

Cabinet

Meeting Venue
**Council Chamber - County Hall,
Llandrindod Wells, Powys**

Meeting date
Tuesday, 28 February 2017

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

22 February 2017

AGENDA

1.	APOLOGIES	C34- 2017
-----------	------------------	------------------

To receive apologies for absence.

2.	MINUTES	C35- 2017
-----------	----------------	------------------

To authorise the Chair to sign the minutes of the last meeting held as a correct record.

(Pages 5 - 18)

3.	DECLARATIONS OF INTEREST	C36- 2017
-----------	---------------------------------	------------------

To receive any declarations of interest from Members relating to items to be considered on the agenda.

4.	SECONDARY SCHOOL REORGANISATION PROGRAMME BUILTH WELLS AND LLANDRINDOD HIGH SCHOOLS OBJECTION REPORT	C37- 2017
-----------	---	------------------

To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education.

(Pages 19 - 262)

5.	SCHOOLS SERVICE ASSET MANAGEMENT PLAN	C38- 2017
-----------	--	------------------

To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education.

(Pages 263 - 280)

6.	SCHOOLS MAJOR IMPROVEMENT PROGRAMME	C39- 2017
-----------	--	------------------

To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education.

(Pages 281 - 296)

7.	BRECON HIGH SCHOOL - FINANCIAL MANAGEMENT	C40- 2017
-----------	--	------------------

To consider a report by County Councillor Arwel Jones, Portfolio Holder for Education and County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 297 - 310)

8.	FINANCIAL OVERVIEW AND FORECAST AS AT 31ST JANUARY 2017	C41- 2017
-----------	--	------------------

To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 311 - 322)

9.	ADULT SOCIAL CARE OVERSPEND	C42- 2017
-----------	------------------------------------	------------------

To consider a report from the Joint Adult Social Care and Audit Committee Working Group.

(Pages 323 - 330)

9.1. Response from the Portfolio Holder for Adult Social Care

To consider a response from the Portfolio Holder for Adult Social Care.

(Pages 331 - 336)

10.	CORPORATE IMPROVEMENT PLAN 2016/20 - 2017 UPDATE	C43- 2017
------------	---	------------------

To consider the Corporate Improvement Plan.

(Pages 337 - 388)

11.	REGIONAL PARTNERSHIP BOARD - POPULATION ASSESSMENT	C44- 2017
------------	---	------------------

To consider a report by County Councillor Graham Brown, Portfolio Holder for Children's Services and County Councillor Stephen Hayes, Portfolio Holder for Adult Social Care.

(Pages 389 - 496)

12.	USE OF SITE FOR DEVELOPMENT OF BUSINESS UNITS AND RECYCLABLES BULKING CENTRE	C45- 2017
------------	---	------------------

To consider a report by County Councillor Rosemarie Harris, Portfolio Holder for Property, Buildings and Housing, County Councillor Tony Thomas, Portfolio Holder for Regeneration and Planning and County Councillor John Powell, Portfolio Holder for Environment and Sustainability.

(Pages 497 - 504)

13.	TREASURY MANAGEMENT REPORT QUARTER 3	C46- 2017
------------	---	------------------

To consider a report by County Councillor Wynne Jones, Portfolio Holder for Finance.

(Pages 505 - 526)

14.	POWYS SAFEGUARDING CHILDREN AND ADULTS QUARTERLY UPDATE	C47- 2017
------------	--	------------------

To consider a report by County Councillor Graham Brown, Portfolio Holder for Children's Services and County Councillor Stephen Hayes, Portfolio Holder for Adult's Services.

(Pages 527 - 538)

15.	JOINT PARTNERSHIP BOARD	C48- 2017
------------	--------------------------------	------------------

To receive the minutes of the Joint Partnership Board meeting held on 19 January 2017.

(Pages 539 - 542)

16.	CORRESPONDENCE	C49- 2017
------------	-----------------------	------------------

To receive such correspondence as in the opinion of the Leader is of such urgency as to warrant consideration.

17.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C50- 2017
------------	---	------------------

To note the delegated decisions taken since the last meeting.

(Pages 543 - 544)

18.	FORWARD WORK PROGRAMME	C51- 2017
------------	-------------------------------	------------------

To consider the Cabinet forward work programme.

(Pages 545 - 550)

C35- 2017

MINUTES OF A MEETING OF THE CABINET HELD AT COUNCIL CHAMBER - COUNTY HALL, LLANDRINDOD WELLS, POWYS ON TUESDAY, 7 FEBRUARY 2017

PRESENT

County Councillor W B Thomas (Chair)

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

In attendance: County Councillors KW Curry, AW Davies, ER Davies, SC Davies, CJ
Gibson-Watt, DR Jones, PE Lewis, PJ Medlicott, KM Roberts-Jones, RG Thomas, JM
Williams.

1.	APOLOGIES	C14- 2017
-----------	------------------	------------------

There were no apologies for absence reported.

The Leader advised that he was changing the order of the agenda to take the
correspondence item on the closure of the HSBC branch in Knighton.

Closure of HSBC branch in Knighton

County Councillor Peter Medlicott, the local member for Knighton, spoke about
the hardship the closure of the HSBC bank in the town would cause. He advised
that he had submitted a motion for Council objecting to the closure of bank and
similar institutions in small towns and communities and he asked for the Cabinet
to lend its support by writing to HSBC objecting to the closure.

**RESOLVED that a letter be sent to HSBC objecting to the
closure of the Knighton branch.**

2.	MINUTES	C15- 2017
-----------	----------------	------------------

The Leader was authorised to sign the minutes of the last meeting held on 17th
January 2017 as a correct record.

3.	DECLARATIONS OF INTEREST	C16- 2017
-----------	---------------------------------	------------------

County Councillors AW Davies, PE Lewis and RG Thomas declared personal,
non-pecuniary interests in C27-2016 Llanfyllin High School Investigation Report
as local authority appointed governors at the school. Councillor Davies explained
that his wife and son were employed at the school but noted that the report did
not relate to employment issues and therefore he did not have a pecuniary
interest.

4.	FINANCIAL OVERVIEW AND FORECAST AS AT 31ST DECEMBER 2016	C17- 2017
-----------	---	------------------

Cabinet received the financial overview and forecast for the period ended 31 December 2016. The projected forecast for the revenue budget was to overspend by £4,850k against the approved budget, an improvement of £784k on the position reported at the end of November. This included £318k savings in the Adult Social Care budget and the progress being made to address the overspend in the Adult Social Care budget gave the Portfolio Holder for Finance a degree of confidence that the overspend could come down and this may possibly be to £2.5m by the year end as services worked to deliver savings and further opportunities were taken around financing. The revenue saving target was £12,139k made up of in year and previous years' targets of which £8,799k, or 72%, had been delivered. Where services could not deliver savings in some areas they sought to compensate in other areas and the Chair of the Audit Committee asked that this detail be included in future reports.

In response to comments on about the reliance on staff vacancies to contribute to savings and comments on missed savings or income targets, the Portfolio Holder for Finance reminded Members that despite having the worst settlement in Wales for the last 7 years the Council continued to deliver services, and was the 4th most improved Council in Wales last year.

