welsh (first language) in Year 9	14.1%	14.5%	14.5%	14.5%	14.5%

The authority does not expect to see a significant increase in the percentage of year 9 pupils taught through the medium of Welsh during the lifetime of this WESP.

How does this figure compare with percentage of learners in Year 6 who were assessed in Welsh (First Language) three years earlier?

% of learners in Year 6 assessed in Welsh (First Language) – 2012/13	% of Year 9 pupils assessed in Welsh (first language) – 2015/16	Difference in percentage
17.3% (229 pupils)	14.1% (176 pupils)	3.2% (53 pupils)

Whilst this appears to show that a large number of pupils do not continue to be assessed in Welsh (first language), it must be noted that Welsh-medium pupils from the Ystradgynlais area, and increasingly pupils from the Sennybridge area, transfer out of county to access Welsh-medium secondary provision at Ysgol Gyfun Ystalyfera. In 2012/13, there were 34 year 6 pupils at Ysgol Gymraeg Dyffryn y Glowyr, in the Ystradgynlais area. 30 of these pupils transferred to Welsh-medium secondary provision out-of-county, however these pupils are not reflected in the figures above.

Effective transfer and linguistic continuity

i) Number and percentage of pupils attending non-maintained Welsh-medium settings and funded non-maintained Welsh-medium settings who transfer to Welsh-medium schools/streams

The following table provides data received from Mudiad Meithrin on the number and percentage of children attending Cylchoedd Meithrin in Powys that transferred to a Welsh-medium school or stream.

Cylch Meithrin	Number of pupils that transferred to a	% that transferred to a Welsh-medium
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	Welsh-medium school or stream from September 2015 to July 2016	school or stream
Arch yr Enfys (Rhayader)	8	50%
Brecon	13	100%
Carno	10	90.91%
Dyffryn Banw	4	100%
Glanwymyn	10	100%
Llanbrynmair	9	100%
Llandrindod	13	76.47%
Llanfair Caereinion	11	64.71%
Llanfyllin	8	88.89%
Llanrhaeadr-ym-Mochnant	1	25%
Llansilin	1	100%
Machynlleth	44	64.71%
Newtown (Red)	0	0%
Newtown (Yellow)	21	87.50%
Penybontfawr	9	100%
Pontrobert	4	80%
Sennybridge	11	40.74%
Welshpool	12	80%

- ii) **Number and percentage of pupils studying through the medium of Welsh at the end of the Foundation Phase who continue to access Welsh-medium provision in Key Stage 2**

	Total number of year 2 pupils in Welsh-medium education (PLASC January 2016)	Total number of year 3 pupils in Welsh-medium education (Sept. 2016)	% of pupils continuing in Welsh-medium education at the school
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Ardwyn Nursery and Infants School / Ysgol Maesydre	10	10	100%
Builth Wells CP School	14	14	100%
Llanfair Caereinion CP School	11	11	100%
Llanfyllin CP School	9	9	100%
Llanrhaeadr-ym-Mochnant CP School	9	9	100%
Ysgol Bro Hyddgen	24	23	96%
Rhayader C in W School	7	7	100%
Sennybridge CP School	6	5	83%
Ysgol Carno	6	6	100%
Ysgol Dafydd Llwyd	27	27	100%
Ysgol Dolafon	2	1	50%
Ysgol Dyffryn Banw	4	4	100%
Ysgol Dyffryn Trannon	16	16	100%
Ysgol Glantwymyn	12	12	100%
Ysgol Gymraeg Dyffryn y Glowyr	30	33	110%
Ysgol Llanbrynmair	7	7	100%
Ysgol Llanerfyl	4	4	100%
Ysgol Pennant	5	6	120%
Ysgol Pontrobert	3	3	100%
Ysgol Rhiw Bechan	11	11	100%
Ysgol Trefonnen	9	8	89%
Ysgol y Bannau	16	15	94%
Powys Total	242	241	99.5%

iii) Number and percentage of pupils in Welsh-medium schools/streams transferring to Welsh-medium secondary schools/streams at the end of Key Stage 2

	Total number of year 6 pupils	Total number of pupils	% of pupils transferring to
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	in Welsh-medium education (PLASC January 2016)	transferring to Welsh-medium secondary schools/streams (Sept. 2016)	Welsh-medium schools/streams
Ardwyn Nursery and Infants School / Ysgol Maesydre	3	0	0%
Builth Wells CP School	20	17	85%
Llanfair Caereinion CP School	12	12	100%
Llanfyllin CP School	5	4	80%
Llanrhaeadr-ym-Mochnant CP School	5	5	100%
Ysgol Bro Hyddgen	19	18	95%
Rhayader C in W School	6	6	100%
Sennybridge CP School	6	4	67%
Ysgol Carno	4	2	50%
Ysgol Dafydd Llwyd	23	23	100%
Ysgol Dolafon	0	N/A	N/A
Ysgol Dyffryn Banw	8	5	63%
Ysgol Dyffryn Trannon	8	7	88%
Ysgol Glantwymyn	7	2	71%
Ysgol Gymraeg Dyffryn y Glowyr	33	23	70%
Ysgol Llanbrynmair	8	6	75%
Ysgol Llanerfyl	8	6	75%
Ysgol Pennant	10	9	90%
Ysgol Pontrobert	8	8	100%
Ysgol Rhiw Bechan	3	2	66%
Ysgol Trefonnen	12	2	17%
Ysgol y Bannau	20	13	65%
Powys Total	228	174	76%

iv) Number and percentage of pupils studying through the medium of Welsh in Key Stage 3 who continue to study through the medium of Welsh in Key Stage 4

	Total number of year 9 pupils	Total number of year 10 pupils	% of pupils continuing in
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	in Welsh-medium/ bilingual education (Welsh-medium returns 2015-16)	in Welsh-medium/ bilingual education (Information provided by schools, November 2016)	Welsh-medium/ bilingual education
Brecon High School	4	3	75%
Builth Wells High School	31	30	97%
Caereinion High School	50	49	98%
Llanfyllin High School	22	21	95%
Llanidloes High School	16	15	94%
Ysgol Bro Hyddgen	36	43	119%

Outcome 3 More learners aged 14-16 studying for qualifications through the medium of Welsh

Outcome 4 More learners aged 16-19 studying subjects through the medium of Welsh in schools, colleges and work-based learning

Increasing the percentage of learners aged 14 -16 studying for qualifications through the medium of Welsh

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 5 or more <u>further</u> Level 1 or Level 2 qualifications through the medium of Welsh	51.85%	52%	52.5%	53%	53.5%
% of Year 11 learners who are entered for GCSE Welsh First Language who are studying for 2 or more <u>further</u> Level 1 or Level 2 qualifications through the medium of Welsh	85.19%	85.5%	86%	86.5%	87%

The authority does not expect to see a significant increase in the percentage of year 11 pupils studying for qualifications through the medium of Welsh during the lifetime of this WESP.

Increasing the percentage of learners aged 16-19 who study subjects through the medium of Welsh in schools

	Current Position – 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners aged 16-19 who study 2 or more subjects through the medium of Welsh	1.76% (22 pupils)	1.8%	1.9%	2.0%	2.1%
% of learners aged 16-19 who study 2 or more subjects through the medium of Welsh or bilingually	2.16% (27 pupils)	2.2%	2.3%	2.4%	2.5%

The authority does not expect to see a significant increase in the percentage of learners aged 16-19 studying subjects through the medium of Welsh or bilingually during the lifetime of this WESP.

Outcome 5 More learners with higher skills in Welsh

5.1 Improving provision and standards in Welsh First Language

	Current Position 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners at the end of the Foundation Phase who reach at least Foundation Phase	93.8%	94%	94.2%	94.6%	94.8%

Outcome 5 in Language, Literacy and communication skills					
% of learners at the end of Key Stage 2 who reach at least Level 4 in teacher assessment in Welsh	95.6%	96.5%	96.7%	96.8%	97%
% of learners at the end of Key Stage 3 who reach at least Level 5 in teacher assessment in Welsh	94.3%	94.5%	95%	95.5%	96%
% of learners at the end of Key Stage 4 who achieve grades A* - C in GCSE Welsh first language	63.7% (Provisional)	65%	68%	70%	72%

5.2 Improving provision and standards in Welsh Second Language

	Current Position 2015/16	2016/17	2017/18	2018/19	2019/20
% of learners at the end of Key Stage 2 who reach at least Level 4 in the teacher assessment of Welsh Second Language	81.8%	82%	82.5%	83%	83.5%

% of learners at the end of Key Stage 3 who reach at least Level 5 in the teacher assessment of Welsh Second Language	86.6%	87%	87.3%	87.6%	88%
% of learners at the end of Key Stage 4 who achieve grades A* - C in GCSE Welsh Second Language Full Course	71.7% (Provisional)				
% of learners at the end of Key Stage 4 who achieve grades A* - C in GCSE Welsh Second Language Short Course	58.1% (Provisional)				

More learners with higher-level Welsh language skills

Number of GCSE Welsh First Language Entries in 2014	Number of A Level Welsh First Language Entries in 2016
150	15

Number of GCSE Welsh Second Language Entries in 2014	Number of A Level Welsh Second Language Entries in 2016

Full Course – 575 Short Course – 518	19
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Outcome 6 Welsh-medium provision for learners Additional Learning Needs

No data

Outcome 7 Workforce planning and Continuous Professional Development

No data

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

22 November 2016

REPORT AUTHOR: County Councillor Graham Brown
Portfolio Holder for Commissioning and Procurement

County Councillor Rosemarie Harris
Portfolio Holder for Property Buildings and Housing

County Councillor Wynne Jones
Portfolio Holder for Finance

SUBJECT: Judge's Lodging Community Asset Transfer

REPORT FOR: Decision

1.0 Summary

- 1.1 This report seeks approval for the Museum Service to transfer the Judge's Lodging in Presteigne to the Judge's Lodging Trust by a freehold Community Asset Transfer (CAT). In addition to the transfer of the property (edged red on the Plan in Appendix 1) it is proposed to provide a capital sum of £50,000.
- 1.2 Furthermore it is proposed that £10,000 of the capital sum is released in advance of the formal completion of the CAT transfer, as a maintenance and improvement grant for urgent boiler replacement works.

2.0 Background

- 2.1 The Judge's Lodging Museum occupies the former Shire Hall in Presteigne which contains the nineteenth century courthouse and accompanying lodging for the High Court judges. The building was restored in the 1990s and is Grade II* listed.
- 2.2 The Presteigne Shire Hall Museum Trust (now the Judge's Lodging Trust) was formed in 1997 to administer the running of The Judge's Lodging museum. The Trust obtained an agreement with Powys County Council to open and maintain the building as a visitor attraction, along with a shop and Tourist Information Centre.
- 2.3 The Judge's Lodging is owned by the Council, but leased to the Trust. Under the terms of the 25 year lease the Council is required to keep in repair and decorate the exterior of the building, and insure the building and contents.
- 2.4 In order to fulfil their future aims and objectives the Trust want to secure

the freehold ownership of the building. In 2014 they submitted an Expression of Interest (EOI) for a CAT. However their proposal significantly increased the Council's revenue spend at the Judge's Lodging and the EOI was rejected.

- 2.5 The Policy outlined in the Corporate Asset Policy (CAP), Part 5 Community Asset Transfer (CAT) has been adopted and followed in this case. The Judge's Lodging Trust submitted a second Expression of Interest in October 2016 (see Appendix 2) which was considered by the Strategic Asset Board on 19 October 2016. The recommendation of the Strategic Asset Board is to support the transfer of the freehold of the Judge's Lodging to the Trust, along with a £50,000 capital payment.
- 2.6 It should be noted that the Council does not usually support requests for legacy payments with CAT transfers, but in this case proposes to offer £50,000 as a capital sum payment to enable the Trust (a charitable body) to apply for grant funding for building works using the capital amount as match funding, as appropriate.
- 2.7 Any capital sum would be paid by the Council conditional on being spent on building works commissioned by the Trust under the heading of "maintenance and improvement grants", ensuring that the Council's interests are protected and the capital monies are spent on the building.
- 2.8 The first maintenance and improvement grant proposed as £10,000 for boiler replacement works. The balance payment of £40,000 be paid only when external grant funding has been confirmed, ie it is a firm but conditional offer on certain prerequisites being achieved thus protecting the Council.
- 2.9 As the request was for a freehold transfer, an independent market valuation was commissioned. The District Valuation Service reported a market valuation of the Council's freehold interest subject to the existing lease of £100,000 (one hundred thousand pounds). The market valuation subject to the current lease on the basis that the premises shall be used for community use in perpetuity is £25,000 (twenty five thousand pounds).
- 2.10 The Capital and Financial Planning Accountant comments in 11.3 refer to the current carrying amount as recorded by the statutory asset valuations. The Capital Accountant is required to recognise a loss/gain as appropriate on any capital disposal and this loss is included in the year end Statement of Accounts. The asset valuations undertaken has a valuation date of 2014 and does not relate to current market values as confirmed by the District Valuation Service's current report. The basis of assessing valuations for specialist assets such as Museums (where there is no market comparable evidence) is by using the alternative valuation basis of depreciated replacement costs (DRC) which ignores the presence of any lease.

3.0 Condition of Building

- 3.1 The condition of the building is deteriorating. The Trust commissioned a building condition survey by Andrew Arrol in February 2016. This report shows priority repairs (mainly external works which under the terms of the lease fall to the Council) to the value of £117,250 and urgent repairs valued at £21,750.
- 3.2 The focus of the Arrol's condition survey with costs is primarily on the exterior of the building, most notably the roof. However there are other areas which present concerns. For instance, the stonework on the back elevation is delaminating, and in areas stone is falling off the building. This is exacerbated by cement pointing which was probably applied in the 1950s. One window lintel was posing a particular health and safety hazard earlier in 2016, and emergency repair work had to been undertaken at a cost to the Council of £6,000.
- 3.3 Following survey work the advice from Property Services is to monitor and manage the stonework on the back elevation. Removing the cement pointing is likely at this stage to cause further damage. However should the stonework continue to deteriorate more direct intervention will need to be taken, such as individual repair work to each stone in order to stabilise. No survey work has been undertaken on the side elevations but it is likely the stonework is in a similar condition. The front elevation is rendered.
- 3.4 The commercial boiler in the building has not worked since April 2016. Under the terms of the lease responsibility for this falls to the Trust, and quotes they have received give an estimated replacement cost of £10,000. They currently have no reserves to address this.
- 3.5 The garden wall (included in the Grade II* listing) at the back of the property was collapsing into a neighbour's garage on one side, and also bulging into the back lane. Emergency repairs have recently been undertaken in 2016 by the Council to the value of £18,000. Further works are needed on the garden wall.

4.0 Current Revenue Spend

- 4.1 Since 2014 the revenue spend by the Council on the Judge's Lodging has reduced. In 2015/16 the post of Senior Museum Curator, which was funded by the Council, was removed and a reducing grant structure put in place to ease the transition to full independence. The grant amounts are reviewed on an annual basis:

• Year 1	2016/17	£28,965
• Year 2	2017/18	£19,310
• Year 3	2018/19	£9,655
• Year 4	2019/20	£0

5.0 Proposal

- 5.1 The proposal is to accept the Judge's Lodging Trust's application for a freehold CAT with £50,000 capital payment. It is further proposed that £10,000 of the capital payment is released in advance of completion of the CAT transfer, as a maintenance and improvement grant for boiler replacement works.
- 5.2 A percentage of the collection inside the Judge's Lodging is owned by the Council, and includes fixtures, fittings, artefacts and items of furniture. Subject to further discussions with the Judge's Lodging Trust it is proposed these are loaned via a Museum Loans' Agreement. This would ensure they are retained within the Judge's Lodging, receive appropriate curatorial care, and limit options around disposal, such as sale. Alternatively the CAT transfer document could include a supplementary agreement whereby the Council transfers its collection to the Trust subject to the same covenants as the freehold CAT.
- 5.3 The advantages of the proposal are as follows:
- The future of the Judge's Lodging museum will be secured. It is a visitor attraction of much significance to Presteigne and the county of Powys, attracting in excess of 11,000 visitors a year and making a huge contribution to the local economy. The Judge's Lodging hosts and operates the Tourist Information Centre in Presteigne which again supports many local businesses.
 - Failure of the Council to maintain the building may result in action by CADW. Similarly if the Council does not meet its obligations of the current lease agreement (primarily outside maintenance) the Trust may initiate legal action against the Council.
 - The Trust want to own the building. In their last EOI they noted that they felt hindered by the Council; ownership would give them a greater sense of responsibility and motivation.
 - Alternative uses/co-location of other Council services in the building are limited. The Grade II* listing limits alterations; there is disabled access to the ground floor only, and no electric lighting, only gaslight throughout the period rooms.
 - Sale of the building in its current state along with the lease arrangement, and its grade listing, which limits development opportunities, would be difficult.

6.0 One Powys Plan

- 6.1 The proposed CAT transfer is directly supportive of the "Stronger Communities" programme of the One Plan. It will ensure that the facility is retained for community use and that it continues to serve the wider area

interests of local economy and regeneration. The proposed transfer of the Judge's Lodging to the Trust will ensure the sustainability of the museum for the long-term.

- 6.2 The risk to the Council is that it does not have the financial resources to continue to maintain the building. A Community Asset Transfer would seem to be the only option if the facility is to continue.

7.0 Options Considered/Available

- 7.1 **Option 1:** Accept the Expression of Interest from the Judge's Lodging Trust and transfer the freehold for £1 with a restrictive covenant that the building shall be used for community use, along with an undertaking to make a £50,000 capital payment. In addition £10,000 of the capital payment is released in advance of completion of the CAT transfer, as a maintenance and improvement grant for boiler replacement works.

Option 2: Reject the Expression of Interest and sell the premises subject to the existing lease.

8.0 Preferred Choice and Reasons

- 8.1 The preferred option is Option 1. The Judge's Lodging will become a community asset managed by a well-established Trust, bringing long term social and economic benefits to Presteigne and the local area.
- 8.2 Option 1 supports Powys County Council's Community Delivery objectives where the aim is to help more communities and community groups or town councils explore their options so the Council can sustain as many local services as possible – even if the Council can no longer afford to run or maintain them.

9.0 Sustainability and Environmental Issues/Equalities/Crime and Disorder,/Welsh Language/Other Policies etc

- 9.1 The preferred option is considered to be the best option to sustain the future of the Judge's Lodging and its existing use as a community asset. The proposal has no adverse effects in relation to crime/Welsh language.

10.0 Local Members

- 10.1 Cllr Garry Banks, Local Member for Presteigne is supportive of the proposal.

11.0 Support Services (Legal, Finance, Corporate Property, HR, ICT, BPU)

11.1 Property

The Professional Lead for Strategic Property supports this proposal as it will help to preserve this historic property for the community.

11.2 Legal

Legal Services supports the recommendation contained in this report, on the basis that such capital sum of £50,000 is written into an agreement contained as part of this transfer ensuring that such capital is to be used as match funding or for any works to maintain and enhance the building, as required by this report. Further, Legal Services will assist in any legal matters when and where required (VJ)

11.3 Finance

The Capital and Financial Planning Accountant supports the transfer of this building, together with the use of the funding for the boiler. The building is currently valued at £1.4m. This disposal will recognise a loss of £1.3m which will be funded from the unusable reserves. The use of the capital grant to support the Trusts' match funding aspirations will only be released once this funding has been secured.

12.0 Corporate Communications

- 12.1 The report is of public interest and requires use of news release and appropriate social media to publicise the decision.