RESOLVED	Reason for Decision:
That: 1. The contents of this report are noted by Cabinet; and 2. Cabinet supports appropriate action by services to curtail or reduce the reported forecasted service deficits. 3. The Capital virements set out in paragraph 16.3 of the report 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.

5.	MINIMUM REVENUE PROVISION ANNUAL STATEMENT 2017/18	C18- 2017
-----------	---	------------------

Cabinet considered the Minimum Revenue Provision Annual Statement for 2017/18. Minimum Revenue Provision was capital expenditure not financed from revenue resources, capital grants or receipts, but from borrowing.

RECOMMENDED to Council	Reason for Recommendation:
1. To use a 2% straight line calculation for MRP in relation to Supported Borrowing.	Statutory Requirement
2. To use Option 3 Asset Life Annuity Method for the calculation of MRP	Statutory Requirement

in relation to Prudential Borrowing.	
3. To use a 2% reducing balance for MRP in relation to Historic and the Settlement Debt for the HRA	Statutory Requirement
4. To use Option 3 Asset Life for the calculation of MRP in relation to Prudential Borrowing for the HRA	Statutory Requirement
5. To take advantage of the guidance that allows for MRP to be deferred for assets under construction.	To match the cost of MRP to the use of an asset by a service.

6.	BUDGET FOR 2017-18, MEDIUM TERM FINANCIAL STRATEGY 2017-2020 AND CAPITAL PROGRAMME FOR 2017-2021	C19- 2017
-----------	---	------------------

Finance Scrutiny Panel report on the Budget

Before the Cabinet considered the agenda item the Chair of the Finance Scrutiny Panel presented the Panel's report on the budget proposals for 2017/18. He reported the Panel's concerns over the substantial draw on reserves and that some services seemed to be moving from cash limited to demand led budgets. The Panel wanted to see the base budget review in Adult Services to be rolled out to all directorates. The Panel was also concerned that levels of Council Tax did not reflect average income in the county and that council tax base in Powys was one of the highest in Wales meaning it made a significant contribution to the overall funding.

The Cabinet noted the Panel's comments, but did not accept their conclusion that untested proposals should not be put forward for consultation arguing that it was important to take account of representations made. The Leader and Portfolio Holder for Finance thanked the Finance Scrutiny Panel for their work.

RESOLVED that the report of the Finance Scrutiny Panel be noted.

Cabinet then considered the budget for 2017 - 2018, the medium term financial strategy for 2017 - 2020 and the capital programme for 2017 – 2021 (copy filed with the signed minutes).

The Portfolio Holder for Finance explained the approach taken by the Cabinet in seeking to present a balanced budget. The budget had been set in the midst of ongoing austerity with the funding received from Welsh Government reduced by 0.5%. Welsh Government funding made up 70.6% of the council's net expenditure, with additional specific grants. The remaining net expenditure was funded by Council Tax, and a 4.5% increase in Council Tax would be recommended to Council. The budget included provision for investment and service pressures of £13.621m and in order to produce a balanced budget savings of £9.636m and other strategies had been identified and included in the plan. The savings proposed were backed by impact assessments and it was confirmed that each was considered by a panel of Cabinet members. Those that had identified risks had to include mitigation measures before they were signed off by the panel.

The proposals included a net increase in the revenue base funding for Adult Social Care of £3.378m. This represented a 6% increase in net budget. In addition a specific reserve of £2.75m would be set aside and Cabinet has received advice from the S151 Officer on this issue, but the reserve would only be accessible through a virement process, with demonstrable evidence of need and supporting business case and subject to the following criteria:

1. The use of the reserve can only be agreed as part of a report to formal cabinet. This can be part of the budget monitoring report so long as there is a clear separate recommendation. Depending on the amount it may also need to go to the following Council Meeting for agreement under the terms of the constitution.
2. Any draw down of the reserve will need to have a business case demonstrating why the funds are needed and why the requirement cannot be met by management action to address the one off pressure or overspend. The business case will have to be signed off by the S151 Officer before it goes to Cabinet.
3. The reserve will be reviewed annually as part of the budget process. This will assess whether the amount is appropriate. If the reserve is no longer required (or reduced) the amount will return to the general fund unless otherwise proposed by the Cabinet as part of the budget policy.
4. Any use of the reserve will not automatically lead to an increase in the service's base budget the following year. In other words the service will first have to explore options to meet the funding that has been drawn down in future years. By doing so the reserve in effect becomes a means of 'smoothing' pressure between financial years.

The proposals also included additional £1m funding for schools for allocation via the formula, an additional £800k for out of county placements and £200k plus £300k from the budget management reserve to fund the gap from the non-closure of household waste recycling centres for one year. The MTFS also included an additional £1m for schools per annum for its three years, a proposed investment of £6m over its lifetime to increase standards.

RECOMMENDED to Council	Reason for Recommendation:
1. That the Medium Term Financial Strategy for 2017 to 2020 as set out in Appendix 1 to the report be agreed in principle.	To aid business planning and development of the budget over a three year period
2. That the proposed Revenue Budget for 2017/18 shown in the Financial Resource Model in Appendix 2 is accepted and recommended to full Council on the 23rd February 2017.	Statutory Requirement
3. The proposed Capital Strategy for 2017/18 shown in Appendix 4 is accepted and recommended to Full Council on 23rd February 2017.	Statutory Requirement
4. That a Council Tax increase of 4.50% is included in the budget that goes to full council on the 23rd February 2017.	There is a Statutory Requirement to set Council Tax but the level is a matter for local determination.
5. The authorised borrowing limit for	

2017/18 as required under section 3(1) of the Local Government Act 2003 be approved at £452.7m as set out in paragraph 9.9 of the report.	Statutory Requirement
6. The Prudential Indicators for 2017/18 are approved as set out in section 9 of the report and Appendix 5.	Statutory Requirement

County Councillor EA Jones did not vote having missed part of the debate.

7.	HOUSING REVENUE ACCOUNT RENT SETTING POLICY	C20- 2017
----	--	------------------

Cabinet considered proposals for a new Rent Setting Policy for Housing Revenue Account (HRA) dwellings from April 2017. The proposal had been approved by the Tenants Liaison Forum and tenants had been invited to submit their comments which were attached to the report.

RESOLVED	Reason for Decision:
The new rental model set out in Option 1 of Appendix 2 is adopted as the HRA rent setting policy with effect from 1 st April 2017	To provide for a more rational rent setting policy

8.	CORRESPONDENCE	C29- 2017
----	-----------------------	------------------

The Leader reported receipt of an email from Jeremy Barnes Chair of the Carno Station Action Group asking that the group be represented on the Growing Mid Wales Partnership in furtherance of the group's aim to have Carno train station reopened.

County Councillors Rachel Davies and Michael Williams spoke in support.

Cabinet was advised that the Carno Station Action Group would be invited to join the Transport Working Group of Growing Mid Wales Partnership.

RESOLVED that the Leader and Portfolio Holder for Highways be given delegated authority to respond.

9.	HOUSEHOLD WASTE RECYCLING CENTRE REVIEW - FUTURE OPTIONS FOLLOWING CONSULTATION	C25- 2017
----	--	------------------

The Portfolio Holder for Environment and Sustainability reminded members that Council agreed in February 2016, to close two of the five sites to realise a saving of £700,000 from April 2017. He explained that the results of consultation showed that residents overwhelmingly favoured reducing opening days at the five Household Waste Recycling Centres (HWRCs) as opposed to closing facilities overall.

Having considered the results of the consultation Cabinet were proposing in the budget to provide £200k to reduce the pressure on this service. A further £300k contribution from the Budget Management Reserve was proposed for the financial year 2017/18 to allow the service area to develop alternative proposals to make the full savings from 2018/19, primarily through the development of infrastructure to provide a longer term solution. This left the service with a shortfall of £200k to be found for 2017/18 and the report set out a series of proposals to make up that shortfall

The Portfolio Holder reported comments from County Councillor Francesca Jump opposing any cuts to the services in Welshpool and responded to them.

County Councillor Graham Breeze spoke as a local member and he urged the Cabinet to take account of the consultation and not make any further reductions in the waste and recycling service.

It was confirmed that site opening times would be widely communicated and that the impact of the reduced opening hours monitored.

RESOLVED that subject to Council approving the Medium Term Financial Strategy on 23rd February	Reason for Decision:
1) To reduce the opening days at all sites to three days per week including one weekend day and ensuring there is a site available on each day of the week throughout the County	To realise the combined savings of £200k whilst maintaining an equal service across the County.
2) To authorise the roll forward and virement of £250k from the baling equipment budget to install compaction equipment where possible at the sites.	
3) To increase the cost of a trade recycling permit from £150 to £200.	
4) To restrict the use of commercial vehicles and large trailers on sites to those with a current trade recycling permit. Detailed implementation to be agreed by the Portfolio Holder.	

10.	LIVING WAGE RATE INCREASE	C26- 2017
------------	----------------------------------	------------------

Cabinet considered proposals to increase the level of the Living Wage Foundation Level in line with the recommendation of the Living wage Foundation. Members were advised that the cost to the Council of the difference between the Living Wage Foundation and the Government's National Living Wage was an additional £450k.

RESOLVED	Reason for decision:
To approve Option 1 and Increase the Living Wage Foundation Level from	To continue with the commitment to address low pay for council

£8.25 per hour to £8.45 per hour effective from 1 April 2017.	employees, assist in tackling potential poverty, assist towards reducing income inequality and deliver benefits to the staff, employer and Community, whilst mitigating financial risk by integrating the level of National Living wage up to 2020. This will retain the discretionary decision making on Powys Pay Scale levels.
---	---

County Councillor WT Jones left the meeting at 17.28 to attend another meeting.

11.	HOUSING REVENUE ACCOUNT RENT AND RELATED CHARGES INCREASE FOR 2017/18	C21- 2017
-----	--	------------------

Cabinet considered proposed rent increases for Council Housing Rents, Garage Rents and all property and tenancy related service charges.

RESOLVED	Reason for Decision:
<ol style="list-style-type: none"> 1. The rent increase for HRA accommodation is agreed at an average of 2.5% plus 96p for 2017/18 2. The new Service Charge regime is agreed for 2017/18 3. The HRA garage rent is agreed at 2.5% plus £0.50 weekly for 2017/18. 4. Other rental charges are increased by 3.7% for 2017/18. 5. That charges for Gypsy and Traveller sites be increased by 2.5% plus £0.96 from April 2017. 	To maintain a viable Housing Service and Business Plan and remain compliant with legislation (part 4 Housing Act 2014)

12.	OUTCOME OF CONSULTATION ON PROPOSED REVISIONS TO THE AUTHORITY'S FAIR FUNDING FORMULA FOR SCHOOLS AND SCHEME FOR FINANCING SCHOOLS	C22- 2017
-----	---	------------------

The Chair of the People Scrutiny Committee expressed disappointment that only one of the Education Scrutiny Group's observations had been addressed in the Fair Funding Formula report and that no account had been taken of the comments submitted by Crickhowell and Newtown High Schools.

RESOLVED that the Education Scrutiny Group report be noted.

Cabinet received the results of the consultation exercise on proposed changes to the Authority's Fair Funding Formula for Schools and the Scheme for Financing Schools and the recommendations of the Powys Schools Forum. The Chair of the People Scrutiny Committee repeated the criticisms of the formula made by the Education Scrutiny Group. In response the Head of Schools explained that budgets were delegated to schools and that it was for them to decide how to organise their year groups and classes. Officers accepted that because there had to be a set date on which to take pupil numbers there would be anomalies leading to winners and losers but where there were significant changes for schools transitional arrangements were considered. In response to a query about the funding of dual stream schools, the Head of Schools said that the Council would have to consider whether this was the best form of provision or whether it would be better to have dedicated Welsh medium schools.

Councillor Hayes asked that the issues raised by Newtown and Crickhowell High Schools and the policy effects of changes in the Fair Funding Formula be examined.

RESOLVED	Reason for Decision:
<ol style="list-style-type: none"> 1. To receive and note the results of the consultation exercise on proposed changes to the Authority's Fair Funding Formula for Schools and Scheme for Financing Schools. 2. To note the recommendations of the Powys Schools Forum; 3. To approve the proposed changes to the Authority's Fair Funding Formula for Schools, as amended by this report in paragraphs A a-h and B a – c. 4. To approve the proposed changes to the Authority's Scheme for Financing Schools as amended by this report in paragraphs C and D and in detail in Appendix C of the report. 	<p>To meet the requirements of the School Funding (Wales) Regulations 2010 and to meet the Authority's aim of developing a sustainable model for funding schools whilst ensuring that funds are distributed to schools on a fair and equitable basis and that the funding formula is supported by procedures to strengthen and reinforce roles, responsibilities and procedures and improve the financial management of schools</p>

13.	LLANFYLLIN HIGH SCHOOL INVESTIGATION REPORT	C27- 2017
------------	--	------------------

The Cabinet received and considered the independent investigation carried out by Jonathan Walters QC into a whistleblowing complaint about the governance of Llanfyllin High School. The Investigator had considered each of the 28 allegations made by the whistle-blower, upholding 11 of the allegations and not upholding 17 of the allegations. The Investigator had made 11 recommendations. Recommendations 1 to 8 inclusive and 11 required action by the school and 9 and 10 action by the Council.

The Monitoring Officer read out an email from County Councillor Darren Mayor who was unable to be present at the meeting. County Councillors Peter Lewis, Gwynfor Thomas and Aled Davies, who were Governors at the School, questioned why the report was being considered and why Mr Walters had been chosen to carry out the investigation. The Monitoring Officer advised Members that he and the Head of Schools had attended a meeting of the Governors and they had agreed that an independent investigation should be carried out into the allegations and that they were happy for Mr Walters to conduct the investigation. The members questioned whether it was appropriate for the report to be considered by Cabinet and noted the progress being made by the school in addressing a number of the Investigator's recommendations.

The Monitoring Officer confirmed that it was appropriate for the Cabinet to consider the report. The Portfolio Holder for Education said that the Council had the interests of the school at heart and the recommendations were intended to support the school. The school had the opportunity to respond in its action plan.