13.0 Statutory Officers

- 13.1 Section 151 Officer: The Strategic Director Resources (S151 Officer) notes the comments made by finance
- 13.2 The Solicitor to the Council (Monitoring Officer) has commented as follows: "I note the legal comment and have nothing to add to the report."

14.0 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.

Recommendation:	Reason for Recommendation:
<p>1. To forego a potential capital receipt of £100,000 for the freehold of the Judge's Lodging, Presteigne as shown on the attached Plan and instead agree to transfer the property to Judge's Lodging Trust for £1 provided that :-</p> <p>(a) a covenant be contained in the transfer ensuring that the site is</p>	<p>The Judge's Lodging will become a community asset managed by a well-established community organisation, bringing long term social and economic benefits to Presteigne and the local area.</p>

<p>maintained and used for community use or a Museum and</p> <p>(b) a clause be inserted into the transfer protecting the County Council in the event that at some future date the Judge's Lodging Trust should wish to dispose of the site, the Trust must first offer the County Council the opportunity to transfer the property back for the original consideration of £1 but subject to an allowance to reflect the value of any significant capital improvements undertaken by the Trust during their period of ownership.</p> <p>2. £50,000 capital amount made available for the Trust as "maintenance and improvement grants" for building works conditional on the Trust gaining external grant funding.</p> <p>3. £10,000 of this capital payment is released in advance of the formal completion of the CAT transfer for urgent boiler replacement works.</p>	
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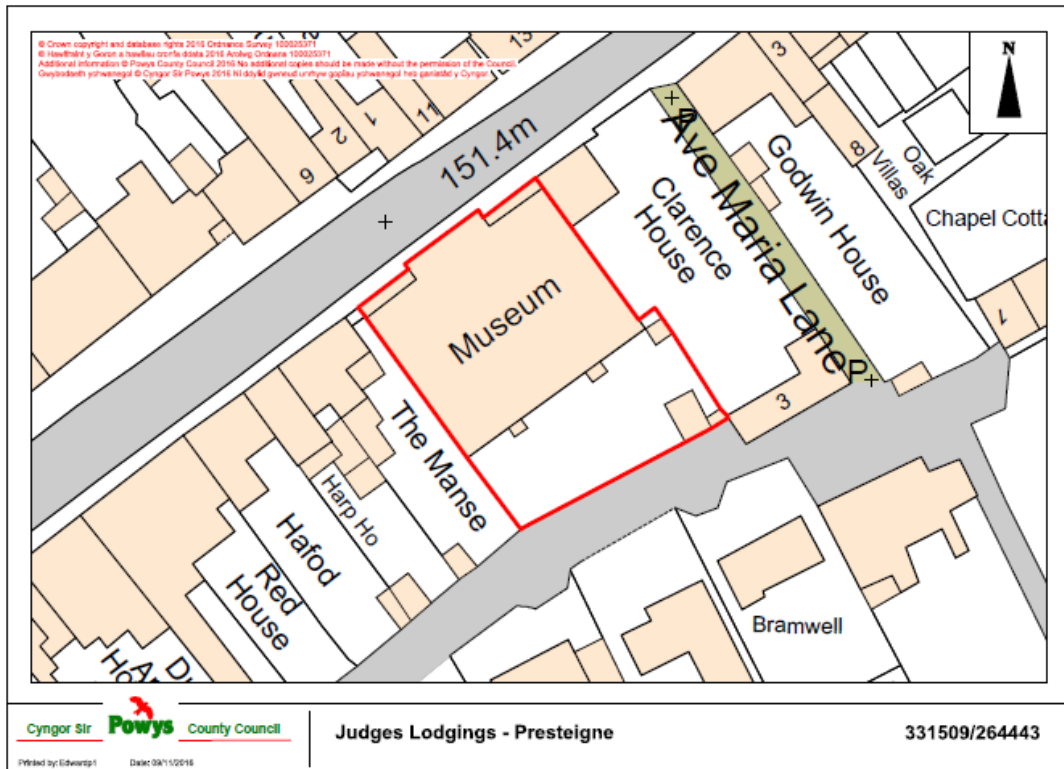
Relevant Policy (ies):	Corporate Asset Policy		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Cllr Garry Banks
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Person(s) To Implement Decision:	Catherine Richards
Date By When Decision To Be Implemented:	Immediately

Contact Officer Name:	Tel:	Fax:	Email:
Catherine Richards	01597 826086	-	catherine.richards@powys.gov.uk
Relevant Policy (ies):			

Appendix 1



Appendix 2

EXPRESSION OF INTEREST FORM (EOI) for a Community Asset Transfer (CAT) from Powys County Council to a Third-Sector Organisation

Reference Number		Date Received	
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Guidance Notes

This “Expression of Interest” form is an important document. The information within it will help the Council to identify good community based proposals for sustainable uses of public buildings owned by Powys County Council.

The aims of a Community Asset Transfer from Powys County Council are:-

- To encourage people to take part in economic and community life
- To develop capacity in and connections between public, private, voluntary and community sectors in order to support economic and social development
- To safeguard buildings for community use

When initially assessing your completed “Expression of Interest”, the Council will consider:-

- Does the project meet at least one of the Council’s Community Asset Transfer aims? ☐ Does the proposal benefit the people of Powys?
- Does the project contribute to the Council’s corporate priorities and plan?

NOTE – You must be realistic about the amount of time it will take to do your proposal and what you can achieve.

If your EOI meets the Council’s criteria, you will be invited to submit a full, costed Business Case, which will then be considered for submission as a Community Asset Transfer application.

For advice on both developing your project and completing this “Business Case” form, email the Regeneration Team at regeneration@powys.gov.uk.

This form, once completed, it should be sent to:

The Valuation Team,
County Hall,
Llandrindod Wells
LD1 5LG
Or emailed to property.sales@powys.gov.uk

EXPRESSION OF INTEREST FORM (EOI)

**for a Community Asset Transfer
(CAT)
from Powys County Council to a Third-Sector
Organisation**

(This is not an application form for funding)

PROPOSED PROJECT NAME
Presteigne Shirehall Museum

CONTACT DETAILS	
Name of the LEAD group or organisation	Judge's Lodging Trust
Address of the LEAD group or organisation	The Judge's Lodging, Broad Street, Presteigne, Powys, LD8 2AD
Name of the main contact person	Ashley Charlwood
Phone number	07817 761125
E-mail address	ashley@mentrau-bach.com
What year did your organisation start?	October 1996

YOUR THIRD-SECTOR STATUS		
<input checked="" type="radio"/> Registered Charity <input type="radio"/> Voluntary Organisation <input type="radio"/> Other _____	<input type="radio"/> Community Group <input type="radio"/> Town/Community Council <input type="radio"/> Statutory Organisation	<input type="radio"/> Consortium <input type="radio"/> Statutory Organisation
Does your group or organisation have: You will be asked for these if you progress to a Business Case.		
Item	Yes	No
a constitution	Yes	
terms of reference	Yes	
A work plan	Yes	

WHAT PROPERTY ARE YOU INTERESTED IN?	
Name of identified property	Judge's Lodging, Shirehall
Address	Broad Street, Presteigne, LD8 2AD
Names of Powys County Council <u>Officers</u> that you have spoken to about this property. <i>(This does not mean that the property has been agreed for use by PCC)</i>	Catherine Richards, Principal Lead Museums, Archives and Information Management Paul Griffiths, Strategic Director – Place Stuart Mackintosh, Leisure and Recreation Services Manager David Powell, Strategic Director – Resources Dawn Richards, Capital & Financial Planning Accountant Clive Pinney, Solicitor to the Council Vickie Julian, Principal Legal Assistant David Micah, Commercial Property Manager David Thompson, Building Portfolio

	Manager David Pritchard, Valuer
Names of Powys County <u>Councillors</u> that you have spoken to about this property. <i>(This does not mean that the property has been agreed for use by PCC)</i>	Cllr Graham Brown, Portfolio Holder for Commissioning and Procurement Cllr Rosemarie Harris, Portfolio Holder for Property, Buildings and Housing Cllr Wynne Jones, Portfolio Holder for Finance
TELL US ABOUT YOUR ORGANISATION (or GROUP)	
<p>1. What does your organisation do? (If you are a new organisation, what do you hope to do?). Enclose any brochures / marketing that you currently use to help explain what you do.</p> <p><i>The Judge's Lodging exists to interpret and preserve the history of the Shire Hall and provide visitors with a portrayal of a working Victorian house. The building was designed by Shrewsbury architect Edward Haycock and constructed between 1826-29 to house the Radnorshire Assize Court and Judge's Lodging. Its significance is recognised by its Grade II* listing, awarded in November 1950. The house retains many of its original furnishings, authentically interpreted in context. It was painstakingly restored (including gas lighting) and opened in 1997 as a wholly authentic 'hands-on' Victorian lodging and court room, interpreting law and order in 19th century society through exhibitions, events, and educational visits.</i></p> <p><i>The Judge's Lodging is an Accredited Museum. Its restoration, interpretation and education work have won awards from Hudson Heritage (2014 Best Hidden Gem), Interpret Britain, Good Guide to Britain, Best of British, the Heritage Education Trust, and TripAdvisor (Award of Excellence 2015), as well as others "Arguably the most remarkable survivor of all UK court buildings... [it] set a model in preserving its courthouse complete with its fully-furnished judge's lodgings and opening it to the public." (SAVE, Silence in Court, 2004)</i></p> <p><i>In addition to the building, the collection comprises approximately 4,200 items</i></p>	

2. List any other organisations with which you are affiliated or work with.

We host and operate the Tourist Information Centre which gives wide ranging work, both locally and regionally.

We work with a range of schools in the local area and further afield.

We are developing links with the Judiciary.

We would seek to continue working in partnership with Powys County Council to support strategic objectives in Heritage and the local area.

An list of the types of organisations we work with:

- Presteigne & Norton Town Council
- Presteigne & Norton Community Trust
- Association of Independent Museums
- Federation of Museums & Galleries of Wales
- Mid Wales Tourism
- Herefordshire Tourism
- Shropshire Tourism
- National Museum for Wales

3. If you already operate a project or activity, where is it currently based and is it different to the idea for this building?

Based within the proposed building and wish to continue the same.

TELL US ABOUT YOUR IDEA FOR THE PROPERTY

4. What do you want to use the property for and why?

The charity has been operating the building for 20 years as a museum. We wish to continue this operation. A CAT we understand to be beneficial to both PCC and ourselves in completing the move towards being an independent museum. This gives new opportunities for inward investment and the opportunity to safeguard the future of the museum. We are currently planning for ambitious projects which would be furthered by the agility which comes with independence.

5. To achieve this, how much will your idea cost?

(Consider development costs, design fees, capital proposals and revenue costs, as examples.)

There are few unexpected revenue implications for the Charity. We are in the process of reviewing the strategic plan for the next three years, and are working closely with HLF to ensure that these plans are embedded, funded via the HLF resilience fund in the development period. A CAT transfer will greatly help the bid. Powys Council have offered a three year schedule of gradually reduced grant support to ease the transition to full independence and to offset the removal of the Curator's role.

There is an immediate need to address the boiler (this has not been functioning since October 2015, and has been in discussion with Powys County Council as landlords since). There are remedial building works that need to be undertaken as detailed in a Condition Report undertaken earlier this year by Andrew Arrol of Arrol and Snell, conservation architects based in Shrewsbury. Andrew Arrol is a highly experienced conservation architect being Surveyor to the Fabric of York Minster as well as Surveyor to English Heritage with oversight of English Heritage's Properties in Care.

Powys County Council have in principle offered £50,000 as a capital amount to safeguard the fabric of the building. This will enable us to make good the building on transfer and match fund future needs.

6. How will you make it happen?

(Tell us about the stages involved, the experts, (architects, quantity surveyor, etc) formal permissions such as Building Regulations or Planning, as examples).

As the use of the building is the same we are confident that the stages are relatively simple. We have expert reports on the remedial aspects and are working forwards to ensure that the business elements are sustainable.

7. How do you propose to ensure the future of the property?

(ie: keeping it in good repair and running it.)

The 20 years history we have in running and operating the business give us confidence we know what can be achieved. In the last 6 months we have recruited a new board of trustees with specific skills in architectural heritage, heritage conservation, heritage education, tourism and business.

We are currently in discussion and application phase for a medium term project with HLF to ensure that we can position the museum in the best possible way for long term sustainability, and future development.

Due to the recent condition report from Andrew Arrol we are aware there are some immediate works that are necessary, and future works. This will fall within the scope of fundraising and grant applications to ensure that the building and contents are preserved.

TELL US ABOUT YOUR COMMUNITY IDEA

8. Why do you believe that your idea is needed and what evidence / information justifies your project?

The museum continues to welcome 11,595 visitors through it's doors (2015 Visit Wales Survey) and provides tourist information to a number of these. There are, in addition, approximately 22,363 website visitors.

We have discussions with various sectors who cite the Judge's Lodging as an important and valuable museum across a number of areas.

The charity retaining the building and operating the museum raises the profile of Presteigne and brings in much needed revenue not only to the Shire Hall but to many other local businesses.

9. Have you discussed your idea with other people / groups in your community?

This is important because, if you complete a Business Case form for a Community Asset Transfer (CAT) by Powys County Council, you will have to demonstrate that you have community support. *(NOTE – As part of its appraisal process, the Council may approach anyone you name below.)*

The charity has had wide discussions over many years locally and further afield. The charity retaining the building and operating the museum raises the profile of Presteigne and brings in much needed revenue not only to the Shire Hall but to many other local businesses.

Our volunteer base is well embedded locally and a little further afield with the judiciary and others.

We are collating formal letter of support for the HLF bid, which we are more than happy to share with Powys County Council.

10. If your idea has links to other projects? Describe what these are and the benefits.

The museum houses the Tourist Information centre, which is supported by the town council. We are seeking to build wider community partnerships, so that through co-operation more can be offered to Presteigne and the surrounding areas.

The charity has secured funding for the Community room within the Museum and with more capacity created through strategic management we aspire to be able to make more use of this resource for the local area.

11. What environmental impact will your idea have as it is delivered – in a positive and / or negative sense? What environmental considerations have you made?

Environmental impact of the museum is limited – it is acknowledge that sustainable transport plans in rural areas are difficult to embed fully, but we are looking into ways to ensure that modes of transport have lesser effects. Where possible we reduce the amount of energy used in all areas. There are opportunities to explore the environmental management of the charity's operations, with voluntary expertise available to the current trustees. Whilst a priority to review, it is not an immediate business priority in the next 12 months.

12. How will you make it happen?

(Who will make it happen, what are your timescales, how will people know about it and how will you keep it going?)

Over the last 18 months the charity has undertaken a governance review, recruited the current board (from June 2016). We are in the process of strategic planning for a longer period that will be greatly aided by an application to the HLF resilience fund (considered on 12th December). A positive view of the CAT by Powys County Council will be well received by the grant panel.

We are in the process of a light re-brand and re-design of our digital marketing (via website and social media). The target for completion of this, is this calendar year. We believe that this will be an important step in external communication strategies, and being able to increase website traffic and efficacy in pre-visit marketing.

There have been some rumours locally of the museum's closure, which is a shame as there is much support for it locally. We hope that the CAT will allow us to replace rumours with a 'good news story' which demonstrates our commitment to the long term future of the museum and allows us to build upon the voluntary support we already have locally.

TELL US ABOUT COSTS AND FUNDING?

13. (This is only an EOI and we do not require detailed costing however, you will be required to provide them in a Business Case if your EOI is accepted.) **A) How much will it cost to set up your project?**

The day to day operations are well embedded and understood. The charity will be taking over the freehold liability for the property, and as such these, and the revenue costs are the largest areas to focus on.

The Andrew Arrol condition report from February 2016 which cites the need for £117,000 to be spent in repair priorities, with an immediate spend of £22,000 required to prevent degradation of the building. Note that this does not include a quoted £9,257 + vat for boiler installation.

The immediate costs are in insurance and legal fees which we believe to be in the order of £6,000 total.

We have an immediate cashflow strategy as detailed in C beneath, in the case of both HLF funding being successful, and not.

B) What have you allowed for purchase / lease of the property?

We are expecting the freehold purchase to be on a peppercorn basis.

C) How much will it cost, annually, to run the project? (indicate over 5 years)

The annual cost to run the property is circa £80,000. We are planning that these costs will increase as the development of the charity moves forward. This is contingent on the amount of external support that we can mobilise. As described in appended financial documents we are working to the strategy that creates the forecast in document "EOI - Forecast.pdf". The forecast shows some increased costs on actual, this strategy is under review based on the current work plan.

Whilst not accepted as final "EOI DRAFT 2015 - 16 accounts.pdf" shows that JLT performed ahead of this forecast, and "EOI Cash flow 2016-17 - END AUG.pdf" which is the management accounts for this year shows that the deficit identified in the long term forecast is still being out performed. This must be stressed that this is the worst foreseeable case scenario at this point. And based on current adjusted forecasts shows a minor net surplus for all years.

D) Tell us how you will fund the above and the source of the funding?

We have agreed in principle with Powys County Council that there will be revenue support as follows: 2016/17: £28,965, 2017/18: £19,310, 2018/19: £9,655. We have received the 2016/17 funding.

We have agreed in principle that we will accept a capital payment of £50,000 to be used against remedial and capital works for the building.

After consultation with the grant officer we are in the final application phase with HLF to fund a two year project 'Navigating Change'. The key outputs are:

<p>1. Facilitate mentoring for the Development Manager as she grows into her new role of Development Manager</p> <p>2. Providing additional human resources, and implementing a succession plan, to release the Development Manager from day-to-day operational issues to work strategically with the Board to develop the business plan</p> <p>3. Undertaking research into existing and new audiences/markets to provide an evidence base for the business plan. This would encompass elements of a previous proposal to develop group visits, but would be expanded to include visitor research more generally, either independently or in partnership with other venues in Presteigne</p> <p>4. Increasing capacity through developing a volunteer team</p> <p>This is important in order to ensure that the future of the charity is secure. We are expecting hear on this development before Christmas. We have a contingency position in place if we are unsuccessful.</p>

CONTACT SIGNATURE	
Signature of main contact person	
Name of main contact person (in BLOCK letters)	
Date	

Data Protection and Information Security

The information submitted in this “Expression of Interest” form will be processed in accordance with the Data Protection Act (1998).

For the administration, appraisal, approval, monitoring and auditing of this project, Powys

County Council will hold your proposal information. We may need to share it with the Appraisal Panel, elected Members, Officers from the Council, and the Welsh Audit Commission – and any internal or external auditors required to audit the activities of the Council.

Please sign and date below, to confirm that the information supplied in this “Expression of Interest” form is accurate, and that you accept processing of your information as stated above.

Applicant's Signature		Date	
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This “Expression of Interest” form must be submitted electronically to property.sales@powys.gov.uk – and at the same time a signed printed copy must be submitted by post to:-

Valuation Technician
County Hall
Spa Road East
Llandrindod Wells
Powys LD1 5LG

This “Expression of Interest” form will not be reviewed until we have received both:-

- a. the electronic copy
- b. the signed and dated printed copy

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

22nd November 2016

REPORT AUTHOR: County Councillor W Jones
Portfolio Holder for Finance

SUBJECT: Council Tax Base for 2017-2018

REPORT FOR: Decision

1. INTRODUCTION

- 1.1 Section 33 of the Local Government Finance Act, 1992 requires each Billing Authority to calculate the basic amount of its Council Tax by applying a formula which includes calculating the Council's Council Tax Base.
- 1.2 This report is to formally set the Council Tax Base for the financial year 2017-18 for tax setting purposes. Setting the Council Tax base is an annual statutory requirement and is an integral part of the setting of the Council's council tax level (at band D) in accordance with specified formulae, reflecting its budget requirements for the relevant financial year.
- 1.3 The Council Tax Base is the adjusted number of chargeable dwellings in the Council's area belonging to each valuation band modified to take account of a number of assumptions and factors including the proportion applying to dwellings in each Council Tax Band together with the number of discounts, exemptions, disablement reductions and premiums. An estimate for losses on collection is also made.
- 1.4 The Council made a determination to introduce a 50% Premium from April 2017, for Tax on long term empty homes (unoccupied and unfurnished) and periodically occupied dwellings (second homes/holiday homes) that are furnished and not someone's main residence). Notwithstanding that many properties will be subject to an exception from the Premium for a further period of 12 months, the Council Tax Base now also includes a projection of those properties that may be subject to the Council Tax Premium in 2017-18.
- 1.5 This calculation is made in accordance with the "Local Authorities (Calculation of Council Tax Base) (Wales) (Amendment) Regulations 2016.
- 1.6 The Council Tax Base calculation for 2017/18 is based on the list prepared by the Valuation Office Agency, as at 31st October for the financial year.