RESOLVED	Reason for Decision:
<p>1) That the Portfolio holder for Education is granted delegated authority to use his best endeavours to appoint up to an additional 3 Governors to the Governing Body of Llanfyllin High School.</p>	<p>To provide additional support to the Governing Body</p>
<p>2) That the Governing Body of Llanfyllin high School is required to provide a written action plan dealing with the numbered recommendations 1 to 8 (inclusive) and 11 in the Investigators Report and present the Action Plan to the Portfolio holder for Education within 28 days.</p>	<p>To ensure that the recommendations in the Investigation Report are properly dealt with</p>
<p>3) That the Head of Schools Service is required to produce an Action plan to deal with numbered recommendations 9 and 10 of the Investigation Report within 28 days.</p>	<p>To ensure that the recommendations in the Investigation Report are properly dealt with</p>
<p>4) In the event that the Portfolio Holder for Education is not satisfied with either of the action plans referred to in 2 and 3 above, that the Portfolio Holder brings a further report to Cabinet on the 14th March 2017 to enable Cabinet to consider what, if any, further action is required.</p>	<p>To ensure that the recommendations in the Investigation Report are properly dealt with</p>

County Councillor WT Jones did not vote having returned to the meeting during the debate.

The Leader adjourned the meeting at 18.57 and advised that it would be reconvened at 14.30 on 14th February when the following outstanding items on the agenda would be dealt with.

14.	EDUCATION STANDARDS REPORT FOR THE ACADEMIC YEAR 2015-16	C23- 2017
15.	SCHOOL IMPROVEMENT	C24- 2017
16.	STRATEGIC OVERVIEW BOARD	C28- 2017
17.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C30- 2017
18.	FORWARD WORK PROGRAMME	C31- 2017
19.	EXEMPT ITEMS	C32- 2017
20.	LEARNING DISABILITY DAY SERVICES NORTH POWYS	C33- 2017

County Councillor W B Thomas (Chair)

**MINUTES OF A MEETING OF THE RECONVENED CABINET MEETING OF 7
FEBRUARY 2017 HELD AT COUNTY HALL, LLANDRINDOD WELLS ON TUESDAY,
14 FEBRUARY 2017**

PRESENT

County Councillor W B Thomas (Chair)

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

In attendance: County Councillors KW Curry, AW Davies, CJ Gibson-Watt and JM Williams.

1.	EDUCATION STANDARDS REPORT FOR THE ACADEMIC YEAR 2015-16	C23- 2017
-----------	---	------------------

Cabinet considered the Education Standards report for the academic year 2015-16. Powys schools remained in the top 5 of Welsh authorities in respect of Foundation Phase, Key Stage 2, Key Stage 3 and Key Stage 4 GCSE results. Cabinet congratulated staff and pupils on the results achieved. However, in doing so Cabinet noted that some secondary schools were performing below their expected level and that there was a significant decline in the number of pupils taking three or more A levels. There was also emerging evidence of slippage in performance in some subject areas at GCSE due to non-specialist teaching.

RESOLVED	Reason for Decision:
To note the report.	To ensure the cabinet has an understanding of the performance of Powys schools and how the performance compares against other Local Authorities

Education Scrutiny Working Group comments on Education Standards

Cabinet noted the Education Scrutiny Working Group comments on the education standards report.

2.	SCHOOL IMPROVEMENT	C24- 2017
-----------	---------------------------	------------------

Cabinet considered the School Improvement report which had been requested by the Strategic Overview Board. The Head of Schools confirmed that a preliminary report on results could be provided to Cabinet earlier in the year on a confidential basis.

RESOLVED	Reason for Decision:
That the Cabinet notes the content of the report.	Information requested by the Strategic Overview Board.

3.	STRATEGIC OVERVIEW BOARD	C28- 2017
-----------	---------------------------------	------------------

Cabinet received the report arising from the last meeting of the Strategic Overview Board held on 13 December 2016 together with the minutes of that meeting. Cabinet felt that the Board was working very well measuring performance against agreed priorities and objectives.

RESOLVED	Reason for Decision:
That Cabinet receive the Strategic Overview Board Quarter 2 2016-17 – Summary Report.	To ensure effective evaluation and challenge relating to performance against agreed priorities and Objectives.

4.	DELEGATED DECISIONS TAKEN SINCE THE LAST MEETING	C30- 2017
-----------	---	------------------

Cabinet received details of delegated decisions taken by Portfolio Holders.

5.	FORWARD WORK PROGRAMME	C31- 2017
-----------	-------------------------------	------------------

Cabinet received the forward work programme. The Solicitor to the Council stressed the importance of ensuring it was kept up to date at least 8 months in advance to help Scrutiny plan their work.

6.	EXEMPT ITEMS	C32- 2017
-----------	---------------------	------------------

RESOLVED to exclude the public for the following item of business on the grounds that there would be disclosure to them of exempt information under category 3 of The Local Authorities (Access to Information) (Variation) (Wales) Order 2007).

7.	LEARNING DISABILITY DAY SERVICES NORTH POWYS	C33- 2017
-----------	---	------------------

Cabinet considered options for day services for people with learning disabilities in Montgomeryshire. This was the third phase of the project to review and remodel all of the day and employment services for people with a learning disability to meet their needs in a more efficient manner and deliver the required level of cost savings. Service users and their families, advocacy services, providers, current staff, professional teams and third sector partners had been consulted on a series of options. The second most favoured option and the one being recommended was option 5, a mixed model of services which would require separate solutions for each service area.

County Councillor Michael Williams spoke as a local member in support of the work of Cyfle Newydd Day Service.

The Portfolio Holder for Adult Social Care noted the comments of the Scrutiny Working Group and group leaders but advised that he would not be bringing a further report back to Cabinet with more detail of option 5 noting that he had not done so for phases 1 and 2.

RESOLVED	Reason for Decision:
<p>That option 5 is adopted and agreed as the future direction of service development.</p>	<p>Option 5 would allow for revision of the service specification, reassessment of service users where appropriate and better alignment of resources to need. This option will give us the ability to deliver the required savings and also evidence the Council responding to the information and responses received through consultation and will align with the Council's requirement to support strong communities through individual solutions for different areas.</p>

County Councillor W B Thomas (Chair)

This page is intentionally left blank

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 28TH February 2017

REPORT AUTHOR: County Councillor Arwel Jones
Portfolio Holder for Education

SUBJECT: Secondary School Reorganisation Programme
Builth Wells and Llandrindod High Schools

OBJECTION REPORT

REPORT FOR: Decision

Summary

1. Further to the decision made by Cabinet on the 27th September 2016, the authority published a Statutory Notice to close Builth Wells High School and Llandrindod High School on 31st August 2018, and to establish a new dual-stream 11 – 18 secondary school that will operate across the current sites of the two schools from 1st September 2018. The Statutory Notice was published on the 17th October 2016.
2. This report provides information about the outcome of the statutory objection period, and includes a recommendation to close Builth Wells High School and Llandrindod High School on 31st August 2018, and to establish a new dual-stream 11 – 18 secondary school that will operate across the current sites of the two schools from 1st September 2018.
3. The report is supported by the following appendices:

Appendix A – Objection template
Appendix B – Objection report

Background

4. Formal consultation in relation to proposals for Builth Wells High School and Llandrindod High School was carried out in accordance with the requirements of the School Organisation Code (2013) from the 6th April 2016 to the 1st June 2016. A Consultation Report listing the issues raised during the consultation and the authority's response to them was considered by Cabinet on the 27th September 2016.
5. Further to the decision made by Cabinet on the 27th September 2016, the authority published a Statutory Notice proposing to close Builth Wells High School and Llandrindod High School on 31st August 2018, and to establish a new dual-stream 11 – 18 secondary school that will operate across the

current sites of the two schools from 1st September 2018. The Notice was published on the 17th October 2016 for a period of 28 days, in accordance with the guidance within the School Organisation Code. Due to a publication matter, the objection period was extended until the 9th December 2016.

6. A total of 1788 objections were received during the statutory objection period:
 - 78 individual written responses
 - 1695 responses were a copy of a single objection template signed by individual objectors (Appendix A)
 - 12 responses were copies of the single objection template signed by individual objectors, but which also included additional comments.
 - Of the objections received, five were from organisations.
7. The issues raised in the objections received during the statutory objection period and the authority's response to these issues are listed in the Objection Report in respect of this proposal, which is attached as Appendix B.

Proposal

8. Having considered all the objections received, it is recommended to confirm the Cabinet's decision dated 27th September to close Builth Wells High School and Llandrindod High School on 31st August 2018, and to establish a new dual-stream 11 – 18 secondary school that will operate across the current sites of the two schools from 1st September 2018.
9. The reasons for this are as follows:

The Proposal aims to establish a sustainable model of secondary provision, which would be able to deliver high-quality education that would meet the needs of pupils in mid Powys.

The benefits of the Proposal are as follows:

- *Improved leadership at all levels: When streamlining the leadership structure following the joining of two schools into one split site secondary school, the newly appointed governing body are able to place the strongest leaders in each position within the new leadership structure. This means we can have the strongest governors, senior leaders, subject leaders and pastoral leaders – those who have the best track record of securing high outcomes and delivering the highest level of care - leading school improvement across the two sites. The joining of two schools represents an opportunity for a step change improvement in the quality and capacity of leadership at all levels.*
- *Improved leadership leads to improved teaching: Professor David Reynolds has stated: 'we know that effective leadership of a school from the Headteacher and through to other 'middle leadership' positions is important in its own right and important in generating...high quality classroom teaching' (WG PDG guidance 2013-15). Leadership and teaching quality are linked. The research is clear, by securing a step change improvement in leadership, we are able to secure a step change improvement in teaching quality.*

- *Improved coaching and mentoring support opportunities for staff: It is essential that time is allocated to enable the best teaching staff in different subject areas to travel between sites (or communicate regularly via video conferencing arrangements) in order to provide mentoring/coaching/resources for their colleagues on the other campus. This ongoing mentoring support and training can have a considerable impact on teaching quality. One there is a world of difference between the potential impact of loose school-to-school collaboration between separate schools, and the level of collaboration and support in a single school with split sites. The extent to which leaders are willing to invest finite time into engaging in mentoring, coaching and training of staff on the second campus of a single school is considerably higher if leaders are going to be held to account for standards and provision on both sites.*
- *Economies of scale leads to greater investment in teaching and learning: By having a single leader of each curriculum area across the two school sites and a more streamlined senior leadership structure, savings can be generated over time. The new leadership team would be able to invest these savings in whatever way they believe would make the greatest impact on standards.*
- *The Authority has established a school across two sites. Newtown High School now includes the John Beddoes Campus in Presteigne. Standards have improved on both sites, but in particular at the John Beddoes campus. In 2015, 62.4% of pupils at Newtown HS achieved the L2+ indicator which was a 7.6 percentage point improvement on the previous year.*
- *Whilst it will be the decision of the new governing body how it wishes to deliver post-16 education, the Proposal does provide an opportunity to establish a critical mass of post-16 learners, should the new governing body wish to establish one sixth form centre. At KS3 and KS4, it is not expected that pupils would travel between sites. However, the new governing body would be responsible for how it structures the curriculum and timetable, and it may be possible that some subjects would be taught on one site only at KS4. This would increase the options available to those pupils.*
- *The school would be categorised as a bilingual (dual-stream) school with the Welsh-medium provision delivered from the Builth Wells site.*

'Transforming Learning and Skills' is a key priority within the One Powys Plan, and the Authority's aim is to ensure that 'all children and young people are supported to achieve their potential'. The plan states that the Authority needs to 'reorganise 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

Detailed Impact Assessments in relation to the Proposal were considered by Cabinet on the 27th September 2016.

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:. The recommendation can be supported from a legal point of view

Finance: The Schools Finance manager notes the contents of the report. The financial information included within the consultation document and Cabinet report of 27th September 2016 includes a split-site allowance in respect of a school operating over a split-site. This information could now change following cabinet's decision to review the formula for a split-site allowance, following consultation on the authority's funding formula that took place in late 2016. If there are any changes to funding resulting from any review to the split-site allowance, these would be deferred to 1st April 2018 or the opening date of any new split site school.

Local Service Board/Partnerships/Stakeholders etc

N/A

Corporate Communications

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

Statutory Officers

The Strategic Director Resources (S151 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.

Recommendation:	Reason for Recommendation:
To confirm the decision of Cabinet made on 27th September 2016 to close Bwlth Wells High School and Llandrindod High School on 31st August 2018, and to establish a new dual-stream 11 – 18 secondary school that will operate across the current sites of the two schools from 1st September 2018.	To establish a sustainable model of secondary education in Mid Powys that would be able to deliver high-quality education.

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

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	School Transformation Team
Date By When Decision To Be Implemented:	31 st August 2018

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

Background Papers used to prepare Report:

This page is intentionally left blank

Dear Mr Patterson

I wish to register my **objection** to the decision to close Builth and Llandrindod High Schools, to be merged and reopened as one school on two sites. I object on the following grounds:

- The proposal is a cut in funding
- Estyn are not convinced 'the proposal will at least maintain standards'
- It will not improve the ability to increase the number of subjects taught

Teachers will have an increased workload, especially the leadership team

Signed:

This page is intentionally left blank



Builth Wells High School and Llandrindod High School

Objection Report

February 2017

1. Introduction

Powys County Council consulted on the following proposal during the period 6th April 2016 to 1st June 2016:

- **To close Builth Wells High School and Llandrindod High School on the 31st August 2017, and to establish a new dual-stream 11 - 18 secondary school that will operate across the current sites of the two schools from 1st September 2017 (“the New School”)**

On the 27th September 2016, the Council’s cabinet agreed to proceed with the closure of the school with an amendment to the implementation date from 1st September 2017 to 1st September 2018. Statutory Notices were published from the 17th October 2016 to the 9th December 2016.

2. Objections received

A total of 1788 objections were received during the statutory objection period:

- 78 individual written responses
- 1695 responses were a copy of a single objection template signed by individual objectors
- 12 responses were copies of the single objection template signed by individual objectors, but which also included additional comments
- Of the responses received, five were submitted by organisations.

3. Summary of main issues raised

The issues raised in each of the objections received during the statutory objection period are listed in the tables on the following pages, along with the authority’s response to these issues.