- 1.7 The gross Council Tax Base calculation is supplied to Welsh Government and is used as part of the distribution of Revenue Support Grant in the annual provisional and final local Government Revenue Settlement.
- 1.8 The Council is not only required to calculate the Council Tax Base for the County Council as a whole, but also make separate calculations for areas that have their own Town or Community Council.
- 1.9 The net Council Tax Base is used by the Police & Crime Commissioner and Town/Community Council's to set their Council Tax precepts for 2017-18, which will be included in the annual demands sent to every Council Tax payer in March 2017.

2. THE CALCULATION

- 2.1 Appendix A sets out, in a standard format, the calculation of the 2017/18 Council Tax Base.
- 2.2 The estimated collection rate on non-military dwellings is **98.5%**. This is the same estimated collection rate as used in 2016-17.
- 2.3 For military dwellings the Regulations require Authorities to assume a 100% collection rate on dwellings.
- 2.4 The breakdown of the Council Tax Base for each Community is set out in paragraph 3.2 below.

3. RECOMMENDATION

It is recommended:

- 3.1 That the report on the calculation of the Council Tax Base for the whole and parts of its area for the year 2017/18 be approved.
- 3.2 That, pursuant to the report and in accordance with the Local Authorities (Calculation of Council Tax Base) (Wales) (Amendment) Regulations 2016, the amount calculated by Powys County Council as its Council Tax Base for the whole of its area for the year 2017/18 shall be **61,764.29** and for the parts of the area listed below for the year 2017/18 shall be for the:

Community of:

Community	Tax Base 2017-18
Abbeycwmhir	125.33
Aberedw	139.85

Aberhafesp	221.15
Abermule with Llandyssil	738.7
Banwy	319.92
Bausley with Criggion	360.98
Beguildy	372.4
Berriew	757.44
Betws Cedewain	234.63
Brecon	3458.3
Bronllys	427.4
Builth Wells	1065.55
Cadfarch	451.2
Caersws	703.39
Carno	351.74
Carreghafa	308.41
Castle Caereinion	295.42
Churchstoke	841.95
Cilmerly	230.16
Clyro	421.05
Cray	133.21
Crickhowell	1082.82
Cwmdu and District	557.83
Disserth & Trecoed	553.95
Duhonw	156.27
Dwyrhiw	276.87
Erwood	257.35
Felinfach	384.36
Forden	775.69
Gladestry	231.68
Glantwymyn	652.22
Glasbury	562.07
Glascwm	266.45
Glyn Tarrell	306.14
Guilsfield	858.18
Gwernyfed	481.94
Hay-on-Wye	845.59
Honddu Isaf	226.42
Kerry	936.53
Knighton	1305.35
Llanafanfawr	240.09
Llanbadarn Fawr	336.69
Llanbadarn Fynydd	142.41
Llanbister	197.64
Llanbrynmair	491.19
Llanddew	121.49
Llanddewi Ystradenny	144.9
Llandinam	447.85
Llandrindod Wells	2341.14
Llandrinio & Arddleen	709.83

Llandysilio	542.04
Llanelwedd	194.59
Llanerfyl	218.68
LLanfair Caereinion	802.65
Llanfechain	277.36
Llanfihangel	274.61
Llanfihangel Rhydithon	119.88
Llanfrynach	334.28
Llanfyllin	705.11
Llangammarch	268.16
Llangattock	565.06
Llangedwyn	200.14
Llangorse	559.31
Llangunllo	207.28
Llangurig	392.32
Llangynidr	592.52
Llangyniew	306.83
Llangynog	198.63
Llanidloes	1177.9
Llanidloes Without	307.22
Llanigon	282.93
Llanrhaeadr Ym Mochnant	595.02
Llansanffraid	712.04
Llansilin	351.15
Llanwddyn	121.99
Llanwrthwl	107.29
Llanwrtyd Wells	396.55
Llanyre	573.57
Llywel	252.09
Machynlleth	881.5
Maescar	468.44
Manafon	179.88
Meifod	693.89
Merthyr Cynog	141.22
Mochdre with Penstrowed	252.09
Montgomery	725.72
Nantmel	343.13
New Radnor	227.89
Newtown & Llanllwchaiarn	4304.47
Old Radnor	397.78
Paincastle	288.68
Pen Y Bont Fawr	256.26
Penybont & Llandegley	206.88
Presteigne & Norton	1293.35
Rhayader	919.28
St Harmon	317.16
Talgarth	732.65
Talybont-on-Usk	391.04

Tawe Uchaf	600.28
Trallong	194.98
Trefeglwys	455.57
Treflys	226.91
Tregynon	381.11
Trewern	657.78
Vale of Grwyney	493.23
Welshpool	2650.78
Whitton	212.93
Yscir	258.92
Ystradfelte	252.28
Ystradgynlais	2871.89
	61,764.29

4. SUPPORT SERVICES (Legal, Finance, HR, ICT, BPU)

- 4.1 The Capital and Financial Planning Accountant confirmed that the 578.63 increase in the band d equivalent properties would raise additional council tax. Because the authority is subject to a top up it is not expected that this increase will cause any change in the overall AEF, which is a decrease of 0.5% in the provisional settlement, however the amount of the top up may change in the final settlement.
- 4.2 “The Professional Lead-Legal notes that the calculations mentioned in this report are based on statute and fall in line with the WAG guidance accordingly the recommendation in this report is supported on a legal basis “

5. STATUTORY OFFICERS

- 5.1 The Strategic Director Resources (S151 Officer) confirmed the report is a significant part of the overall budget setting process. Setting the Council Tax base is an annual statutory requirement and is an integral part of the setting of the Council's council tax level (at band D) that takes account of the requirement of specified formulae, reflecting its budget requirements for the relevant financial year. The collection rate of 98.5% is reasonable and prudent being based on current and historic collection rates.
- 5.2 The Solicitor to the Council (Monitoring Officer) had no comment to add.

6. MEMBERS' INTERESTS

- 6.1 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.

Recommendation:	Reason for Recommendation:
<p>1. That the calculation of the Council Tax Base for the whole of its area for the year 2017/18 of 61,764.29 be approved,</p> <p>2. That the calculation of the Tax Base for each Town & Community Council contained within section 3.2 above, be approved.</p>	<p>To meet the legal requirement of the Council to set a Council Tax Base for 2017-18</p>

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):			
Person(s) To Implement Decision:		Strategic Director - Resources	
Date By When Decision To Be Implemented:		Immediately	
Contact Officer Name:	Tel:	Fax:	Email:
A M Griffiths	01874 623309		andrewg@powys.gov.uk

APPENDIX A

COUNCIL TAX BASE 2017/2018

Banding:	@	A	B	C	D	E	F	G	H	I	TOTAL
Chargeable Dwellings.	0	5,459	8,798	12,403	9,921	11,810	9,173	4,013	569	201	62,347
Disabled Band Reduction	0	10	46	83	67	135	91	49	6	26	513
Adjusted Chargeable Dwellings	10	5,495	8,835	12,387	9,989	11,766	9,131	3,970	589	175	62,347
Adjustments:											
No Discount	6	2,276	4,592	7,698	6,726	8,577	7,280	3,305	466	144	41,070
One Discount	4	3,213	4,237	4,679	3,256	3,181	1,833	658	96	30	21,187
Two Discounts	0	6	6	10	7	8	18	7	27	1	90
Total											62,347
Discount Calculations:											
Total Discounts	4	3,225	4,249	4,699	3,270	3,197	1,869	672	150	32	21,367
Reduction for Discounts	1	806.25	1,062.25	1,174.75	817.50	799.25	467.25	168	37.50	8	5,341.75
Premiums (50%)											
Increase for Premiums	0	104	100	136	136	158	101	48	7	2	792
	0	52	50	68	68	79	50.50	24	3.5	1	396
Net Chargeable Dwellings.	9	4,740.75	7,822.75	11,280.25	9,239.50	11,045.75	8,714.25	3,826	555	168	
Ratio to Band D	5/9	6/9	7/9	8/9	9/9	11/9	13/9	15/9	18/9	21/9	
Band D Equivalent	5	3,160.50	6,084.36	10,026.89	9,239.50	13,500.36	12,587.25	6,376.67	1,110.00	392.00	62,482.53

Military Properties:

Number of Properties	0	1	47	43	68	31	15	0	1	6	212
Band D Equivalent	0	0.667	36..56	38.22	68.00	37.89	21.67	0	2	14	219

Collection Rate 98:5%

Military Band D Equivalent

COUNCIL TAX BASE:

61,545.29
219.00
61,764.29

C222- 2016

CYNGOR SIR POWYS COUNTY COUNCIL. CABINET EXECUTIVE 22nd November 2016

REPORT AUTHOR: County Councillor Wynne Jones
Portfolio Holder for Finance

SUBJECT: Financial Overview and Forecast as at 30th September 2016

REPORT FOR: Decision / Discussion / Information

1. Summary

1.1 This report provides an update on the Revenue and Capital Budgets as at 30th September 2016 and provides an early indication of the 2016/17 financial performance. It is important to note that savings will only be built in when they have been delivered. It is prudent to maintain this approach as it gives an accurate position.

1.2 Revenue

1.2.1 The projected forecast for the revenue budget is to overspend by £5.499m against the approved budget, a reduction of £226k on the position reported at the end of July. The position excludes the Housing Revenue Account (HRA) and Schools Delegated Budgets. The overall position is a projected 3.42% overspend of the working budget. This projection is provided after considering all known factors. This includes undelivered savings for both the current financial year and those that remain outstanding from 2015/16.

1.2.2 A summary by Directorate is provided below.

Summary Forecast by Directorate	Original Budget	Total Working budget	Approved Contribution to / (Use) of Reserves	Forecast Spend	Variance (Over) / Under spend	Variance (Over) / Under spend
	£'000	£'000	£'000	£'000	£'000	%
People	71,546	72,575	4	78,048	(5,473)	-7.54%
Place	38,792	39,835	(3,886)	40,738	(903)	-2.27%
Schools	29,029	23,004	(1,235)	23,068	(64)	-0.28%
Resources	6,456	7,190	(747)	7,146	44	0.61%
Central Activities	21,317	18,316	1,709	17,419	897	4.90%
Total	167,140	160,920	(4,155)	166,419	(5,499)	-3.42%

1.2.3 In light of the forecast overspend position, Cabinet have requested that the Chief Executive and his Management Team prepare a budget recovery plan for consideration by Cabinet.

1.3 Capital

1.3.1 Actual expenditure on the Capital budget and committed expenditure is £23.44m which represents 40.5% of the full year revised budget, it includes approved and required virements.

1.4 Efficiency savings

1.4.1 Revenue savings of £10.004m were agreed as part of the 2016/17 budget and there were also £51k and £2.814m of savings brought forward from 2014/15 and 2015/16 respectively. A number of savings originally included within HTR have been resolved through the allocation of additional resources as they are not achievable. This has removed £725k from the savings target. The revised total savings for 2016/17 is £12.139m, these are in the base budget and need to be delivered. Achievement of the savings to the end of September amount to £7.798m representing 64% of the total to be found in the year.

1.5 Reserves

1.5.1 The revenue reserves held at the beginning of the year totalled £42m, with £10.285m held in the General Reserve. The forecast use of reserves to support the revenue budget during the year is £6.753m. Unless the agreed budget savings are delivered a further draw on the general reserve will be required, this is currently projected at £5.184m.

2. Revenue Forecast

2.1 The table below provides the revised projected forecast to the 30th September 2016.

Forecast Outturn and Undelivered Savings as at 30th September 2016

Service Area	Net Budget	Forecast Spend	Variance (Over) / Under spend	Total Unachieved Savings as at 30th September 2016	Of which Unachieved savings 15/16 bfwf	Service Under/(Over) spend excl. unachieved savings
		£'000	£'000	£'000	£'000	£'000
People						
Adult & Commissioning	55,457	60,622	(5,165)	(1,318)	(868)	(3,847)
Children Services	16,259	16,578	(319)	(276)	(105)	(43)
Housing General Fund	859	848	11	0	0	11
Place						
Leisure & Recreation	11,867	11,819	48	(150)	0	198
Regeneration, Property & Commissioning	7,503	7,343	160	(23)	(14)	183
Highways, Transport & Recycling	20,465	21,576	(1,111)	(1,015)	(151)	(96)

Schools						
Schools Service	23,004	23,068	(64)	(276)	(158)	212
Resources						
Professional Services	1,018	1,015	3	(141)	(78)	144
Information Services	188	244	(56)	(176)	(68)	120
Business Services	1,813	1,767	46	(148)	(117)	194
Chief Executive	4,171	4,120	51	(123)	0	174
Service Area Totals	142,604	149,000	(6,396)	(3,646)	(1,559)	(2,750)
Central Activities	18,316	17,419	897	(300)	(250)	1,197
Total	160,920	166,419	(5,499)	(3,946)	(1,809)	(1,553)
Housing Revenue Account (HRA)	0	-180	180	0	0	180
Schools Delegated	76,198	75936	262	(190)	0	452
Total including HRA	237,118	242,175	(5,057)	(4,136)	(1,809)	(921)

2.2 The forecast over or underspends in the table above are projected against the approved working budget, the 'working budget' includes budgeted transfers to or from reserves. The forecast is therefore in addition to the budgeted requirement on reserves.

2.3 The revenue outturn performance indicator target is to be within 0.5% of net budget. The forecast outturn for the year excluding Schools delegated and the HRA is a net overspend of £5.499m or 3.3% of the working budget. The table summarises the variance between undelivered savings and service provision variance. Service areas are projecting £2.750m overspend in terms of service performance.

2.4 People Directorate

Net Working Budget: £ 72,575k

Net Forecast Expenditure: £ 78,048k

Variance (Over)/Under Spend: £ (5,473)k

2.4.1 The Adult Social Care forecast outturn for 2016/17 is currently projected at an overspend of £5.165m. This includes the brought forward and current year savings of £1.318m yet to be achieved, and additional savings projects being implemented to help bridge the shortfall, totalling, £750k. If the new savings opportunities are realised in full, together with the achievement of £373k 'Third Party' savings and the additional funding provided corporately to meet the £260k external pressures for the National Living Wage (NLW), then the forecast outturn would reduce to £3.782m.

2.4.2 Older People are forecasting an overspend of £4.049m. Residential Nursing care is forecast to overspend by £404k, this is due to an increase in demand, and a reduction in income, due to revised charging as a result of the Social Services and Well-being Act, along with a reduction in the Intermediate Care Welsh Government Grant.

2.4.3 Home care Independent sector costs are showing an increase in cost of £3.133m compared with 15/16. This has been adjusted to reflect trends between planned and delivered hours of care, reducing the projected overspend in this area to

£2.355m. This is due to a combination of an increase in demand, change of 15/20 minute calls to 30 minutes, reduction of in-house service being picked up by the independent sector and the impact of the National Living Wage. This is in addition to the £520k pressure already identified in previous reports relating to the transfer of staff from the failed provider to in-house provision, however, this has improved from 2015/16 by £200k, mainly due to transfer of hours to the independent sector.

- 2.4.4 Day Centres are projecting an overspend of £729k due to unachieved savings of £695k and there are unachieved savings of £250k relating to Shared Care.
- 2.4.5 The Learning Disabilities service area is forecasting an outturn overspend of £1.107m, mainly due to an increase in demand and complexity of need for residential nursing, resulting in a forecast overspend of £1.215m.
- 2.4.6 Mental Health services are forecasting an overspend of £225k to the year end due to the increased cost of residential and nursing care due to new placements, this is offset in part by staff slippage.
- 2.4.7 The forecast outturn does not allow for any future demography, nor any future contract uplifts agreed with the independent sector, including some of the Care Home fee uplifts agreed by Cabinet in September 2013 for the Care Homes still to undergo the 'Open Book' exercise.
- 2.4.8 **Children's services** forecast an overspend of £318k, mainly due to undelivered savings opportunities.
- 2.4.9 The Looked After Children (LAC) service area is forecasting an overspend of £343k, due to additional residential placements. The potential increase in Looked after Children (LAC) is a risk and difficult to predict due to the increase in demand and complexity of user needs. During September costs increased by £1,400 per week, due to a placement breaking down and the need to ensure a safe environment for the child, this will be reviewed. A work stream has commenced to look at the possibility of bringing back to Powys six placements of children from Residential to Foster Care which will provide a better outcome for the child and assist in reducing the overspend.
- 2.5 There is a projected underspend on staffing due to staff vacancies/slippage, owing to recruitment issues and staff turnover. This does not consist of permanent vacancies in any one team, but due to natural turnover of workforce. In addition given the geography of Powys we are unable to utilise solutions such as supernumery posts to manage staff turnover and prevent underspend, but in some instances agency staff have been utilised to bridge the gap in order to meet the statutory requirements of the service.
 - 2.5.1 Forecast underspends within the service area relate to, Preventative Work £22k and Leaving Care £50k. Again a difficult area to predict due to the nature of the service and the necessity to react to the needs of service users.
 - 2.5.2 There is a projected overspend of £67k relating to the Integrated Family Support Team Welsh Government Grant, due to the reduction in grant from the grant body and service allocation from the Revenue Support Grant.
 - 2.5.3 **Housing General Fund (HGF)** is forecast to be £10k under spent at year end, due to the additional income for Fire Risk Assessments in Private Sector Housing in the region of £15k. These additional monies have been used to offset the outstanding 15/16 efficiency target relating to a staff restructure and third party opportunities.

2.6 Place Directorate

Net Working Budget:	£ 39,835k
Net Forecast Expenditure:	£ 40,738k
Variance (Over)/Under Spend:	£ (903)k

- 2.6.1 The forecast outturn for Place, is an over spend of £903k a reduction of £139k on the £1,042k reported at the end of July. The over spend is mainly due to savings that are unachieved at this point in the year.
- 2.6.2 Regeneration, Property and Commissioning** are reporting an underspend of £160k to the year end, twice the level of underspend predicted at the end of July.
- 2.6.3 An over spend of £317k is reported on the Building Design Team, this has previously been highlighted as not achievable. Statutory Testing is forecast to be underspent by £130k as a result of the variable nature of the fixed electrical testing as well as underspends on staffing.
- 2.6.4 Building Control and Development Management are both forecasting significant underspends of £92k and £146k respectively due to an increase in income achieved at this point in the year against profiled budget.
- 2.6.5 Regeneration and Property Management are forecasting underspends of £48k and £50k respectively, due to staffing and the reduced bad debt provision in respect of Community Halls.
- 2.6.6 Highways, Transport and Recycling** are reporting a forecast outturn over spend of £804k, the majority of which relates to savings forecast not to be achieved at this point in the year, totalling £705k. This is an increase of £20k compared to the forecast at the end of July.
- 2.6.7 A forecast unachieved saving of £189k in relation to the Logistics project. Savings have now been achieved through the re-routing of the gritter rounds and the move to hire all gritter's. There are no savings attributable to the optimisation of waste rounds and the remainder of the saving is forecast as unachieved. This project will not achieve the full £250k required in this financial year.
- 2.6.8 Detailed analysis of trade waste customers has now been carried out and a reduction in the customer base has been identified. Therefore it will not be possible to achieve existing income targets and the service is looking to reduce costs to mitigate this loss of revenue.
- 2.6.9 Savings attributed to Waste Contracts of £175k are forecast to be unachieved, the contract is currently being completed and will be backdated to April 2016 when implemented, it is not envisaged that there will be a problem achieving this saving as long as all legal documentation is completed before the end of the financial year.

- 2.7 An unachieved saving of £121k was carried forward from 2015-16 for Waste Collections. This should be achieved through reductions in fleet costs, this is forecast as unachieved currently as no savings have been achieved to date.
- 2.7.1 The saving in relation to permit charging of £30k will not be fully achieved due to the delay in implementation. The shortfall is currently being covered by the additional car park income as a result of the price increases.
- 2.7.2 A virement is required to reduce the costs and income associated with the trunk road inspectors who have now transferred by TUPE into the NMWTRA, this is of no cost to the authority as we were previously only reimbursed on a cost basis by NMWTRA.
- 2.7.3 Leisure and Recreation** are forecasting an outturn underspend of £48k as at the end of September.
- 2.7.4 The majority of savings have been achieved in this area except for the £150k remodelling of the Youth Service, however, the forecast assumes that this will be achieved by year end.
- 2.7.5 There are small underspends forecast in Recreation and Countryside, Museum and Archives of £11k, 14k and 12k respectively. Due to reductions in grant support, direct funding of playground equipment and the amount of land managed, including the impact of the grounds maintenance contract.
- 2.7.6 A forecast outturn over spend of £307k is reported at the end of September within the Directors budget. The 'Third Party Spend' saving for the whole of the Place Directorate sit's within this area and is forecast not to be achieved. However, there is the opportunity to achieve £114k against identified projects that are in progress in this financial year. If they are successful, a full year saving against these projects would be £300k, but due to timing issues this will not all be achieved in the current financial year. This matter is also currently being considered by the Commissioning and Procurement Board.

2.8 Schools Service (excluding Schools Delegated)

Net Working Budget:	£23,004k
Net Forecast Expenditure:	£23,068k
Variance (Over)/Under Spend:	£ (64)k

- 2.8.1 The Schools service are forecasting an overspend of £64k to the year end as at the end of September.
- 2.8.2 The projected outturn for School Improvement is an underspend of £18k due to staff slippage and vacant posts within Peripatetic Welsh Language Service, Schools Improvement team and Early Years. Along with a reduction in the required match funding for the Education Improvement Grant (EIG) and Pupil Deprivation grants due to a 4.75% reduction in grant received for 2016/17.
- 2.8.3 School Operational Costs is forecasting an overspend of £506k, a small increase of £35k from that reported at the end of July;
- 2.8.4 The projected outturn position for Home to school/college transport has increased by £44k to a £515k overspend at the end of September. The increase is due to

the net effect of new and existing routes. A piece of work is currently being undertaken to review the transport spend by the School Transport Project officer and these findings will be reported back once the work has been completed. The work has commenced around Special Educational Needs (SEN) routes where the most volatility occurs.

- 2.8.5 Structural repairs and maintenance is forecasting a £70k overspend this month due to a £55k rates charge in relation to the new build at Ysgol Dafydd Llwyd. This will be built into the funding delegated to the school in 2017/18 as part of the funding formula. The remaining overspend is in relation to professional fees totalling £15k.
- 2.8.6 Severance pay is forecast to be overspent by £9k with the impact of the recently offered voluntary severance scheme yet to be quantified.
- 2.8.7 There is a projected underspend of £88k within Central Support Services, an increase from the previously reported £84k, due to reduced costs of renewals for information technology licenses and subscriptions. There are also increased underspends on staffing and travel due to a delay in the recruitment to vacant posts in the Clerking service.
- 2.8.8 The projected underspend for the Schools Pupil Inclusion budget is £102k. The improved position is mainly due to Independent Out of County now forecasting a balanced budget. Uncommitted budget from Additional Learning Needs (ALN) resources panel and surplus budget from Inter-authority recoupment partly due to additional placements, has been utilised to support this area.
- 2.8.9 Savings equating to £103k are still to be found, but it is anticipated that these will, in part be achieved during the last quarter of the year, the Senior Manager for ALN is currently taking proposals forward for implementation.
- 2.9 The pupil referral service is currently forecasting an underspend of £80k due to staff slippage, along with other areas within Pupil Inclusion, with a revision of hours for the Behaviour Support Manager, staff slippage over the summer and a vacant post expected to be held until the end of the Autumn term.
- 2.9.1 **Schools Central (delegated).** This area includes two budget provisions held for formula funding in relation to contingency and class size protection funding in the Primary sector and other centrally held provision. Following completion of the summer term, a review has been undertaken to assess the budget requirements for the remainder of the year for both areas. Following the review, there is a reduction in the commitments expected against these budget areas, the forecast now projects an underspend of £315k. There is an outstanding saving of £15k that was put forward by the Service as part of the medium term financial strategy in relation to an income target.
- 2.9.2 This budget area includes ALN monies of £4.5 million. This budget is forecast to be fully utilised during the financial year. This money supports the ALN resources panel and statutory panels. Uncommitted funds have been vired to support the independent out of county budget which was previously forecasting an overspend due to additional placements. This virement reduces the budget held for future panels, and may be required to support further out of county placements.

3 Resources Directorate

Net Working Budget: £ 7,190k

Net Forecast Expenditure: £ 7,146k

Variance (Over)/Under Spend: £ 44k

- 3.1 The resources directorate which includes Professional, Information and Business Services along with the Chief Executive budget have a forecast underspend to year end of £44k as at the end of September compared to a forecast £3k overspend at the end of July.
- 3.2 Business Services, Chief Executives and Professional Services are expected to achieve underspends of £46k, £51k and £3k respectively. These are offset by a projected overspend of £56k in Information Services, due to savings targets yet to be achieved, a plan for which should be identified by the end of this quarter.
- 3.3 Communications have achieved savings in respect of a review of the Executive, a reduction in the events budget and through the removal of communications staff from the emergency rota. The forecast outturn is an underspend of £18k.
- 3.4 Forecast use of reserves for this area as at the end of September equates to £747k and are mainly in relation to Business Intelligence, Job Evaluation and the additional costs of the childcare line provided by Carmarthen County Council.
- 3.5 There is a small budget saving within the members budget due to an unfilled cabinet post and anticipated underspend on members entitlements resulting in a projected underspend of £23k. Corporate Legal and Democratic Services are also predicting an underspend of £73k, in relation to staffing.
- 3.6 Reorganisation and service re-design work within Employment Services, Access to Services and Income and Awards, have enabled savings targets to be achieved, resulting in forecast underspends of £3k, £15k and £7k respectively.

4 Central Activities

Net Working Budget: £ 18,316k

Net Forecast Expenditure: £ 17,419k

Variance (Over)/Under Spend: £ 897k

- 4.1 An underspend of £897k is forecast at the year end, excluding the Council Tax surplus, forecast to be £313k at present. The remaining underspend mainly relates to Capital charges, due to an increase in the valuation of assets under construction and the Community Delivery Project which is forecast to underspend by £60k based on current activity.

5 Schools Delegated

- 5.1 The individual Schools Delegated budgets are forecasting a net £262k underspend against the planned budget at year end. The figures from the High Schools and the All Through School have been incorporated where available, in accordance with the Scheme for Financing Schools.
- 5.2 The budgeted and forecast use of Schools Reserves is shown in the table below, with Schools budgeting to use £2.209m of their reserves. However, the current forecasted information projects a £1.947m (£2.209m-£262k from table below) forecast use of reserves.

School Deficit / Surplus	Opening Balance	Budgeted Contribution/ (Use)	Forecast Underspend/ (Overspend)	Projected Closing Balance
	£'000	£'000	£'000	£'000
Total Deficits	(940)	(224)	(70)	6
Total Surplus	3,809	(2,350)	(2,139)	256
Total Balance	2,869	(2,574)	(2,209)	262

5.3 This is analysed into the different categories of schools as follows:-

Type of School	Opening Balance	Budgeted Contribution/ (Use)	Forecast Underspend/ (Overspend)	Forecast Closing Balance
	£'000	£'000	£'000	£'000
Primary	2,556	(1,465)	(1,008)	265
Special	(164)	(218)	(241)	79
Secondary	476	(891)	(960)	(82)
Total	2,869	(2,574)	(2,209)	262

5.4 The table below shows the breakdown of schools in deficit and surplus positions:-

Type of School	Number of Schools Projected to be in Deficit at 31 March 17	Cabinet Position	Cumulative forecasted deficit	Cumulative forecasted surpluses	Total	Deficit to surplus
			£000	£000	£000	%
Primary	31 of 83	19 of 83	(426)	2,237	1,811	(19%)
Special	2 of 3	1 of 12	(399)	74	(325)	(539%)
Secondary	7 of 12	7 of 12	(1032)	467	(565)	(221%)
Total	40	27	(1,857)	2,778	922	(67%)

5.5 The number of deficits projected at the end of March 2017 has increased from 38 to 40, this position will be picked up with individual schools at finance meetings and a review carried out to ensure that all schools are in line with plans submitted to Cabinet.

5.6 The majority of schools forecasting cumulative deficits at the end of 2017/18 have submitted a recovery plan detailing how they plan to address the projected deficit. Schools must also consider the 2018/19 position and plan timely action in order to ensure they have sufficient time to recover any projected deficit. Finance meetings have taken place during September to provide the appropriate support and challenge to ensure schools meet these requirements, as well as reviewing the

current financial year position. A further report will be taken back to Cabinet during November on all school balances.

6 Housing Revenue Account

- 6.1 The Housing Revenue Account is forecast to be £80k underspent at year end.
- 6.2 Cyclical, Voids & Responsive Maintenance at the end of Quarter 2 is forecasting an under spend of £24k. An increase in the maintenance budget of £160k, funded by a reduction in the Grounds Maintenance SLA and changes to the Access to Services (A2S) provision, was required to cover the additional cost of the Heating Programme, after contract retender.
- 6.3 The service has an income target of £22.34m to achieve to be able to run operations, as set in the budget and included in the Business Plan. Based on actual income in week's 1-26, it is forecasting to achieve income of £22.35m, due to Garage rents and Rechargeable works forecasting overachieved income of £56k, however Council House rents are forecasting underachieved income of £50k.

7 Reserves

- 7.1 The total revenue reserves held at 1 April 2016, together with the forecast addition/ (use) of reserves during the year and the projected year end balances at 30th September 2016, are set out in the table below.

Summary	Reserves 01/04/16 Surplus/ (Deficit) £'000	Forecast Addition to/ (Use of) reserves £'000	Projected 31/3/17 Surplus/ (Deficit) £'000
General Fund	10,285	(1,090)	9,195
Projected Overspend		(5,499)	(5,499)
Projected Underspend - Schools Delegated			
Other		315	315
	10,285	(6,274)	4,011
Ringfenced & Specific Reserves			
Budget Management Reserve	3,984	(610)	3,374
Specific Reserves	1,881	(197)	1,684
21st Century Schools Reserve	6,734	(1,692)	5,042
Invest to Save & Corporate Initiatives (inc JE)	8,673	(597)	8,076
Insurance Reserve	1,965	0	1,965
Transport & Equipment Funding Reserve	5,054	(42)	5,012
Sub-Total	28,291	(3,138)	25,153
Schools Delegated Reserves	2,810	(2,213)	597
School Loans & Other Items	(417)	55	(362)
Projected Underspend		262	262
Net School Delegated Reserves	2,393	(1,896)	497
Total Ringfenced & Specific Reserves	30,684	(5,034)	25,650
Housing Revenue Account	1,385	(382)	1,003
Projected Underspend		180	180
	1,385	(202)	1,183

Total Revenue Reserves	42,354	(11,510)	30,844
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- 7.2 The forecast addition to/(use of) reserves includes actuals to date as well as expectations of movement in remainder of year.
- 7.3 Underspends and overspends recorded in the revenue table in section 2.1 have been included in the forecast above. The delivery of savings is essential to reduce the projected overspend. Any overspend will have to be met from the General Fund Reserve and will have a significant impact on the level of the reserves held.
- 7.4 The use of Specific and Ring Fenced Reserves (including the Housing Revenue Account) is significant at £5.236m, however, these reserves have been set aside for planned purposes, including delivery of the Welsh Housing Quality Standard and the 21st Century Schools Programme.
- 7.5 After considering the projected overspend the revised forecast level of General Fund reserves at 31 March 2017 is 1.69% of total net revenue budget. This excludes all specific and ring fenced reserves in the table above.

8. Efficiency Savings

- 8.1 The table below summarises the current position in the delivery of savings required within the budget.

Efficiency / Saving	2014/15	2015/16	2016/17	Total to be Achieved 16/17	Total Achieved to Date	Remainder to find	Achieved
	£'000s	£'000s	£'000s	£'000s	£'000s	£'000s	%
Place							
Highways Transport & Recycling	0	400	1,283	1,682	951	732	57%
Regeneration, Property & Commissioning	0	14	528	542	341	201	63%
Leisure & Recreation	0	52	438	491	341	150	69%
Place	0	398	0	398	89	310	22%
Place	0	864	2,249	3,113	1,720	1,393	55%
Schools							
Schools	51	158	1,846	2,055	1,589	466	77%
Schools	51	158	1,846	2,055	1,589	466	77%
People							
Adult	0	868	450	1,318	0	1,318	0%
Children Services	0	105	511	616	339	276	55%
Housing	0	7	0	7	7	0	100%
People	0	979	961	1,940	346	1,594	18%
Chief Executives							
Chief Executives	0	1	183	184	130	54	71%
Legal	0	0	251	251	182	69	73%
Chief Executives	0	1	434	434	311	123	72%

Resources							
Business Services	0	117	531	648	500	148	77%
Information Services	0	68	143	210	34	176	16%
Professional Services	0	78	180	258	117	141	45%
Corporate Activities	0	269	3,211	3,480	3,180	300	91%
Resources	0	532	4,064	4,596	3,831	765	83%
Grand Total	51	2,534	9,554	12,139	7,798	4,341	64%

8.2 Savings of £7.798m have been achieved to date representing 64% of the total required. The savings achieved for each of the financial years are as follows: 2014/15 - £51k; 2015/16 - £402k and 2016/17 - £7.345m. This leaves £4.341m yet to be achieved. The savings are depicted graphically in Appendices 1, 2 and 3 attached. A number of savings originally included within HTR have been resolved through the allocation of additional resources as they are not achievable. This has removed £725k from the savings target.

8.3 A prudent approach is adopted and only when savings are delivered are they built into the projections as achieved.

9. Capital Programme

9.1 The revised Capital programme after virements approved is £57.872m as at 30th September.

9.2 Actual and committed spend is £23.439m (July £16.3m) which represents 40% of the working budget. The table below summarises the position for each directorate.

Service	Original Budget 2015/16	Virements Approved	Virements Required by Cabinet	Virements Required by Council	Revised Working Budget 2016/17 as at 30 th Sept 2016 (after virements approved and required)	Actuals & Commitments	Remaining Budget	
	£,000	£,000	£,000	£,000	£,000	£,000	£,000	%
People								
Adult Services & Commissioning	443	568	0	0	1,011	50	961	95.1%
Childrens Services	0	0	0	0	0	0	0	
Housing	1,948	617	0	0	2,565	1,368	1,197	46.7%
Schools and Inclusion	4,872	2,500	0	0	7,372	1,441	5,931	80.5%
Chief Executive	0	98	0	0	98	-20	118	120.4%
Resources								
Business Services	87	445	0	0	532	137	395	74.2%
Professional Services	532	-126	-171	0	235	0	235	100.0%

Information Services	820	319	0	0	1,139	722	417	36.6%
Place								
Highways, Transport & Recycling	7,696	4,420	-732	700	12,084	4,131	7,953	65.8%
Leisure & Recreation	8,445	1,396	-117	0	9,724	2,103	7,621	78.4%
Regeneration, Property & Commissioning	4,284	459	0	0	4,743	236	4,507	95.0%
Total Capital	29,127	10,696	-1,020	700	39,503	10,168	29,335	74.3%
Housing Revenue Account	18,550	447	-200	0	18,797	13,271	5,526	29.4%
TOTAL	47,677	11,143	-1,220	700	58,300	23,439	34,861	59.8%

9.3 There were £1,020k of virements proposed for approval in September 2016 and £752k of Capital grants received as follows:-.

**CAPITAL PROGRAMME - VIREMENTS REQUIRED AS AT 30th
SEPTEMBER 2016**

**Amount
£000**

Highways Transport and Recycling

It is recommended to include £428k for the purchase of 2 jet patchers. This will enable the savings under Highways, transport and recycling to be achieved in 17/18 and onwards. These will be funded from the invest to save reserve.

428

Kerry Flood Alleviation Scheme is substantially complete apart from some final as built drawings. It is recommend returning 15% (£25.5) of the current budget which will not be needed, to Corporate. The balance would have been a grant from Welsh Government (WG) and this will be removed. The grant has not been claimed from WG.

-170

The outstanding objection and ongoing WG determination on the Talgarth Phase 2 Flood Alleviation means that scheme completion in this year is unrealistic. Should the WG conclude that the project may progress then it could be possible to deliver an element of the works so it is recommended that £150k is left in this year but the £450k balance of the budget be rolled forward.

-450

Funding for Welshpool Phase 3 Flood Alleviation Scheme has been approved by Powys but application has not yet been made to WG for their part of the funding. In the event that the application is successful then advance design could be carried out in this financial year but construction would be in 2017/18. Recommend rolling forward £120k of the budget to next year.

-120

Funding for Phase 3 of the Talgarth Flood Alleviation Scheme has also been approved by Powys. Application for WG funding is being progressed at present. Project appraisal and advance design could be carried out in this financial year but construction would not be until 17/18. Recommend rolling forward £160k of the budget to next year.

-160

Llandrindod Wells Household Waste Recycling Centre - Welsh Water are assessing the foul sewer system in the area to ensure that there is sufficient capacity to cater for runoff from the site. This exercise will not be completed until February 2017 which means that construction of the site will not commence until at least April when the results are known. Recommend rolling forward £400k of the budget into next financial year.

-400

Part 1 Claims for compensation with regard to the Tesco development at Llandrindod Wells. Although the statutory time frame for the submission of new claims ended in December 2015, there are still a number of outstanding claims that our legal department do not consider valid. Recommend returning the budget to corporate with the proviso that, if the claims have to be paid eventually, the budget will be reinstated. This budget was funded from capital receipts.

-225

The final costs of the Rhayader Transfer Station have now been agreed. Due to additional costs including a land purchase the final figure is £194k more than the budget. This virement transfers the budget from the Newtown Bulking Station project in 2017/18, where the funding was transferred in 2015/16.

194

Leisure and Recreation

The revised estimate for the Archives Project is now £117k less than the approved budget. It is proposed to reduce budget in 2016/17 by this amount, with the proviso that is anything unexpected occurs the budget will be reinstated. The project is financed from Prudential Borrowing.