- i) Quality of education;
- ii) Financial;

- iii) Curriculum;
- iv) Staffing;
- v) Welsh-medium
- vi) Case for change
- vii) Process
- viii) Economic/community impact
- ix) Single-sited school
- x) General comments

1.	Issues related to quality of education	
1.1	Estyn are not convinced the proposal will at least maintain standards.	
	<p>Estyn are not convinced the proposal will at least maintain standards.</p> <p>One of the issues that have been raised include the fact that Estyn are not convinced “the proposal will at least maintain standards”. I feel this is an understatement and I do not believe that this decision has any benefits in improving the standard of teaching it will just allow you to be able to relabel the schools as ‘new’ and reset the status of them. This is just a quick fix option that will not benefit the students.</p> <p>Estyn have said that they are not convinced “the proposal will at least maintain standards”. This means that you are openly proposing to decrease the quality of education that I and my friends are to receive. How dare you do this to us? I believe that we deserve so much better.</p> <p>We understand that Estyn is not convinced that “the proposal will at least maintain standards”. This statement in itself should ring alarm bells within Powys County Council who state that its intention is to provide the best possible standards of education for its pupils. If Estyn, governing body is not convinced that the standards will be maintained, we feel that improvement is extremely unlikely with the new model.</p> <p>I write with particular reference to the view expressed by</p>	<p><i>The following is the summary of Estyn’s response, received by the authority on the 20th September 2016, following a resubmission of their initial response, which did not relate to the correct proposal:</i></p> <p>‘Summary/ Conclusion The proposer has provided a clear rationale for the proposal. Overall, many aspects of the proposal receive appropriate consideration. However, the proposal does not sufficiently consider standards currently achieved at both schools or demonstrate how the changes will lead to improved standards or provision or the impact on teaching and curricular arrangements or the leadership and management of the new school. In addition it does not consider fully all the risks involved in the proposal and the consideration of both the longer-term vision and interim solution does not aid the proposal’s clarity. As a result, it is Estyn’s opinion that it is not possible to establish whether standards will be at least maintained by the proposal’</p> <p><i>Whilst the authority acknowledges Estyn’s views about the proposal, the authority is of the view that the proposal would deliver a sustainable model of secondary education that could provide high-quality teaching and learning for the pupils of Mid Powys. Some of the opportunities and benefits of the proposal are as follows:</i></p> <p>1) <i>Improved leadership at all levels: When streamlining the</i></p>

<p>Estyn that it is not convinced that ‘the proposals will at least maintain standards’. Raising standards at both schools is clearly a priority for all stake-holders since both Builth and Llandrindod were recently placed in “special measures”.</p> <p>As Estyn has stated they are not even convinced that this planned amalgamation will at least maintain standards, how can this be right for the youngsters of our town? We all owe them an education that will give them the best start to their life and this plan obviously won’t.</p> <p>The Estyn inspectorate for Education and Training in Wales does not concur with the Powys County Council assumption that teaching standards and exam results will improve as a result of the proposals to close and merge Builth and Llandrindod schools as one school on two campuses</p> <p>Estyn are not convinced that "the proposal will at least maintain standards" were the schools to merge. Nor are they convinced that Powys County Council have addressed the possibility that parents may, in the future, choose not to send their children to the new split site school</p> <p>Estyn said that they do not believe this course of action will even maintain standards, let alone improve them.</p> <p>Another issue with the proposal set out by the Council is that Estyn, the authority responsible for inspecting schools in Wales, is not convinced that “the main proposal will at least maintain standards”, further consolidating the argument that the proposal will lower standards at the school</p>	<p><i>leadership structure following the joining of two schools into one split site secondary school, the newly appointed governing body are able to place the strongest leaders in each position within the new leadership structure. This means that the new school can have the strongest governors, senior leaders, subject leaders and pastoral leaders – those who have the best track record of securing high outcomes and delivering the highest level of care - leading school improvement across the two sites. The joining of two schools represents an opportunity for a step change improvement in the quality of leadership. Larger departments with a greater number of staff would also ensure more resilience.</i></p> <p>2) <u><i>Improved leadership leads to improved teaching: Professor David Reynolds has stated: ‘we know that effective leadership of a school from the Headteacher and through to other ‘middle leadership’ positions is important in its own right and important in generating...high quality classroom teaching’ (WG PDG guidance 2013-15). Leadership and teaching quality are linked. The research is clear, by securing a step change improvement in leadership, we are able to secure a step change improvement in teaching quality.</i></u></p> <p>3) <u><i>Improved coaching and mentoring support opportunities for staff: If teachers were required to teach from both campuses during the school week, it would be expected that this would be managed in such a way as to provide staff with appropriate time to move between both campuses. It would be expected that this would be a structured part of the timetable to provide staff, pupils and parents with full knowledge of the teaching arrangements. It is essential that time is allocated to enable the best teaching staff in different subject areas to travel between sites (or communicate regularly via video conferencing arrangements) in order to provide mentoring/coaching/resources for their colleagues on the other campus. This ongoing mentoring support and training can have a considerable impact on teaching quality. There is a world</i></u></p>
---	---

Estyn stated THEY ARE NOT CONVINCED "the proposal will at least maintain standards"!!! You have 25% of schools in Powys in SPECIAL MEASURES!!! Estyn are telling you clearly that this proposal will not even maintain standards to the schools...WHAT are you not understanding about the standards you will force upon our young people??? YOU are setting them up to FAIL!!!

One of the issues that have been raised include the fact that Estyn are not convinced "the proposal will at least maintain standards". I feel this is an understatement and I do not believe that this decision has any benefits in improving the standard of teaching it will just allow you to be able to relabel the schools as 'new' and reset the status of them. This is just a quick fix option that will not benefit the students.

Estyn are not convinced "the proposal will at least maintain standards." This shows that the current proposal will fail to maintain standards, let alone improve them which is the aim of the proposal.

How this will improve our young people's standard of teaching escapes me. Indeed, Estyn themselves recognise the progress being made by each High School but are not convinced the proposal will even maintain the current standards.

Estyn have clearly stated that they are not convinced 'the proposal will at least maintain standards', let alone improve them. As the education and training inspectorate for Wales, their view should be critical to this decision.

- Estyn have expressed doubts about it, and seeing as

of difference between the potential impact of loose school-to-school collaboration between separate schools, and the level of collaboration and support in a single school with split sites. The extent to which leaders are willing to invest finite time into engaging in mentoring, coaching and training of staff on the second campus of a single school is considerably higher if leaders are going to be held to account for standards and provision on both sites.

- 4) *Economies of scale leads to greater investment in teaching and learning: By having a single leader of each curriculum area across the two school sites and a more streamlined senior leadership structure, savings can be generated over time. The new leadership team would be able to invest these savings in whatever way they believe would make the greatest impact on standards.*

The arrangement would also enable more effective and efficient use of staff specialism between sites.