-117

-1,020

Grants Accepted as at 30 Sept 2016

Leisure and Recreation

Grants to provide funding for the purchase of a Silver Chalice

11

11

Housing

2016 Enable Housing Revenue Account Grant (Award to Local Authority delivery of adaptations in relation to ENABLE - Support for independent living)

123

2016 Enable Private Sector Housing Grant (Award to Local Authority delivery of adaptations in relation to ENABLE - Support for independent living)

41

164

Adult Services & Commissioning

Intermediate Care Fund Equipment (Large Items) Grant

50

Intermediate Care Grant Community Equipment Store

15

Substance Misuse Action Fund Dolanog House Lease

436

Housing

Intermediate Care Grant - Adaptations at various locations

77

77

752

9.4 PLACE

- 9.4.1 A spend of £6.470m (July 4.670m) against a total budget of £26.123m (July £27.478m) is reported at the end of September 2016, 75% (July 83%) of the capital budget remains unspent at the end of September.

9.5 RESOURCES

- 9.5.1 The Access to Services capital programme has a budget of £115k for the Channel Shift project brought forward from 15/16. The Cashless System has a revised budget of £417k for this financial year to continue the roll out. Capital spend plus commitments to date over the 2 projects equates to £137k.
- 9.5.2 The ICT programme includes a number of ongoing projects; Voice and UC, server infrastructure and desktop ICT refresh. As at the end of September actuals plus commitments equate to £722k.
- 9.5.3 The only capital scheme within Democratic Services relates to the Audio/Visual system. It is not complete as the system had some major issues that required it to be shipped back to the manufacturers. The monies therefore were rolled forward into this financial year.

9.6 SCHOOLS

- 9.6.1 Actual Expenditure represents 19.5% of total budget as at the 30th September, the capital programme for Schools consists of:-
- 9.6.2 Major improvement programme has 56 schemes in 2016/17, including schemes carried forward from 2015/16. There are 6 schemes at the design stage, 3 are out to tender, 25 are under construction and 22 schemes have been handed over to the end user. Any uncommitted funding within projects will be reallocated back to the programme contingency to cover for emergencies, unforeseeable and legislative requirements and budget fluctuations over the course of the year and to ensure school service continuity.
- 9.6.3 21st Century schools has 6 programmes of which each are at varying levels of progress:-

9.6.3.1 The Gwernyfed Catchment Primary schools

Welsh Government approved the outline business case on 29/9/2015 to build 5 new schools within one procurement. A procurement exercise was held, and the contract awarded to Wilmott Dixon. Officers have been working closely with the contractor and the schools to agree the designs - all five schools have welcomed the designs, 2 out of the 5 plans have been given planning permission with the remaining 3 going to the BBNP Planning meeting on the 15th November. The design for Hay CP School includes maintaining the swimming pool and officers are in discussion with the school about a Community Asset Transfer.

Following consultation and statutory objection period, Cabinet have approved the closure of Talgarth and Bronllys – work has started to establish the shadow governing body. Planning Permission has been granted for the Clyro School while the others are still outstanding.

9.6.3.2 Ysgol Dafydd Llwyd

School has now been officially opened and all remaining works are nearly completed.

9.6.3.3 Beacons Campus

Outline Business Case (OBC) was approved by WG on 5th October, and work has started to go out to tender to appoint a contractor to start the detailed design work. Also approved was the refurbishment work to Gwernyfed HS which will now form a new project.

9.6.3.4 Welshpool

Current preferred option: 2 new schools (one English medium, one Welsh medium). Total project cost: £13m. PCC contribution: £8.5m. SOC has been approved by WG. Work is now progressing on the OBC and formal consultation is planned for September. It is planned to submit the OBC in September.

9.6.3.5 Ysgol Bro Hyddgen

Work on joint SOC/OBC underway, due for completion during October. Dates for project completion and spend profile will be identified as part of the SOC process.

9.6.3.6 Ysgol Glantwymyn/Carno

Discussion have now been held with Carno about the possibility of including the Community Group's plans to build a new school within a 'Federation' Business Justification Case (BJC) to run concurrently with the improvements to Glantwymyn. WG officers have indicated that they would need to see Carno coming out of condition D before this could be considered. WG have confirmed that this is acceptable to use third party funding as 50% match funding. It has been agreed with the Carno Community Group that the BJC will be re-drafted and sent to WG for their informal comments in the first place. The original plans for improvements at Glantwymyn need to be reconsidered in light of discussions with the Headteacher. As a consequence of the inclusion of Carno and expanded plans for Glantwymyn, costs for the scheme may escalate. Officers are currently working on the costs.

9.7 PEOPLE

9.7.1 The 2016/17 capital allocation for Adult Services relates to the following projects:

£443k Mobile working and transformation

£67k rolled forward re Home Care call monitoring system and Castell y Dial electrics

To date there has been no capital spend or commitments made. A virement is being completed to roll forward Castell y Dial until service redesigned.

9.7.2 Powys has been allocated £500k Welsh Government (WG) Intermediate Care Funding 2 (ICF2) for 2016/17, of which £65k has been given to the Council for a Community Equipment Store. Approval for this funding has only recently been

given therefore to date there has been no actual spend only commitments of £50k to date. It is assumed all underspends would be reclaimed by WG.

9.8 HOUSING REVENUE ACCOUNT

- 9.8.1 The Housing Revenue Account (HRA) Capital budget is for the Capital Programme of the Housing Stock, which is funded by £3.71m Major Repairs Allowance from Welsh Government (WG), Housing reserves, receipts & prudential borrowing.
- 9.8.2 Housing Revenue Account (HRA) Capital includes the Welsh Housing Quality Standards (WHQS) plan of £15.21m for 2016/17 as set at budget time, to enable the council to achieve WHQS by March 2018. Actuals and commitments to the end of September are £12.8m.
- 9.8.3 Other capital works total £3.59m, only £469k has been spent and committed to the end of quarter 2 September leaving just under 87% of the budget to be utilised. As agreed at the Service Management meeting the £0.2m previously allocated for IT mobile working has been requested to be rolled forward in to 2017/18, a budget virement has been completed and will be presented at council to be agreed.
- 9.8.4 The Housing General Fund (HGF), capital budget is £603k, £200k budget funded from prudential borrowing to search for a new Gypsy site in Machyllneth, of which £44k has been spent and committed. In addition, £100k funded from capital receipts, has been allocated to search for a new Gypsy site in Welshpool. A Welsh Government (WG) grant of £304k has been awarded to complete the two outstanding pitches on Kings Meadow by end of this financial year, as a need was identified from the Gypsy Traveller Accommodation Assessment (GTAA) in accordance with Part 3 sections 103 and 104 of the Housing (Wales) Act 2014. Once planning permission for Machyllneth is granted a bid for Welsh Government Grant will be submitted with a view for work to begin in 2017/18.
- 9.8.5 The Private Sector Housing budget is £1.961m. Actuals and commitments to date are £1.324m. Schemes included are; Safe Warm and Secure (SWS), Landlord loans, Co2 Emissions and Disabled Adaptations in general properties non HRA.

10. Issues affecting the Forecasts

- 10.1 Eprocurement, ROCC and any other feeder systems, need to be maintained and administered following the correct procedures and processes, in a timely manner to ensure data used for forecasting is as accurate as possible. There are also delays in timesheet entry and invoicing in some areas.
- 10.2 Since the commencement of the 'corporately agreed agency framework', the use of the commitment system, eProcurement, has not been utilised, so the forecast for agency staff could contain errors and there is a risk of it being understated in the forecast outturn.
- 10.3 There are a number of budget areas, such as Additional Learning Needs (ALN) and Looked After Children (LAC) where there is an increase in demand and complexity of service user needs. It is therefore extremely difficult to predict spend accurately in such volatile budget areas.
- 10.4 Income levels can be difficult to predict if based on demand for services or arrangements with a third party, which can be open to challenge. Therefore, there

is an inherent risk that income built into the forecast may not be realised. However, forecasts have, where possible, been based on previous trends where more accurate information is not available.

10.5 We must ensure that all spend is coded correctly, especially in relation to grant monies, and any errors identified and corrected as soon as possible during the year, to ensure maximisation of resources and accuracy of accounting records.

10.6 It is difficult to predict the impact on forecast, of services which are in the process of being transferred to external providers either through a Joint Venture, Community Transfer or other Shared Service agreements.

11 **Options Considered/Available**

No alternative options are considered appropriate as a result of this report.

12 **Preferred Choice and Reasons**

None to consider.

13 **Sustainability and Environmental Issues/Equalities/Crime and Disorder, Welsh Language/Other Policies etc.**

The proper management and control of the Council's finances together with the associated delivery of services will have an impact across all Council services. It is not sustainable to allow service areas to overspend without a plan to address the underlying cause of the overspending.

14 **Children and Young People's Impact Statement - Safeguarding and Wellbeing**

This report presents the financial position for Children's services and forecasts a near balanced budget for the year. The budgets must continue to be monitored to ensure the allocated resources meet service need.

15 **Local Member(s)**

This report relates to all service areas across the whole County.

16. **Other Front Line Services**

This report relates to all service areas across the whole County.

17. **Support Services (Legal, Finance, HR, ICT, BPU)**

This report has no specific impact on support services other than reporting on those service areas financial outturns. Financial Services work closely with all service areas in monitoring financial performance against budgets.

18. **Local Service Board/Partnerships/Stakeholders etc.**

This report presents financial information which will help inform the future medium term financial plan and therefore has implications for any related organisation.

19. **Communications**

This report has no specific communication considerations. Detailed finance reports are presented to Heads of Service, Cabinet and the Audit Committee. These reports are public and are part of a range of statutory and non-statutory financial information documents including the Statement of Accounts.

20. Statutory Officers

The Strategic Director, Resources (Section 151 Officer) notes the overall financial position. It is essential that agreed savings are delivered in order to safeguard the council's financial position. The savings that were not delivered in 2015/16 will need to be delivered in 2016/17 because they remain in the base budget.

If not addressed the projected outturn will have an impact on the council's reserves. It is important to note that there is unlikely to be any one-off adjustments available as in financial year 2015/16 that had a considerable positive impact on the end of year position.

The main area of concern is Adult Services and the Strategic Director People is bringing forward a recovery plan to mitigate the position.

The Monitoring Officer has no specific concerns with this report.

21. 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.

Recommendation:	Reason for Recommendation:
That: <ul style="list-style-type: none">a. the contents of this report are noted by Cabinet; andb. Cabinet supports appropriate action by services to curtail or reduce the reported forecasted service deficits.c. the Capital virements set out in paragraph 9.3 are approved, and those over £500k be submitted to full council for approval.	To monitor the Council's financial performance and ensure that spending remains within approved limits and that the 3% minimum general fund reserve is maintained.

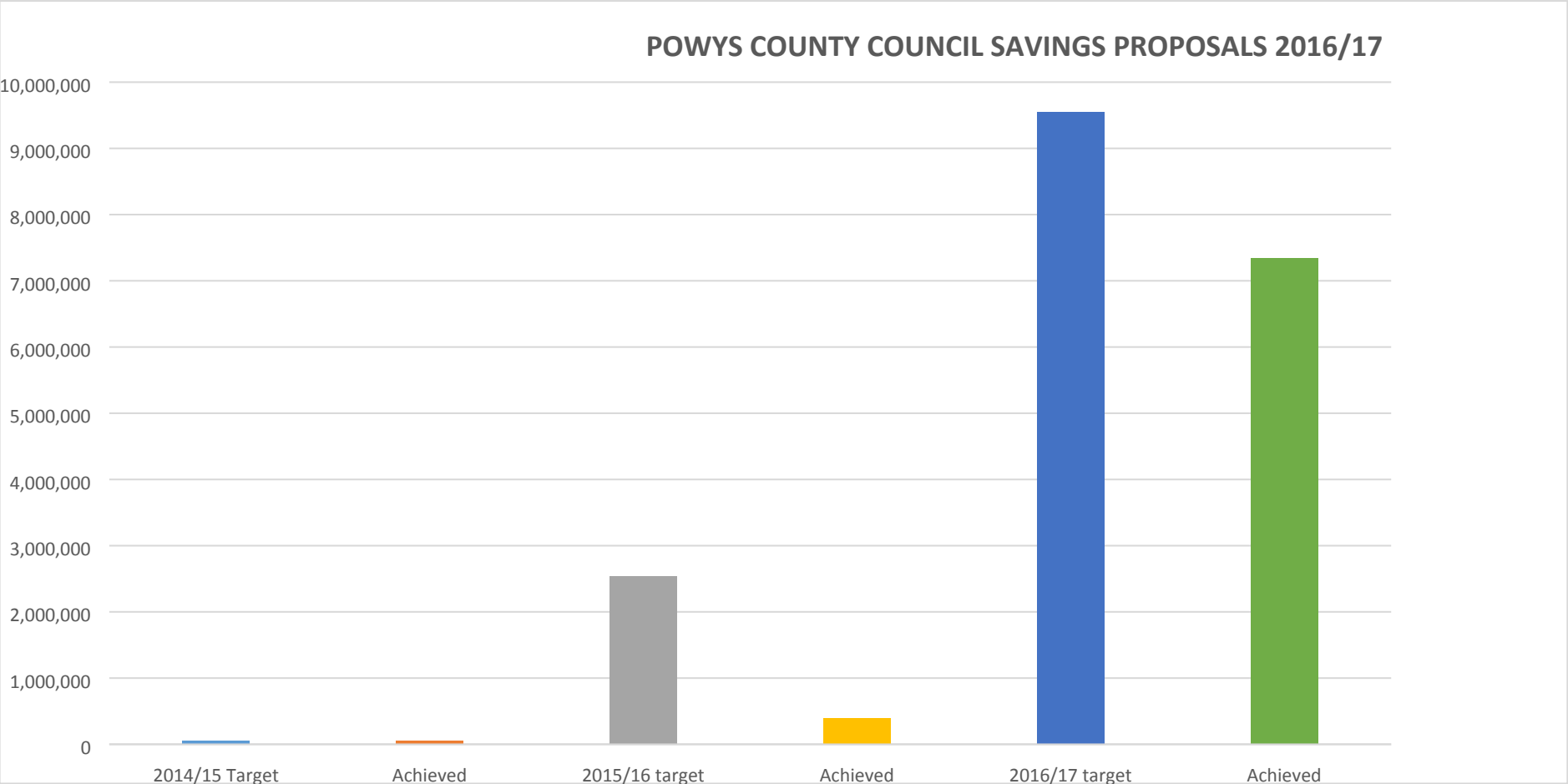
Relevant Policy (ies):	Financial Regulations		
Within Policy:	Yes	Within Budget:	n/a

Relevant Local Member(s):	
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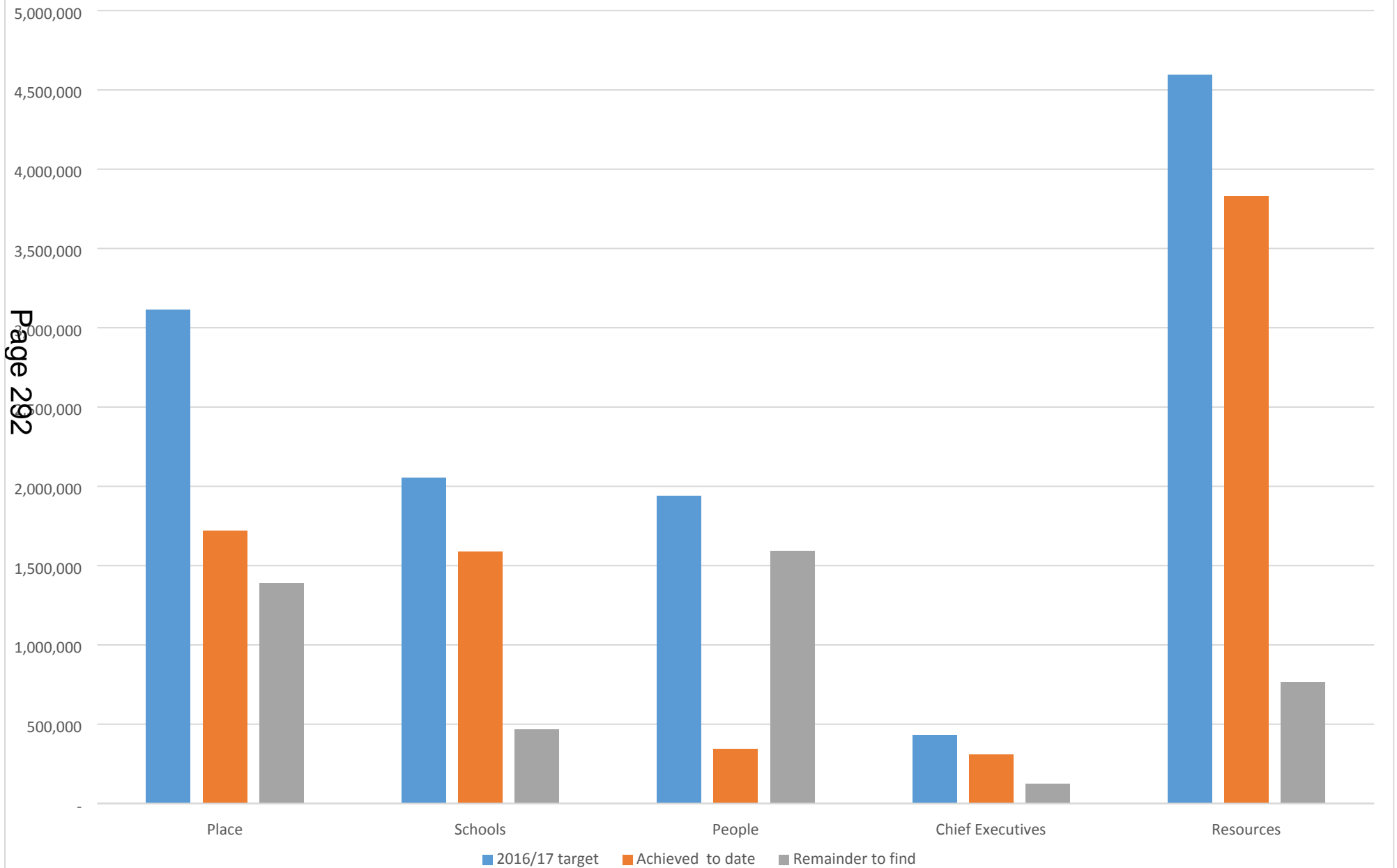
Person(s) To Implement Decision:	Jane Thomas
Date By When Decision To Be Implemented:	

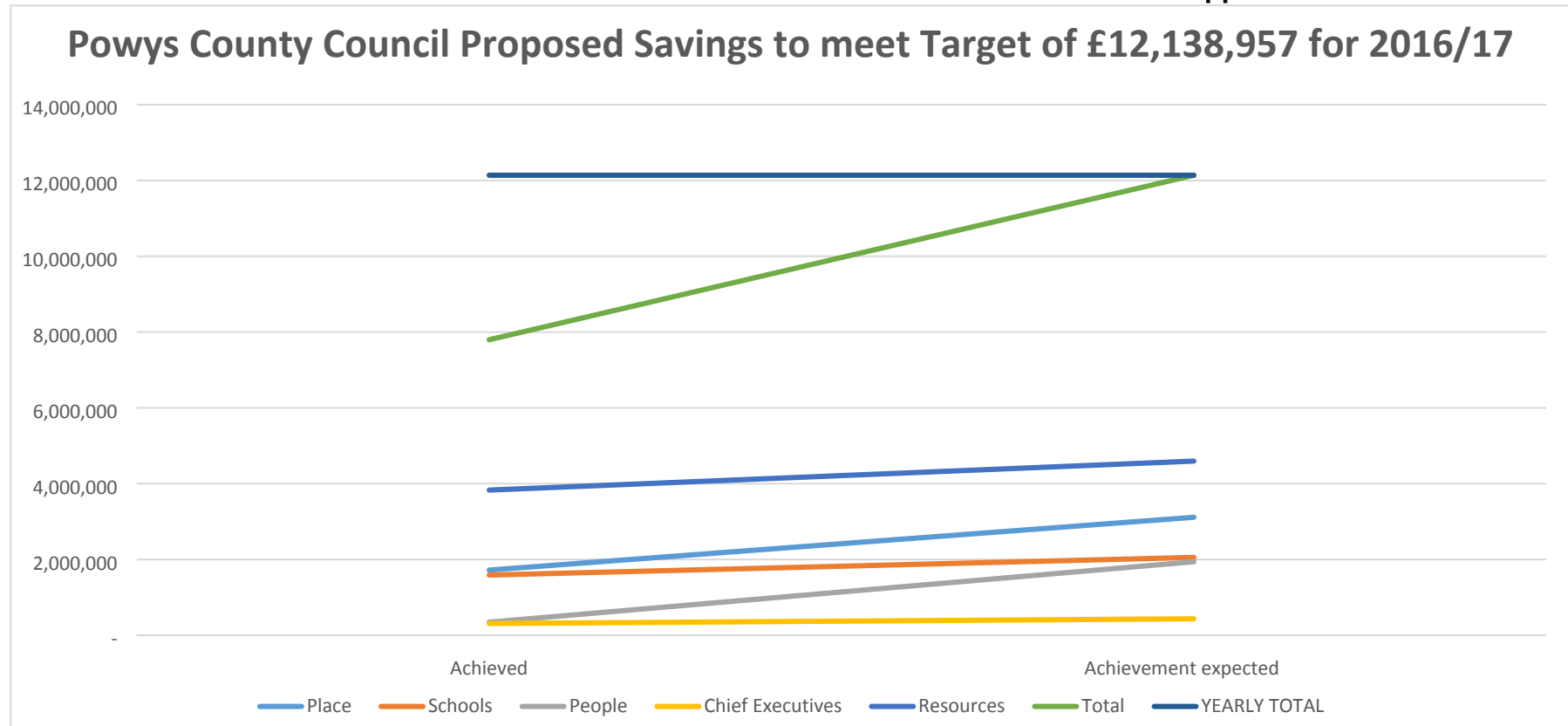
Contact Officer Name	Tel	Fax	E mail
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Jane Thomas	01597- 826341	01597- 826290	jane.thomas@powyscc.gov.uk
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SAVINGS BY DIRECTORATE FOR 2016/17





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CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 22 November 2016

REPORT AUTHOR: County Councillor Avril York
Portfolio Holder for Regeneration

SUBJECT: Workways+ Powys project

REPORT FOR: Decision

1. Summary

- 1.1 The Regeneration service has been developing a European project, namely Workways+ Powys. The purpose of this report is to inform members of the bid's progress and to seek authority to spend it successfully.
- 1.2 The Workways+ Powys project will align with the targeting principles and objectives of the East Wales (2014 - 2020) Programme. It will focus on a specific objective: *To increase the employability of Economically Inactive and Long Term Unemployed people aged 25 and over, who have complex barriers to employment.* This will be achieved by utilising the expertise and experience of stakeholders (such as Prime Cymru) who can best deliver such a service.
- 1.3 The project is designed to address economic inactivity across Powys aligned to Welsh Government policies and local strategies. The project is supported by Powys County Council and the South West & Central Wales Regional Learning & Skills Partnership (RLP SW&CW).

2. Proposal

- 2.1 To inform Cabinet of the developing Workways+ Powys project and the allocation of match funding from the Regeneration Strategy Fund in support of this project. The project will be delivered in partnership with PRIME Cymru, a Prince's Trust charitable organisation, supporting over 50's to return to work.
- 2.2 The Cabinet is asked to note the progress made to date and to support the continuing development of this project, Delegated Approval to spend £321,994 over 3 years as match funding from the Regeneration Strategy budget is also sought.
- 2.3 The first stage of the application process is a document called an Operation Logic Table (OLT). This was submitted to the Welsh European Funding Office (WEFO) on 1st December 2015 and was

approved. The completed business case was submitted on 6th February 2016 and we are now awaiting a decision from WEFO. Indications have been positive and subject to WEFO approval, it is anticipated that the project will commence in early 2017, though consideration must be given to the impact of the Chancellors Autumn Statement and Brexit.

2.4 The aims and objectives of Workways+ Powys align with, complement, and add value to UK mainstream labour market programmes through delivering a single co-ordinated approach to improving employment and employability for individuals as a route out of poverty.

2.5 The project will specifically look to increase the employment rate in Powys for the long term unemployed and long term economically inactive. Although Powys has a relatively high percentage of people in employment (77.3% compared to the Wales figure of 71.1%), 15,000 people in Powys aged 16-64 are economically inactive¹.

2.6 Within the 50-64 age group in Powys, 7,200 individuals are currently classed as economically inactive, which indicates that almost half of Powys' economically inactive population are over the age of 50. As a result, the main focus for this project will be on those for which age is the principal barrier to employment, namely the over 54 age group. Jointly working with PRIME Cymru will be key to this intervention. The project will however not preclude other participants over the age of 25 who experience complex barriers to employment.

2.7 The Workways+ Powys current ***draft*** finances are as follows:

Total project costs:	£643,988
European Funding	£321,994
Regeneration Strategy Funding (Match funding)	£321,994

2.8 Over a 3 year period it anticipated that the following outputs and results will be achieved.

- *Economically Inactive (aged 25 and over) with complex barriers to employment:* 675 people to be supported of which 135 are expected to enter employment and 225 to undertake a work experience placement or volunteering opportunity.
- *Long-term unemployed (aged 25 and over) who have complex barriers to employment:* a further 75 individuals will be supported to find employment, gain a qualification or undertake work experience or volunteering opportunities.

3. One Powys Plan

3.1 Priorities from the Plan that complement this project are:

¹ Nomis – www.nomisweb.co.uk April 2015-March 2016

- *Healthy lives*: Leading a healthy lifestyle is key to physical and mental wellbeing. We need to make sure that all citizens have access to services that will help them to lead healthier lives.
- *Stronger communities*: Bring people together in Powys so they feel that they matter, belong and can contribute to their community.
- *Older people*: Older people will be supported to lead fulfilled lives within their communities.

4. Options Considered/Available

- 4.1 The original proposal developed since February 2016 included the Powys Association of Voluntary Organisations (PAVO) as a joint beneficiary. However, we were informed in August 2016 by PAVO that they were not able to continue their involvement due to resource and financial capacity.
- 4.2 Discussions have also been held with the County Council's Independent Living Team and Skills Academy regarding involvement. The Independent Living Team were not able to proceed due to changes with the delivery of their service. Powys Skills Academy could potentially tender to deliver some aspects of the training.
- 4.3 To develop the Workways+ project in partnership with Prime Cymru (a Prince's Trust initiative) as a joint beneficiary, this will enable a grass roots return to work programme in Powys.

5. Preferred Choice and Reasons

- 5.1 Regeneration Service to continue to progress with the Workways+ Powys in order to maximise the drawdown of European funding before the UK withdrawal from the EU. The preferred option is 4.3 because Prime Cymru has successfully been supporting the over 50's age group to remain economically active for the last 12 years.

6. Sustainability and Environmental Issues/Equalities/Crime and disorder,/Welsh Language/Other Policies etc

- 6.1 The structure of the business plan has required us to address and fully consider the Cross Cutting themes including Equal Opportunities, Welsh Language, Environmental Sustainability and Tackling Poverty.

7. Children and Young People's Impact Statement - Safeguarding and Wellbeing

This is a European initiative targeting people aged over 25 years.

8. Local Member(s)

This will operate on a county-wide basis.

9. Other Front Line Services

This will not have an impact, as the project will be administered by Prime Cymru.

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

The Professional Lead - Legal confirms that the legal service will support and assist where required regarding this project

Finance – The Finance Business Partner notes the contents of the report, this grant requires 50% match funding which will be funded from the Regeneration Strategy monies.

11. Public Service Board/Partnerships/Stakeholders etc

The PSB should be made aware of the project for promotional purposes

12. Corporate Communications

No proactive communication action required.

13. Statutory Officers

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

The Strategic Director Resources (S151 officer) notes the comments made by finance and has received assurance that the match funding is in the base budget.

14. 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.

Recommendation:	Reason for Recommendation:
The Workways + Project be approved.	This project will meet the Council's objectives of "supporting the local economy."
Expenditure of up to £321,994 over 3 years be approved from the Regeneration Strategy Fund.	This will enable match funding to be drawn down from EU sources on a 50% basis supporting 750 local residents to become more economically active.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	
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Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	January 2017

Contact Officer Name:	Tel:	Fax:	Email:
Jenni Thomas	01597 827672		jennit@powys.gov.uk

Background Papers used to prepare Report:

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People Scrutiny Committee

Adult Social Care Scrutiny Group

CSSIW Inspection 2015 – Improvement Objectives

Scrutiny Observations October 2016

Introduction

In March and May 2015 the CSSIW undertook an inspection of Adult Social Services in Powys County Council the report of which was published in August 2015. The report was presented to the Adult Social Care Scrutiny Group on 9th September 2015 and the Scrutiny Observations from that meeting were submitted to the meeting of Powys County Council on 18th September 2015 where the CSSIW report was discussed.

It was agreed that a quarterly report would be presented to Cabinet and People Scrutiny Committee on the monitoring of progress against the improvement priorities. The first report was submitted to Cabinet on 22nd March, 2016, a second report on the 5th July 2016 and this will be the final report.

The Adult Social Care Scrutiny Group has met on the following dates:

- 25th May – Commissioning Strategy for Older People
- 12th July – Powys People Direct Review (No 9) – jointly with Children's Services Scrutiny Group
- 23rd September 2016 – Domiciliary Care and overview of all CSSIW recommendations
- 29th September 2016 – visit to PPD

The meetings are attended by the Heads of Service, Senior Managers and Portfolio Holder for Adult Social Care.

The Adult Social Care Scrutiny Group understands that the CSSIW have written to the Statutory Director of Social Services outlining their current view on progress made against the recommendations and areas that they would wish to follow up on.

The Adult Social Care Scrutiny make the following comments in respect of the twelve original recommendations:

1. The **corporate governance arrangements** for social care commissioning need to be clarified and strengthened in order to effectively challenge and

test the design, planning and delivery of the demanding work programme that Powys is facing.

Corporate governance arrangements have been strengthened but scrutiny have raised concerns regarding the operation of the Commissioning and Procurement Board. The Cabinet has not responded to these concerns to date. In addition it appears that decisions are being made in forums such as the Joint Partnership Board which are not held in public. Whilst it is appreciated that some items would be of necessity discussed in private session it appears that some items of public interest are also decided at this Board (see item 2) and it is recommended that this aspect of governance of joint arrangements should be reconsidered.

2. The **commissioning strategy** for older people must be based on a rigorous analysis of need and demand at community level and include local infrastructure and innovative and collaborative solutions. It should also consider models of best practice used elsewhere.

Scrutiny are aware of much work which has been undertaken in this area and the joint Commissioning Strategy for Older People. The Council's Cabinet made a decision in November 2015 to go out to consultation on the document. Scrutiny then understand that the decision to agree the strategy was made at a meeting of the Joint Partnership Board in June 2016. The Joint Partnership Board is not a meeting conducted in the public domain which makes tracking the decision making process of such issues impossible.

3. The approach to commissioning social care services should make greater use of **service user and carer experiences** and facilitate a wider conversation with its communities about what future service models might look like.

Scrutiny are aware of the service user forums which are in place although it is acknowledged that the level of engagement at these forums varies and consequently in some of these forums there is more work to be done to ensure meaningful engagement. The service also undertake listening and learning exercises ahead of consultations to improve user engagement.

4. Future commissioning and procurement exercises for domiciliary care services should be built on a **market development** and partnership approach. It must robustly test the tender submissions, the capacity and capability of organisations to manage the transition of services and deliver the service specifications.

Scrutiny continue to monitor the activities related to domiciliary care and this will be the case for the foreseeable future.

5. The **knowledge and skill base** for managers in commissioning and the management of contractual relationships needs to be developed through a range of solutions including training and mentoring opportunities.

The service has provided assurance that there has been a full programme of training in commissioning and that new staff are encouraged to undertake the training.

6. The Council needs to strengthen its **relationships** with and oversight of domiciliary care providers operating in Powys, including setting up regular meetings and clear lines of communication with the commissioning managers to address ongoing concerns and queries.

Scrutiny will continue to monitor the activities related to domiciliary care and this will be the case for the foreseeable future.

7. The Council needs to consider carrying out a review of the **grants and service level arrangements** to ensure they align with the Powys One Plan and the Integrated Pathway and provide the best value for money.

A Portfolio Holder decision was taken in March 2016 to consult on proposals to introduce a competitive grant allocation process for 2017/18. At this date actions relating to this item were behind schedule. Scrutiny understand this review is currently being undertaken but have had no further detail on progress.

8. The development of the **integrated pathway** for older people with Powys Teaching Health Board should be clearly defined and articulated to capture the projected demand and therefore capacity required at each stage, including reablement. The future integrated service model must be supported by clear governance arrangements that include financial commitments and management accountability.

Scrutiny examined this item in April 2016 and were concerned that progress seems to have been limited with the acknowledgement that the project deadline of December 2016 was unlikely to be achieved.

9. The **first contact** arrangements via the Powys People Direct should be further developed to ensure it can provide the appropriate level of response, advice, support and information for adult services and therefore reduce the need for an additional duty response at team level.

Scrutiny initially monitored Powys People Direct in March 2016 and requested sight of the Review of the service that had been undertaken. This report was considered at a joint meeting with Children's Services in July 2016 where Members noted progress had been made but there were still a number of issues to address. The group visited the service in September 2016 and noted further progress had been made over the summer. There are a number of activities which still require attention and scrutiny will continue to monitor progress of this improvement item.

10. The new adult **safeguarding** management structures and reporting mechanisms must be secured and established as a priority, to ensure that

the Designated Lead Managers are supported in their responsibilities and there is consistent reporting, decision making and oversight at an appropriately senior level.

Scrutiny now monitor adult safeguarding along with children's safeguarding at the People Scrutiny Committee.

11. The low uptake of **carer assessments** needs to be further investigated to understand the needs of this group of people and how they can be supported in their role.

Scrutiny understand that this recommendation has been superseded by the Social Services and Wellbeing Act.

12. A **workforce strategy** which supports the establishment of the integrated pathway for older people should be developed across the wider health and social care workforce including domiciliary care. Opportunities to build workforce capacity such as care apprenticeships should be considered, as well as potential barriers such as housing and transport.

Scrutiny will be examining progress against this improvement item at their meeting in December.

Conclusion

The Adult Social Care Scrutiny Group note the progress outlined to date, in particular that the corporate governance arrangements have been to an extent strengthened, that service user forums are in place, that listening and learning exercises are held and the progress to date developing Powys People Direct. Scrutiny will continue to monitor those items outlined above.

The group would reiterate the comments from the interim report in July that the information provided during the meetings over the year has highlighted a number of areas where progress has slipped from that intended when the action plan was developed. Whilst there may be understandable explanations for this slippage and the Portfolio Holder has expressed confidence that some of these issues can be brought back on time, attention needs to be paid to the timeliness of work undertaken on these improvement priorities. These priorities are of necessity essential to be met and if problems meeting timeframes are being experienced the Portfolio Holder should consider prioritising resources within the service.

The group understand that CSSIW will be undertaking a follow-up review of progress on the recommendations in particular regarding Powys People Direct and the integrated pathway for older people in March 2017. Other areas such as adult safeguarding and carer assessments will be monitored through the CSSIW's national programme.

Scrutiny would invite Cabinets observation on this report in particular in regard to comments made regarding corporate governance arrangements.

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CYNGOR SIR POWYS COUNTY COUNCIL.

Cabinet
22nd November 2016

REPORT AUTHOR: County Councillor Wynne Jones
Portfolio Holder for Performance

SUBJECT: Strategic Overview Board – Summary Report

REPORT FOR: Information

1. Strategic Overview Board – Summary for Cabinet

- 1.1 The appended minutes give a comprehensive overview of the content of the meeting.

Detailed below are the specific reports that were requested at the meeting to be brought to Informal Cabinet/Cabinet and items that Priority Leads / Heads of Service need to be aware of in terms of reporting for December.

2. Requested Reports to take to Informal Cabinet/Cabinet

- 2.1 Apprenticeships - Report from the Joint Director Workforce and Organisation Development detailing the Calderdale model that the council are looking at where every vacancy not requiring a professional qualification could be considered for an apprenticeship.

Older People Dwellings – Report from the Head of Transformation for Adult Services

ERW school improvement strategy – Report from The Head of Schools detailing the schools causing concern in relation to improvement.

Recruitment and Retention - Report from the Joint Director Workforce and Organisation Development on the Council's recruitment and retention policy.

Vehicle replacement programme – Report from the Strategic Director Resources.

3. Items that Priority Leads / Heads of Service need to be aware of in terms of reporting for SOB in December.

- 3.1 Priority leads will give a written overview of their respective priorities instead of a verbal one.

Regeneration Fund - The Strategic Director Place was asked to report in further detail for Decembers SOB.

Review and reconfigure services from children and young people with additional learning needs - The Head of Schools will provide a progress report to the next meeting.

Cleaning – Transfer of schools based staff to schools – more detail was requested for the December SOB in relation to the staff in 8 schools that had not transferred.

Review of services at Bannau/Camlas - more detail was requested for the December SOB meeting.

Recommendation:	Reason for Recommendation:
Recommendation 1: That Cabinet/Management Team receive the Strategic Overview Board – Summary Report	To ensure effective evaluation and challenge relating to performance against agreed priorities and Objectives.

Relevant Policy (ies):			
Within Policy:	Y	Within Budget:	Y
Relevant Local Member(s):			
Person(s) To Implement Decision:			
Date By When Decision To Be Implemented:			

Contact Officer Name:	Tel:	Fax:	Email:
Garry Hudson	01597 826109		garry.hudson@powys.gov.uk

**MINUTES OF A MEETING OF THE STRATEGIC OVERVIEW BOARD HELD AT
COMMITTEE ROOM A - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON
TUESDAY, 18 OCTOBER 2016**

PRESENT

County Councillor W B Thomas (Chair)

County Councillors R G Brown, J H Brunt, M R Harris, S M Hayes, W T Jones,
W J T Powell and E A York

Jeremy Patterson Chief Executive, David Powell Strategic Director Place, Julie Rowles Joint Director Workforce and Organisation Development, Dylan Owen Head of Transformation for Adult Services for item 4.1, Ian Roberts Head of Schools for item 4.3, Garry Hudson Senior Performance Management Officer, Peter Jones Professional Lead Corporate Insight

1.	APOLOGIES
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Apologies for absence were received from County Councillor EA Jones and from the Strategic Director People.

2.	MINUTES
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The Chair was authorised to sign the minutes of the last meeting held on 20th September 2016 as a correct record.

3.	INTRODUCTION TO NEW FORMAT
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The Chair explained that the meeting would concentrate on performance, highlighting areas of concern and celebrating good performance. For future meetings budget reports would also be considered and written overviews provided.

4.	CORPORATE IMPROVEMENT PLAN TRACKER
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SOB received and considered the Corporate Improvement Tracker. Members were advised that the boxes shaded green related to priorities from the One Powys Plan and those that were white were from the Council's Corporative Improvement Plan. Members had found it difficult to link One Powys Plan priorities to service improvement plans. SOB asked for priorities to be shown in a different colour so they were easier to differentiate

4.1. Support in the Community

Strengthen Joint Working (**Green**): The integrated team had started work in Ystradgynlais in September and a project involving multi agency teams had just started in Brecon and would be rolled out.