	<p>most schools seem to care more about their opinion than the actual well-being and education of their pupils, we might as well trust them.</p> <p>I don't full understand about Estyn but I do know they are very important in education in Wales in that they give advice and guidance to improve the running of schools and their results. Even Estyn are not convinced the proposal will at least maintain standards. If you are not going to listen to those who give advice and guidance how can you expect kids to? Mr Patterson, please don't merge our schools</p> <p>Estyn have state they are not convinced "the proposal will at least maintain standards" in either school therefore are we not jeopardising the education of our children on this proposal without any indication that it will raise standards which has been given as the primary objective for this move.</p> <p>To create critical mass of learners does not guarantee improvement in standards I cannot see how shutting the 2 schools will raise standards at all.</p>	
<p>1.2</p>	<p>Concern that the cabinet failed to take account of Estyn's views appropriately</p>	
	<p>One other major objection is that the proposal does not clearly show how standards at the two schools would improve.</p> <p>The School Organisation Code says that PCC 'should place the interest of learners above all others' In addition, ' they should give paramount importance to the likely impact of the proposals on the quality of</p>	<p><i>Estyn is a statutory consultee and the authority is required to highlight Estyn's views of the proposal in the consultation report. The consultation report was discussed by the full County Council in September 2016, and further considered by the cabinet on the 27th September 2016, and the views of Estyn were considered.</i></p> <p><i>cabinet is required to consider the views of Estyn, alongside the views of</i></p>

<p>- outcomes (standards and wellbeing); - provision (learning experiences, teaching, care support and guidance, and learning environment); The words in bold above are in bold in the School Organisation Code. Placing the interest of learners above all others should mean that the views of Estyn on the proposals should lead Powys County Council to reject the current proposal. Estyn commented on the financial aspect of the proposal as follows: ' Significantly, the proposer does not consider sufficiently well the impact on provision and outcomes of a reduced budget'. In their comments on the Educational Aspects of the proposal, Estyn state: ' Overall, the proposer has not sufficiently considered the impact of the proposal on the quality of outcomes, provision and leadership and management' ' Overall, the proposer does not demonstrate how the reorganisation would have a positive impact on the standards achieved by pupils at any key stage'. Estyn's unambiguous conclusion in their response to the Consultation is: 'However, the proposal does not sufficiently consider standards currently achieved at both schools or demonstrate how the changes will lead to improved standards or provision or the impact on teaching and curricular arrangements or the leadership and management of the new school.' 'As a result, it is Estyn's opinion that it is not possible to establish whether standards will be <u>at least maintained</u> by the proposal.' The governors of Llandrindod High School wish to see high standards and do not wish to see them jeopardised</p>	<p><i>all consultees, as part of their decision-making process. As stated in the consultation report, 'Consultation should promote accountability and assist decision making: public bodies should give an account of their plans or proposals and they should ensure that all responses are taken into account in order to:</i></p> <ul style="list-style-type: none"> • <i>Be informed of any issues, viewpoints, implications or options that might have been overlooked;</i> • <i>Re-evaluate matters already known; and</i> • <i>Review priorities and principles.'</i> <p><i>The authority has fully complied with the requirements of Welsh Government's Schools Organisation Code, and the aim of the proposal is to ensure a sustainable secondary education infrastructure in Mid Powys that would be able to provide the highest quality education, thereby placing the interest of learners above all other factors.</i></p>
---	---

by these proposals which in Estyn's words do not show 'standards will be at least maintained'.

Estyn reported that' the consultation document does not offer enough evidence to support PCC's conclusion that the proposal would improve educational quality and standards' and they are also 'of the view that the possibility of the new school failing to improve standards has not been considered appropriately'. This means that PCC has failed in its duty to meet the recommendations of the Welsh Assembly School Organisation Code, which states that relevant bodies should:

- place the interest of learners above all others
- give paramount importance to the likely impact of the proposal on the quality of outcomes
- take into account what impact the proposal will have on educational attainment among children from economically deprived backgrounds
- take into account whether proposals will lead to an improvement in the educational or training achievements of persons who are above compulsory school age but below the age of 19

Given that Estyn states that there is not enough evidence in the consultation to support PCC's conclusions, the proposal should be sent back to officers to collect evidence. And I am very surprised that cabinet allowed the proposal to proceed, if the evidence did not satisfy Estyn.

I believe that any efforts made to change a school should be made purely to improve academic standards - particularly when standards are as poor as they currently are. I fail to see, therefore, when Estyn state they believe PCC is planning to do something they believe ' will not even maintain standards' why on earth the

proposal was considered let alone was passed. If PCC is serious about improving standards, I cannot see why decision makers are being so bullish about pushing through something that even the experts have said will not improve the situation - it clearly makes NO sense. We also need to face reality and realise that Powys does not have a good track record of making its schools good - therefore Estyn's opinion has my confidence a great deal more than PCC's does. I also share many of the concerns which have been well document by others including Estyn in their 4 page response to the proposal.

Furthermore, Estyn's report has clearly said they are not convinced that the proposal will 'at least maintain standards' surely this is a very important point. We should be listening to Estyn's observations, they are far more specialised in education standards etc. than County Councillors and Council Officers.

Estyn have said that they are not convinced this proposal will at least maintain standards. I have great difficulty understanding how the cabinet can disregard such a pertinent statement from an austere national body with such disdain.

Estyn is our inspectorate of Schools. Their vision is to be recognised, through the expertise of their staff, as an AUTHORATIVE voice on education and training in Wales. They have stated that they are not convinced "the proposal will at least maintain standards" in the two schools. This means that Estyn feel this proposal will decrease the standard of education that my child and her peers will receive. This means that the cabinet are openly and deliberately agreeing to reduce the quality of

education that our young people receive. It is shameful. My daughter deserves so much better.

My greatest objection, however, is the cavalier manner in which the cabinet has completely ignored the advice given by ESTYN in response to their proposal. They have stated clearly that there is no evidence that the proposal will even MAINTAIN existing standards. Essentially they are warning that this proposal will jeopardise children's future education, undoing all the hard work that Llandrindod and Builth Wells High Schools have invested to remedy the faults identified in their recent inspections. To simply disregard this warning displays the cabinet's arrogance and irresponsibility in a very unflattering light.

Your proposal goes against the opinion of Estyn, it goes against the opinion of your own councillors and against public opinion, as pointed out in the consultation, and the subsequent council meeting.

Most concerning is the feedback from Estyn that the proposal will not at least maintain standards. Despite the portfolio holder's assertion that this comment only referred to the fact that Powys had not included sufficient evidence of how standards would be improved, a recent comment from an Estyn inspector seems to confirm that their concern was indeed that the proposal would not at least maintain standards, as Llandrindod governors understood, and that they were surprised that Powys was going ahead. If Powys is so concerned about the schools currently being in special measures why are they prepared to jeopardise the excellent progress made so far to improve standards just so that they can be seen to be 'doing something'.

The authority has had no other response from Estyn about the proposal other than that which was provided as part of the consultation response, therefore the authority is not able to corroborate the last statement in this section.