Implement Single Point of Access to health and social care services (**Amber**): Powys People Direct had come back under Council control and the Head of Transformation for Adult Services was confident it could be made more efficient.

Some referrals were coming through from the Health Board but there was more work to be done.

Use technology to help people stay independent (Green): the service was about to sign an agreement with Tunstall for the installation and maintenance of equipment for 400 people with the next few months.

Engage our communities (Green): There was ongoing consultation on Day Care. The Council and Health Board had different engagement processes and would be meeting in December with a view to agreeing a common engagement protocol.

Access to short breaks for carers (Red): the service provided 2 types of respite care, a sitting service provided by Crossroads through a service level agreement and accommodation respite provided using vacant beds in Bupa homes. This was not suitable for young adults. The service was working to improve this and did expect to see improvement in the next quarter, but not to amber.

Timely access to services (Amber): the service expected timelines to improve.

Ensure young people becoming adults feel positive and supported (Red): Further information requested by the SOB on this red measure. The Professional Lead Insight would discuss with the Programme Manager.

Response to domestic violence (Amber): the service was looking to develop a home support service and expected to see significant progress over the next 3 – 6 months.

Build programme of apprenticeships (Amber): the Joint Director Workforce and Organisation Development explained that the Council was looking at the Calderdale model where every vacancy not requiring a professional qualification was considered for an apprenticeship. Members asked for a report to Cabinet.

Domiciliary Care Service (Amber): work was ongoing and a further report would be brought to Cabinet. A dynamic purchase system was being considered.

Joint Commissioning Strategy (Amber): most of the strategies had now been signed off so could be reassessed as Green.

Implement Welsh Community Care Information System (Amber): would be implemented in Social Care this calendar year and by the Health Board next so was judged to be on track.

Remodel day time opportunities for older people (Red): the service was currently consulting on this. There were significant risks associated with this project: savings not being made, isolation of clients and costs being shunted between services. The Strategic Director Resources noted that it was critical for the budget setting process to know how much to put in for this service. This would depend on Cabinet decisions due in December.

Reduce residential care admissions (Amber): the service continued to reduce numbers but not by the numbers required so this remained amber.

Identify efficiencies of £3.6m (Red): activities need to be assigned by the time of the next meeting.

Gypsy and Traveller site (Amber): being addressed through the LDP.

Flood Alleviation Schemes (Amber): more detail was needed for the next meeting. Welsh Government funding had been secured but more may be needed in light of recent flooding in Ystradgynlais.

Older Persons Dwellings (Amber): SOB asked for a report for the next meeting.

4.2. Developing the Economy

Improve the supply of affordable and suitable housing (Amber): Right to buy had been suspended and plots of land suitable for development were being identified through the STAMP project.

Develop a thriving economy (Green): supported by a programme of work overseen by the Stronger Communities Programme Board.

Ensure citizens can access travel information more easily (Blue): app launched at the Royal Welsh Show and publicised through material developed by students in Newtown. Change from blue to green.

Welsh Housing Quality Standard (Green): on track and due to complete by 2018. £41m spent to date.

New builds/purchases (amber): There were occasional opportunities to build or buy.

Sustain continued improvement in the process for determining planning applications (Green): The service was now in the top quartile of planning authorities in Wales. 91 per cent of planning applications were determined by the council within the time period required between April and June 2016, compared to 43 per cent during the same time period last year. The percentage of appeals dismissed by Welsh Government Inspectors rose from 65 per cent in 2014/2015 to 73 per cent in 2015/16. Performance figures over 66 per cent in this area is considered by the Welsh Government to be "good".

Local Development Plan (Amber): The inspector had indicated at a meeting in September that she was happy with progress and the service was now waiting for a formal letter confirming this. There was still a risk so the assessment remained amber.

Implement the Council's Key Infrastructure Capital Programme (Amber): there was significant delay on some schemes particularly where land was not in the council's ownership.

Review the workshop portfolio so that they provide an income (Amber): the service was now making an income. There was a high level of take-up and the service was looking to acquire land to build new workshops.

Brecon Cultural Hub (Amber): the project was at an early stage. With officers transferring to the JVC there was a danger of a loss of continuity that would need to be managed.

Regeneration Fund (Amber): The Strategic Director Place was asked to report in further detail in December.

4.3. Learning

Brecon School Campus (Red): significant progress had been made since the end of quarter 1 with Welsh Government approval of the outline business case for a new school in Brecon and capital investment in Gwernyfed. Change from red to amber.

Ensure that a high quality education is accessible to all (Amber): this remained as amber due to the number of schools in special measures. However, each of the schools had made good progress.

Fully implement the ERW school improvement strategy (Amber): the service had been inspected on its support for school improvement in June and assessed as good. It was now able to offer schools support from good performing schools from out of the county. There was still concern that some schools were not improving quickly enough and where this was the case Improvement Boards were established under an independent Chair. This measure would remain amber whilst schools were in special measures. All but 2 schools had shown improvement. Further detail would be provided at the December meeting and schools would be broken down between primary, secondary and special sectors. The Head of Schools would also bring a report on schools causing concern.

Review and reconfigure services from children and young people with additional learning needs (Green): the service was looking to restructure provision for pupils not being educated in schools as the Pupil Referral Units were not thought to be providing value for money. The Head of Schools would provide a progress report to the next meeting.

The other amber projects related to the school modernisation programme and would remain amber until delivered. £1.1m of efficiencies needed to be identified by the time of the next meeting.

There was a theme throughout the document on the difficulty of recruiting to key posts and members asked for a report to Cabinet on the Council's recruitment and retention policy.

4.4. Services Delivered for Less

Remodel the service so that it can deliver effectively within available resources (Red): A decision on day care services would have to be taken before the budget could be modelled. No tier one projects had been identified to meeting the required saving on 3rd party spend.

Establish a LABV (Red): This was behind schedule and members were concerned at the length of time being taken. Bids were being evaluated and the outcome would be reported to Cabinet.

Set up a standalone company to deliver Building Control services (Red): This had been delayed due to a key staff member leaving. The Strategic Director Place advised that this would still deliver savings but that it may not be a standalone service.

Meeting the £5.956m savings target for Highways, Transport and Recycling in the MTFS (Red): Proposals for savings needed to be firmed up. Proposals generating £16m savings would be coming before Cabinet shortly.

Cleaning – Transfer of schools based staff to schools (Red): staff in 8 schools had not transferred. Update at the December meeting.

£10.6m efficiencies (Red): Members asked for more detail at the December meeting.

Review of services at Bannau/Camlas (Amber): more detail was needed for the December meeting.

Remodel the Library Service (Amber): Cabinet considered the report on 4th October and Town and Community Councils given to 31st October to respond.

Meet statutory provisions of rights of way and countryside services (Amber): the service was making use of volunteers and seeking to manage on the least amount without being challenged.

Transfer outdoor recreation and play provision (Amber): A lot of facilities had already been transferred. The Strategic Director Place would talk to Portfolio Holders about the transfer of land.

Remodel the Youth Service (Amber): The Leisure and Recreation Services Manager had been in discussion with a number of organisations including the YFC.

Implement effective business intelligence (Amber): this was rated amber because of the demand for the service outweighed the resource. SOB noted the importance of this for good decision making and asked for it to be kept under review.

Oversee income generation and cost improvement opportunities through the establishment of the Income and Cost Improvement Board (Amber): the Board had been established but as yet was not as effective as it could be. The Strategic Director Resources would report to the next meeting including on opportunities for income generation.

Vehicle replacement programme (Amber): Report to next meeting.

RESOLVED	Reason for Decision:
That Strategic Overview Board note the comments made in respect of each of the projects and receive the Corporate Improvement Plan Quarter 1 Tracker.	To ensure effective evaluation of progress in implementing the Council's Corporate Improvement Plan 2016-19, supported by good practice and simple governance.

5.	POSITION SUMMARY: SERVICE ITEMS NOT COVERED IN THE COUNCIL'S CORPORATE IMPROVEMENT PLAN	5
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SOB noted that Children's Services were overspending on the Looked After Children budget but was making savings in other areas. The Chief Executive noted the need for a better way of recording savings vired between budgets.

SOB noted the good progress being made in improving recycling rates.

6.	REGULATORY RECOMMENDATION TRACKER	6
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SOB noted that a number of the recommendations related to performance and the statement of accounts so should not appear in the tracker. There were three red measures:

- Scrutiny was due to self-evaluate in the autumn and these measure was expected to change from red.
- Public engagement in Council meetings – a report was due to be considered by full Council on 19th October
- The Council has not run an early departure scheme since the survey was conducted but will give due consideration of conducting an equality impact assessment of future schemes.

The range of recommendations recorded showed the burden of regulation the Council operated under.

7.	LOCAL GOVERNMENT DATA UNIT PERFORMANCE BULLETIN	7
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SOB noted the annual performance data for local authorities in Wales. Powys was ranked 11th of the 22 Welsh Authorities but was the 4th most improved with improvement in 67% of indicators, no change in 10% and declines in 23%.

SOB noted the turnaround in delivering disabled facilities grants which now saw Powys as the second best performing authority in Wales. Members also noted the drop in the number of affordable housing units delivered and asked for more information including on the numbers being delivered in the Brecon Beacons National Park Authority. Members were advised that the introduction of locality based children's services teams should help improve some of the statistics regarding looked after children.

The figure quoted for number of days sick leave was wrong and the Joint Director Workforce and Organisation Development was asked to report back with the statistics for each service.

RESOLVED	Reason for Decision:
That Strategic Overview Board receive the LGDU Local Government Performance Bulletin 2015/16 for information.	Supporting good practice and simple governance as required in the Local Government (Wales) Measure 2009.

8.	SESSION EVALUATION
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SOB considered the value of the meeting and the structured approach to considering progress on delivering the council's key commitments. All agreed that the meeting had added value and acknowledged the benefit of corporate challenge and ownership.

9.	DATE OF NEXT MEETING
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13th December 2016

10.	RESOURCE PLAN
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SOB considered the resource plan which had been developed to help plan where resources would be needed to deliver projects within the Medium Term Financial Strategy. The Chief Executive advised that Management Team had considered gaps in the plan which would require moving resources around the Council and the need for some short term use of consultants. The plan needed some further refinement to prioritise time critical schemes and those dependent on scarce specialist resources.

County Councillor WT Jones (Chair)

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C226- 2016

CYNGOR SIR POWYS COUNTY COUNCIL.

AUDIT COMMITTEE
4th November 2016

CABINET
22nd November 2016

REPORT AUTHOR: County Councillor Wynne Jones
Portfolio Holder for Finance

SUBJECT: Treasury Management Qtr 2 Report

REPORT FOR: Information

1. Summary

1.1 CIPFA's Treasury Management Bulletin issued in March 2009 suggested:

"In order to enshrine best practice it is suggested that authorities report formally on treasury management activities at least twice a year and preferably quarterly."

The CIPFA Code of Practice on Treasury Management emphasises a number of key areas including the following:-

xi. Treasury management performance and policy setting should be subject to scrutiny prior to implementation.

1.2 In line with the above this report is providing information on the activities for the quarter ending 30th September 2016.

2. Economic Background and Forecasts

2.1 The economic background is attached at Appendix B.

2.2 The most recent forecast of interest rates by the Authority's advisor is as follows:

	Dec 16	Mar 17	Jun 17	Sep 17	Dec 17	Mar 18	Jun 18
Bank rate	0.10%	0.10%	0.10%	0.10%	0.10%	0.10%	0.25%
5yr PWLB	1.00%	1.00%	1.10%	1.10%	1.10%	1.10%	1.20%
10yr PWLB	1.50%	1.50%	1.60%	1.60%	1.60%	1.60%	1.70%
25yr PWLB	2.30%	2.30%	2.40%	2.40%	2.40%	2.40%	2.50%
50yr PWLB	2.10%	2.10%	2.20%	2.20%	2.20%	2.20%	2.30%

3. Treasury Management Strategy

- 3.1 The Treasury Management Strategy approved by Full Council on 9th March 2016 is at Appendix A.
- 3.2 The Authority's investment priorities within the Strategy are: -
- (a) the security of capital and
 - (b) the liquidity of its investments.
- 3.3 The Authority aims to achieve the optimum return on its investments commensurate with proper levels of security and liquidity. The risk appetite has been low in order to give priority to security of investments.

4. Current Investments

- 4.1 The current investment market is difficult in respect of earning the level of interest rates commonly seen in previous years as rates are very low and in line with the 0.25% Bank Rate.
- 4.2 The Authority's investment position as at 30th Sept 2016 is as shown below:-

Invested with:	Principal £000's	Interest Rate	Start Date	Maturity Date
Santander	2,745	0.15%	N/A	Deposit A/c
BOS	14,430	0.15%	N/A	Deposit A/c
HSBC	70	0.00%	N/A	Deposit A/c
Total	17,245	0.15%		
Lloyds TSB - LAMS	1,000	3.20%	13.08.12	14.08.17

- 4.3 Interest rates on the deposit accounts decreased, as expected, following the bank rate cut in August. Although the HSBC account returns Nil interest, the account is still utilised in order to report on the investments position correctly; to ensure emergency funds are available as withdrawals from other accounts have an earlier cut-off point; and to manage costs where relevant as there is no CHAPS fee in respect of transfers to the HSBC account as it is an internal transaction.
- 4.4 Higher return rates are difficult to achieve as the Authority is not in a position to invest its cash for more than a short period of time.
- 4.5 There have been no credit rating changes in the last few months in respect of the banks that the Authority utilises for deposits. However, following the Brexit vote, there were some changes to the Ratings Outlooks for these banks. This was due to the uncertainty around the Brexit process.

UK Sovereign Rating Action:

The following took place following Brexit:

Fitch:

- Sovereign rating downgraded by one notch, from AA+ to AA
- Outlook lowered to Negative, from Stable

Moody's:

- Sovereign rating affirmed, at Aa1 (equivalent to AA+ from Fitch / S&P)
- Outlook lowered to Negative, from Stable

Standard & Poor's (S&P):

- Sovereign rating downgraded by two notches, from AAA to AA
- Remains on Negative Outlook

4.6 Local Authority Mortgage Scheme:

In August 2012, following a Cabinet report, the Authority entered the Local Authority Mortgage Scheme with an allocation to Lloyds TSB of £1M. Under the scheme this was deemed as Capital Expenditure. However, the Wales Audit Office (WAO) opinion differed from this in that they suggested it should be treated as an investment. Unfortunately, despite meetings and extensive correspondence by Capita Treasury with the Welsh Government, Welsh Local Government Association and the Wales Audit Office, agreement on the accounting treatment for Welsh authorities has not been reached despite the provision of 3 separate legal opinions supporting the Capital Expenditure position. As such, Capita have said that they are not sure there is much more they can do in Wales. This Authority has concurred with WAO's requirement to treat this as an investment and, as such, the amount is included in the table above and is being accounted for as an investment. Council approved this investment following a retrospective report on 16th May 2013.

4.7 Glitnir:

The Glitnir situation concluded in September. A final report in respect of the Icelandic situation was submitted to Cabinet on 4th October.

4.8 Redemption Penalties:

There are no current fixed investments to redeem.

4.9 Investment returns in future years:

Our advisors' current suggested earning rates for investments for budgeting purposes are as follows:-

	Suggested Rate
2016/17	0.25%
2017/18	0.10%
2018/19	0.25%

These are based on investments for up to three months duration.

5. **Credit Rating Changes**

5.1 There have been no credit rating changes relevant to this Authority's position during the last quarter.

5.2 The credit rating list for end of Sept is attached as a separate file to this report.

6. Borrowing / Re-scheduling

6.1 Effective management of the Authority's debt is essential to ensure that the impact of interest payable is minimised against our revenue accounts whilst maintaining prudent borrowing policies.

6.2 The Authority's Capital Position:

The Council's underlying need to borrow for capital expenditure is termed the Capital Financing Requirement (CFR). This figure is a gauge of the Council's indebtedness. The CFR results from the capital activity of the Council and resources used to pay for the capital spend. It represents the current year's unfinanced capital expenditure and prior years' net or unfinanced capital expenditure which has not yet been paid for by revenue or other resources.

Part of the Council's treasury activities is to address the funding requirements for this borrowing need. Depending on the capital expenditure programme, the treasury service organises the Council's cash position to ensure that sufficient cash is available to meet the capital plans and cash flow requirements. This may be sourced through external borrowing or utilising temporary cash resources within the Council.

Net external borrowing (borrowings less investments) should not, except in the short term, exceed the total of CFR in the preceding year plus the estimates of any additional CFR for the current year and next two financial years. This allows some flexibility for limited early borrowing for future years.

CFR Position:

	As at 31.03.16 Actual	2016/17 Original Estimate	2017/18 Original Estimate	2018/19 Original Estimate
	£M	£M	£M	£M
Capital Financing Requirement	302,363	307,313	326,288	354,093

6.3 The Authority had outstanding long-term external debt of £226.4M at 31st March 2016. In relation to the CFR figure for 31st March 2016, this equated to the Authority being under borrowed by £76M. This is a prudent and cost effective approach in the current economic climate. However, internal borrowing is only a temporary situation and, based on capital estimates, it will be necessary for the Authority to borrow at stages over the next few years. As such, the Authority needs to be mindful that it may be prudent to borrow whilst interest rates are at their low levels and carry the cost of this borrowing as opposed to borrowing at a future date at increased rates.

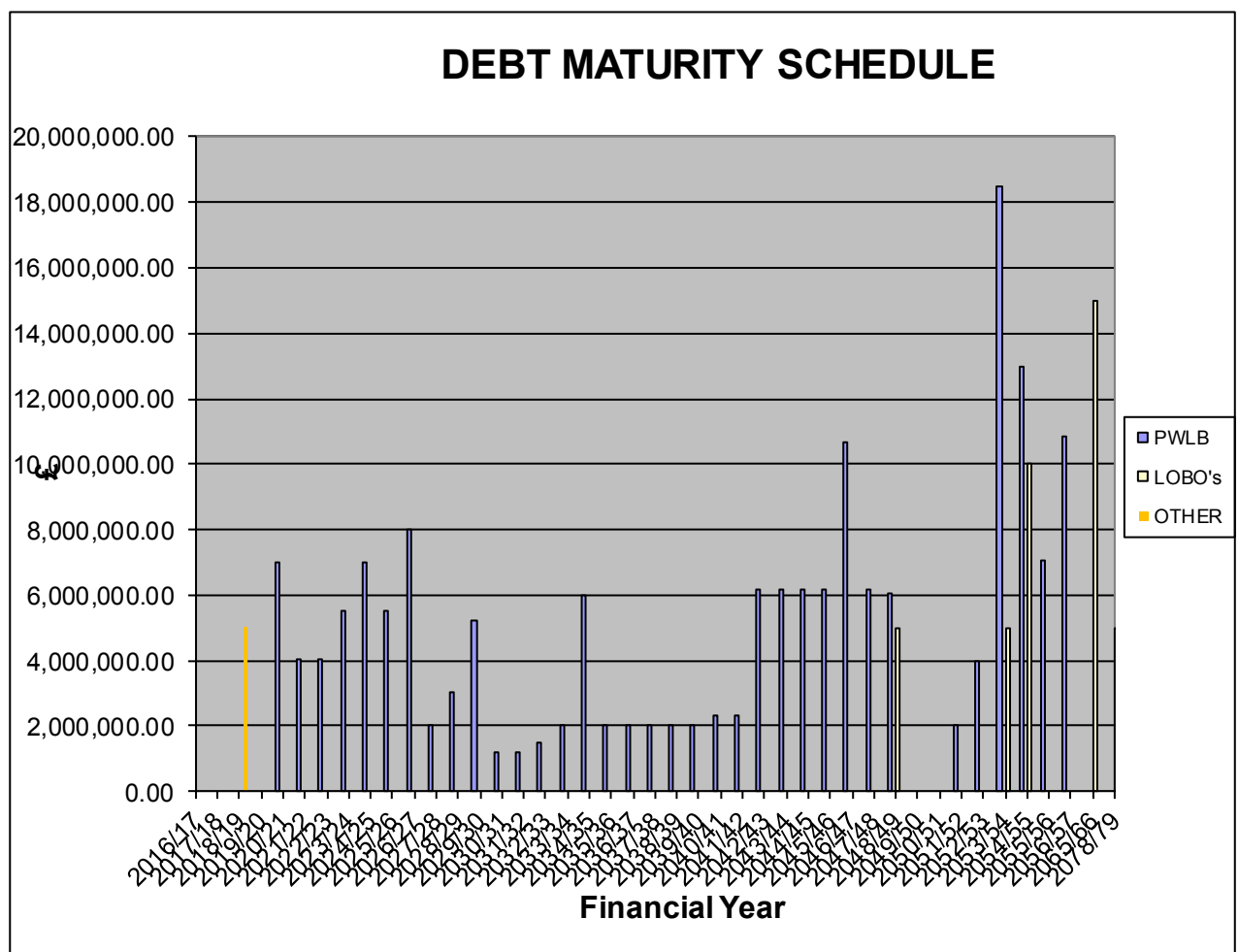
6.4 Capital Budget/Spend per efinancials:

Capital:	Approved Budget	Working budget	Actual Capital Spend (not including commitments)	%age spend
	45,069,066			
June		52,381,477	3,087,768	5.89%
Sept		55,298,113	9,782,827	17.69%
Dec				
March				

The financing of the approved capital budget included £20.4M of Prudential borrowing in total.

6.5 Debt Maturity Profile as at 30.09.16:

(please click on the graph below and increase the percentage in the toolbar above for an enhanced view)



6.6 Rescheduling:

The Public Works Loans Board released a circular regarding rates on 20th October 2010. As a result of this, rates immediately increased by 0.87-0.88 basis points

across the board. The overall impact of this circular was that it is far more difficult for authorities to reschedule debt

Members are aware that officers continue to look for interest savings on a daily basis by monitoring rates that may mean the Authority can re-schedule some of its debt or prematurely repay debt if applicable. However, PWLB interest rates have not been conducive towards rescheduling.

7. Prudential Indicators

- 7.1 All TM Prudential Indicators were complied with in the quarter ending 30th Sept 2016.

Proposal

It is proposed that the Treasury Management quarterly report is received.

Statutory Officers

The Strategic Director – Resources (s151 officer) notes the content of the report and supports the recommendation. It is important that Cabinet continues to be informed about this key activity.

The Solicitor to the Council (Monitoring Officer) has made the following comment: “I have nothing to add to the report”.

Future Status of the Report

Not applicable

Recommendation:		Reason for Recommendation:	
That the Treasury Management Quarterly Report be received		To ensure Cabinet remains informed about current Treasury Management performance	
Relevant Policy (ies):		Treasury Management Policy	
Within Policy:	Y	Within Budget:	N/A
Person(s) To Implement Decision:		N/A	
Date By When Decision To Be Implemented:		N/A	
Contact Officer Name:	Tel:	Fax:	Email:
Ann Owen	01597 826327	01597 826290	ann.owen@powys.gov.uk

Background Papers used to prepare Report:

CIPFA Code of Practice on Treasury Management and Cross Sectoral Guidance Notes
Treasury Management Policy Statement
Advisors' Information
WAG Guidance on Local Government Investments 2010
PWLB circulars

Appendix A:

Approved Treasury Management Strategy 2016/17:

7.5 “High” credit quality:

- 7.5.1 It is proposed that the Authority continue with the following in respect of defining a “high” credit quality. If a rating is not available from any of the rating agencies then the available ratings will be used. Members will note that this proposal excludes investments with some banks off the advisors’ suggested list:-

Long Term Ratings (in respect of long-term investments):

Permitted Fitch Ratings	Permitted Moody's Ratings	Permitted S&P Ratings
AAA	Aaa	AAA
AA+	Aa1	AA+
AA	Aa2	AA
AA-	Aa3	AA-

Short Term Ratings (in respect of short-term investments):

Permitted Fitch Ratings	Permitted Moody's Ratings	Permitted S&P Ratings
F1+	N/A	A-1+
F1	P-1	A-1

7.6 Country limits:

- 7.6.1 It is proposed that the Authority will use approved counterparties from the UK and approved counterparties from other countries with the following sovereign credit ratings:-

Permitted Fitch Ratings	Permitted Moody's Ratings	Permitted S&P Ratings
AAA	Aaa	AAA

Country	Maximum Investment per Country	Credit Rating/Other Assessment of Risk
AAA countries	£20M (held in call accounts)	As per rating list
UK	No Maximum Investment	As per rating list

7.7 *Group/Institutions - Counterparty Criteria/Limits:*

Specified Investments:

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	20 (a maximum £10M to be held in fixed term investments)	Up to 364 days	As per Capita's matrices and the Authority's definition of a high credit rating
Foreign Banks	5	Up to 364 days	As per Capita's matrices and the Authority's definition of a high credit rating
Other Local Authorities	25	Up to 364 days	N/A

Non-Specified Investments:

Institution	Maximum Investment per Group/Institution £M	Maximum Length	Credit Rating/Other Assessment of Risk
UK Banks	10 (£2M limit with any one institution)	Up to 2 years	As per Capita's matrices and the Authority's definition of a high credit rating
Lloyds Bank (as a mortgage lender in the LAMS scheme)	5	Up to 5 years	N/A
Foreign Banks	2	Up to 2 years	As per Sector's matrices and the Authority's definition of a high credit rating
Money Market Funds (max. of 5)	10	N/A	All are AAA rated plus the parents/owners must meet the Authority's short term investment criteria
Other Local Authorities	10	Up to 2 years	N/A
European Investment Bank Bonds	3	2-3 years	N/A

Note: Limits for Specified and Non-Specified are combined limits. The maximum limit will also apply to a banking group as a whole.

Appendix B

Economic Background

The UK GDP growth rate of 1.8% for 2015 was disappointing although it still remained one of the leading rates among the G7 countries. Growth improved in quarter 4 of 2015 from +0.4% to 0.7% but fell back to +0.4% in quarter 1 of 2016 before bouncing back again to +0.7% (2.1% y/y) in quarter 2. During most of 2015, the economy had faced difficulties for exporters from the appreciation during the year of sterling against the Euro; weak growth in the EU; China and emerging markets; plus the dampening effect of the Government's continuing austerity programme. The referendum vote for Brexit in June this year delivered an immediate shock fall in confidence indicators and business surveys, pointing to an impending sharp slowdown in the economy. However, subsequent surveys have shown a sharp recovery in confidence and business surveys, though it is generally expected that, although the economy will now avoid flat lining, growth will be weak through the second half of 2016 and in 2017.

The Bank of England meeting on August 4th addressed this expected slowdown in growth by a package of measures including a cut in Bank Rate from 0.50% to 0.25%. The Inflation Report included an unchanged forecast for growth for 2016 of 2.0% but cut the forecast for 2017 from 2.3% to just 0.8%. The Governor of the Bank of England, Mark Carney, had warned that a vote for Brexit would be likely to cause a slowing in growth, particularly from a reduction in business investment, due to the uncertainty of whether the UK would have continuing full access (i.e. without tariffs) to the EU single market. He also warned that the Bank could not do all the heavy lifting and suggested that the Government will need to help growth by increasing investment expenditure and possibly by using fiscal policy tools (taxation). The new Chancellor Phillip Hammond announced after the referendum result that the target of achieving a budget surplus in 2020 will be eased in the Autumn Statement on November 23rd.

The Inflation Report also included a sharp rise in the forecast for inflation to around 2.4% in 2018 and 2019. CPI has started rising during 2016 as the falls in the price of oil and food twelve months ago fall out of the calculation during the year and, in addition, the post referendum 10% fall in the value of sterling on a trade weighted basis is likely to result in a 3% increase in CPI over a time period of 3-4 years. However, the MPC is expected to look through a one off upward blip from this devaluation of sterling in order to support economic growth, especially if pay increases continue to remain subdued and therefore pose little danger of stoking core inflationary price pressures within the UK economy.

The American economy had a patchy 2015 with sharp swings in the growth rate leaving the overall growth for the year at 2.4%. Quarter 1 of 2016 disappointed at +0.8% on an annualised basis while quarter 2 improved, but only to a lacklustre +1.4%. However, forward indicators are pointing towards a pickup in growth in the rest of 2016. The Federal Bank embarked on its long anticipated first increase in rates at its December 2015 meeting. At that point confidence was high that there would then be four more increases to come in 2016. Since then, more downbeat news on the international scene and then the Brexit vote, have caused a delay in the timing of the second increase which is now strongly expected in December this year.

In the Eurozone, the ECB commenced in March 2015 its massive €1.1 trillion programme of quantitative easing to buy high credit quality government and other debt of selected EZ countries at a rate of €60bn per month; this was intended to run initially to September 2016 but was extended to March 2017 at its December 2015 meeting. At its December and March meetings it progressively cut its deposit facility rate to reach -0.4% and its main refinancing rate from 0.05% to zero. At its March meeting it also increased its monthly asset purchases to €80bn. These measures have struggled to make a significant impact in boosting economic growth and in helping inflation to rise from around zero towards the target of 2%. GDP growth rose by 0.6% in quarter 1 of 2016 (1.7% y/y) but slowed to +0.3% in quarter 2.

(+1.6% y/y) in quarter 2. This has added to comments from many forecasters that central banks around the world are running out of ammunition to stimulate economic growth and to boost inflation. They stress that national governments will need to do more by way of structural reforms, fiscal measures and direct investment expenditure to support demand in their economies and economic growth.

Japan is still bogged down in weak growth and making little progress on fundamental reform of the economy while Chinese economic growth has been weakening and medium term risks have been increasing.

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Delegated Decision List

November	2	Portfolio Holder for Education	Appointment of School Governors: County Councillor RG Brown to Brynhafren CP School, C Evans Forden C in W School, County Councillor WT Jones Abermule CP School, Mrs T Evans Abermule CP School, Mrs A Evans Abermule CP School, County Councillor S Davies, Bronllys CP School, Mrs MA Evans Ysgol Bro Cynllaith, County Councillor EA York, Builth Wells High School, County Councillor DO Evans Nantmel C in W School, Mr M Connell Carreghofa CP School, Mrs D Davies Llandysilio C in W School, Mrs SM Marsden Ysgol Pennant, County Councillor DJ Mayor Ysgol Pennant, Mr SN Williams Presteigne CP School, Mr R Tudor Banw CP School.
7 November		Portfolio Holder for Highways Portfolio Holder for Property, Buildings and Housing	Approval of Freehold Community Asset Transfer of Public Conveniences at Berriew Street, Welshpool to Welshpool Town Council.
7 November		Portfolio Holder for Finance	Approval to distribute dormant amenity funds to named charities. Approval of budget virement for repairs at Knighton Community Centre
8 November		Portfolio Holder for Education	Approval of budget virement for Brynllwarch School for the purchase of a new minibus.
8 November		Portfolio Holder for Property, Buildings and Housing	Approval of budget virement for RE:FIT energy saving project.
10 November		Portfolio Holder for Environment and Sustainability	Approval of Food Service Plan and Health and Safety Plan.
11 November		Portfolio Holder for Property, Buildings and Housing	Approval of budget virement for repairs for council house damaged by fire.
15 November		Portfolio Holder for Property, Buildings and Housing	Approval to sell 1.4 acres of woodland at Gorof Road, Ystradgynlais.

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Cabinet Forward Work Programme

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
	November	Winter Maintenance Plan	Cllr John Brunt Shaun James	Portfolio Holder		Deferred from 4 October for further work
	November	Residents Parking Review	Cllr John Brunt Shaun James	Portfolio Holder		
	November	Grant support for Community TICs	Jenni Thomas	Portfolio Holder		
6 December		Grants Project	Caroline Evans			
13 December		Corporate Improvement Plan Tracker	All Portfolio Holders	Strategic Overview Board		
13 December		Risk Register	Caroline Evans	Strategic Overview Board		
13 December		Regulatory Recommendation tracker		Strategic Overview Board		
6 December	20 December	Ysgol Cedewain Budget	Cllr Arwel Jones Cllr Wynne Jones	Cabinet	Pre- Scrutiny November	
6 December	20 December	Review of Day Time Activities for Older People Final Decision following consultation	Cllr Stephen Hayes Dylan Jones Dominique Jones	Cabinet	Pre- Scrutiny November	
6 December	20 December	Domiciliary Care Development of the In house service	Cllr Stephen Hayes	Cabinet		
6 December	20 December	Domiciliary Care Future Commissioning of External Services	Cllr Stephen Hayes	Cabinet		
6 December	20 December	Council Owned Residential Care Homes	Cllr Stephen Hayes Emma Palmer	Cabinet		
6 December	20 December	Budget Monitoring Report	Cllr Wynne Jones Jane Thomas	Cabinet		

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Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
6 December	20 December	Budget Recovery Plan	Chief Executive	Cabinet		
6 December	20 December	WG report on Libraries	Cllr Graham Brown Kay Thomas	Cabinet		
6 December	20 December	Bryn Revel Bridge	Cllr John Brunt Alastair Knox	Cabinet		
6 December	20 December	Outcome of consultation on supply teachers pay and conditions	Cllr Arwel Jones Gareth Jones	Cabinet		Deferred from September for further work
6 December	20 December	Home Grown Homes	Cllr Rosemarie Harris Simon Inkson	Cabinet		
6 December	20 December	Housing Income Collection and Recovery policy	Cllr Rosemarie Harris Simon Inkson	Cabinet		
6 December	20 December	Resident Involvement strategy	Cllr Rosemarie Harris Simon Inkson	Cabinet		
6 December	20 December	HMO Licensing Scheme	Cllr Rosemarie Harris Simon Inkson	Cabinet		
6 December	20 December	Leisure Service Savings	Cllr Graham Brown Nina Davies	Cabinet	Pre- Scrutiny November	
6 December	20 December	Brecon High School Budget	Cllr Arwel Jones Cllr Wynne Jones	Cabinet	Pre- Scrutiny December	Deferred from November to give school more time to respond
6 December	20 December	Sale of Cattle Market Site	Cllr Rosemarie Harris Natasha Morgan	Cabinet		Deferred from November for further work
6 December	20 December	School Balances	Cllr Arwel Jones	Cabinet		

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
6 December	20 December	LABV	Natasha Morgan	Cabinet		
	December	Update from the Anti-Poverty Champion	Cllr Joy Jones	Cabinet		
	December	Trade waste price increase	Ashley Collins	Portfolio Holder		
3 January		ICT Presentation	Andrew Durant			
3 January	17 January	Schools Asset Management Plan	Cllr Arwel Jones Gareth Jones	Cabinet		
3 January	17 January	HRA Rent Setting Policy	Cllr Rosemarie Harris Simon Inkson	Cabinet		
3 January	17 January	HRA Rents for 2017-18	Cllr Rosemarie Harris Simon Inkson	Cabinet		
3 January	17 January	Adaptations to council homes policy	Cllr Rosemarie Harris Simon Inkson	Cabinet		
3 January	17 January	Integration with Powys Teaching Health Board	Chief Executive	Cabinet		
3 January	17 January	Financing the County Farms Estate	Cllr John Powell	Cabinet		
3 January	17 January	Safeguarding Quarterly Report	Cllr Graham Brown Cllr Stephen Hayes	Cabinet		
3 January	17 January	Third Phase Learning Disabilities Service Review	Cllr Stephen Hayes	Cabinet		
24 January	7 February	Health & Care Strategy	Cllr Stephen Hayes Amanda Lewis	Cabinet		
24 January	7 February	Budget, MTFs, Capital Strategy, Council Tax rates and Fees and Charges Register	Cllr Wynne Jones David Powell	Cabinet		
24 January	7 February	Review of fair funding formula	Cllr Arwel Jones Nancy Wozencraft	Cabinet		

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
24 January	7 February	Education standards report	Cllr Arwel Jones Ian Roberts	Cabinet		For information
24 January	7 February	Consideration of Welshpool objection report	Cllr Arwel Jones Marianne Evans	Cabinet		
14 February		Wellbeing assessment	Amanda Lewis			
14 February	28 February	Highways Asset Management Plan	Cllr John Brunt Shaun James	Cabinet		
14 February	28 February	Home to school Transport policy	Cllr Arwel Jones Gareth Jones	Cabinet		
14 February	28 February	Treasury Management Quarter 3	Cllr Wynne Jones Ann Owen	Cabinet		
14 February	28 February	Consideration of objection report for Llandrindod High School and Builth High school	Cllr Arwel Jones Ian Roberts	Cabinet		
14 February	28 February	Draft Strategic Asset Management Plan	Cllr Avril York Natasha Morgan	Cabinet		Deferred from September for further work
	February	Anti-social behaviour policy	Cllr Rosemarie Harris Simon Inkson	Cabinet		
	February	Fire safety policy in HRA homes	Cllr Rosemarie Harris Simon Inkson	Cabinet		
	February	Repairs and maintenance	Cllr Rosemarie Harris Simon Inkson	Cabinet		
	February	Estate Management Policy	Cllr Rosemarie Harris Simon Inkson	Cabinet		
14 March		Corporate Improvement Plan Tracker	All Portfolio Holders	Strategic Overview Board		

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
14 March		Risk Register	Caroline Evans	Strategic Overview Board		
14 March		Regulatory Recommendation Tracker		Strategic Overview Board		
7 March	21 March	Approval of final Welsh in Education Strategic plan following consultation	Cllr Arwel Jones Ian Roberts	Cabinet		
7 March	21 March	Consideration of Brecon Welsh medium consultation reports	Cllr Arwel Jones Ian Roberts	Cabinet		
7 March	21 March	Policy for the installation of mobility scooters in HRA properties	Cllr Rosemarie Harris Simon Inkson	Cabinet		
7 March	21 March	Older Persons Accommodation	Cllr Stephen Hayes Emma Palmer	Cabinet		
28 March	11 April					
6 June	29 June	Consideration of statutory objections regarding Welsh medium at Brecon High school	Cllr Arwel Jones Ian Roberts	Cabinet		
13 June		Corporate Improvement Plan Tracker	All Portfolio Holders	Strategic Overview Board		
13 June		Risk Register	Caroline Evans	Strategic Overview Board		
13 June		Regulatory Recommendation tracker		Strategic Overview Board		
27 June	11 July	Treasury Management Quarter 4	Cllr Wynne Jones Ann Owen			
27 June	11 July	Rights of Way Improvement Plan	Cllr John Powell Marl Stafford- Tolley	Cabinet		
5 September	19 September	Treasury Management Review 2016/17	Cllr Wynne Jones Ann Owen	Cabinet		

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
5 September	19 September	Treasury Management Quarter 1	Cllr Wynne Jones Ann Owen	Cabinet		
12 September		Corporate Improvement Plan Tracker	All Portfolio Holders	Strategic Overview Board		
12 September		Risk Register	Caroline Evans	Strategic Overview Board		
12 September		Regulatory Recommendation tracker		Strategic Overview Board		
26 September	10 October					
24 October	7 November	Treasury Management Quarter 2	Cllr Wynne Jones Ann Owen			
21 November	5 December					

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