1.3	Lack of evidence that the proposal would improve standards	
	<p>The lack of consideration of standards or evidence for improved standards. Estyn's response cites:</p> <ul style="list-style-type: none"> i. Lack of consideration of how the reorganisation would have a positive impact on the standards achieved by pupils at any key stage ii. No evidence to demonstrate how the proposed reorganisation would lead to improved standards of teaching, or how these potential benefits would link to improved outcomes for pupils iii. No consideration of the impact that the reduction in overall funding to a single school will have on the school's ability to deliver its curriculum iiii. No clarity about how the proposal will result in improvements in the quality of leadership and management. <p>There has been no evidence put forward or proposals as to how standards are to be improved. ESTYN has clearly stated that they are not convinced that the proposal will at least maintain current standards.</p> <p>I feel strongly that until the whole plan has been made clear to the pupils and the public there is insufficient evidence upon which to base the hoped for improvements in the standards in education.</p> <p>I hear adults talking about this merger everywhere i go and the adults all say the same things - it's a ridiculous idea. How is it going to improve the kids' education and results? It's just another one of Powys' stupid ideas.</p>	<p><i>Pages 22 – 24 of the consultation document outlines the likely impact of the proposal on the following:</i></p> <ul style="list-style-type: none"> a) <i>outcomes (standards and wellbeing)</i> b) <i>provision (learning experiences, teaching, care support and guidance, and learning environment)</i> c) <i>leadership and management (leadership, improving quality, partnership working and resource management).'</i> <p><i>The consultation document also included potential advantages and disadvantages of the proposal, along with potential risks to the proposal. It is therefore the view of the authority that information relevant to these topics were included in the consultation document, and also in the consultation report.</i></p> <p><i>However, the authority recognises that there is no 'widespread empirical data' that will provide evidence that schools across more than one site would improve standards. However, the authority's experience of establishing dual-sited schools suggests that this is a model that can work in Powys. As evidenced in the merger of Newtown and John Beddoes High Schools, there is clear evidence that standards have improved at both sites. Data is readily available on the Welsh Government My Local School Website</i></p> <p><i>By establishing one school across both sites, there would be more opportunities for teachers to work together in larger departments, thereby ensuring more resilience. Larger departments would improve capacity from within the school ensuring that there is continuity of teaching provision for the pupil.</i></p>

<p>Everyone is against the merger except you.</p> <p>I will be contacting the Children's Commissioner of Wales shortly to express my concerns that PCC have failed to demonstrate the quality impact of this merger and PCC are detrimenting our children by re-organising with no demonstrable quality improvement. My great personal concern is that my child will be commencing her GCSE's in 2018 and will be exposed to the massive change to the restructuring of staff and processes; this will affect my daughter's standard of education and therefore her academic achievements in 2020 will be detrimented.</p> <p>There is no widespread empirical evidence that mergers improve standards.</p> <p>I would like you to provide me with hard factual evidence backed up with three year trend statistical data (such as that used on inspection) to PROVE that a merger will lead to improved outcomes and standards.</p> <p>At no point in the process has anyone explained fully, supported the empirical evidence, that one school over a split site will improve educational standards for a generation of school children in Radnorshire</p> <p>There is a need for change but this proposal risks the improvements already made by the two schools and should be rejected because it is not based on any quantitative evidence that standards will improve.</p>	<p><i>There is evidence that there is a significant reliance on supply teachers in at least one of the current schools.</i></p>
<p>Powys cannot expect the communities to accept a proposal when we have no details of what it will look like,</p>	<p><i>It is not possible for the local authority to provide detailed information/plans about how the school would operate, should it be</i></p>

<p>what it will mean for our children.</p> <p>There is no evidence of a medium/long term plan. We had no assurance that the school would still exist in ten years time.</p> <p>My principal objection is that the proposal does not clearly show how standards at the two schools would improve and indeed puts the present standards at risk.</p> <p>I have studied the Formal consultation document issued on the 6th April 2016, the Addendum issued on the 12th April and the Consultation Report and responses documents published in August 2016 in great detail and I remain deeply concerned at the lack of depth and clarity of what is being proposed.</p>	<p><i>established. As with all schools, the governing body and leadership team would be responsible for the management of the school. It would be their decision how to structure and operate the school in accordance with regulations that govern schools. The school would be expected to meet school improvement targets and provide a curriculum that meets the national requirements.</i></p>
<p>I also have great concern that the Governing body for the one school on two sites will have the power to make significant changes without consultation for example, the power to close buildings or the power to separate pupils according to language with no re-dress.</p> <p>The Town Council concluded that there are still too many unresolved possibilities in relation to future provision of A Levels and Welsh medium education for example, and on which campus, to enable a reasoned opinion based on fact to be decided</p> <p>8. This proposal has not provided me with any evidence that the quality of education will improve. This should be the main focus.</p>	<p><i>The governing body of the new school would need to carry out its duties in accordance with regulations for the governance of schools. However, it would not have the power to close any sites/buildings – this would be the responsibility of the local authority.</i></p> <p><i>Ultimately, the decision on how to structure the school would be made by the school's governing body and management team. Should the governing body wish to structure the teaching in a different way, which could have an impact on where Welsh-medium provision, for example, or post-16 provision, is delivered from, then the authority would expect the governing body to fully consider the impact of this on the well-being of pupils and staff, the financial cost and any additional transport implications that may be arise.</i></p> <p><i>The authority is responsible for the provision of home-to-school transport in accordance with its Schools Transport Policy and any significant</i></p>

		<i>additional cost to this budget would need to be discussed with the authority.</i>
1.4	Challenge to the use of Newtown/John Beddoes as evidence that standards will improve with a dual-sited model	
	<p>It is true that the merged Newtown/John Beddoes school has improved its examination results. But three observations must be noted:</p> <ul style="list-style-type: none"> - the merger at Newtown was executed very differently to the proposed Llandrindod/Builth Wells merger, as the leadership team at Newtown was more or less left intact - it should be described as a takeover rather than a merger. - the improved examination results at the merged Newtown school still are not as good as results at Llandrindod High School - Estyn rated Newtown as excellent before the merger, but only satisfactory after the merger - the same drop under the new framework as that recorded at Llandrindod (good to special measures). <p>The Code on School Organisations report (2013) emphasis is on the quality impact of any school organisation proposal. I have not been able to establish any evidence from PCC to 'demonstrate quality impact positively' with the proposed closure of the two schools and the re-opening of one school. PCC continue to use the recurring example of the mergers of Newtown School with Presteigne High School (HS) as good examples to support the proposals to date. Prior to the merger Newtown HS has been assessed by Estyn as excellent and Presteigne HS was in special measures and an interim team was about to brought into run the school.</p>	<p><i>The authority points to the Newtown High School dual-sited model as it is an example of a model that works in Powys.</i></p> <p><i><u>Newtown High School's performance.</u></i> <i>It is recognised that Newtown High School was inspected in 2009, and was rated as 'a good school with several outstanding, features' and scored 3 'grade 1' and 4 'grade 2' against the seven key questions which formed part of the inspection framework at that time.</i></p> <p><i>In 2015, the school was inspected again, and this time was judged as 'adequate' for current performance, and 'adequate' for prospects for improvement, and was placed in the category of needing Estyn monitoring.</i></p> <p><i>Direct comparison of schools, however, does not give an accurate analysis as there is a need to analyse the schools in the context of their family of schools to ensure that there is like for like comparison.</i></p> <p><i>However, standards have improved on both campuses of Newtown High School, but in particular at the John Beddoes campus. In 2015, 62.4% of pupils at Newtown HS achieved the L2+ indicator which was a 7.6 percentage point improvement on the previous year.</i></p> <p><i>Newtown High School's Estyn report of 2014 states, 'During the last 18 months, leaders, staff and pupils at the school have faced a significant period of change with the closure of John Beddoes School and the transfer of pupils to Newtown High School. Under the strong leadership of the headteacher, leaders and staff share a firm commitment to ensuring that the expansion of Newtown High School across two</i></p>

Newtown HS had an excellent standard and therefore it made perfect sense for them to utilise their proven effective standards to support and mentor Presteigne HS to improve their Estyn assessment. Following the merger further Estyn inspection put Newtown HS into satisfactory category.

It is not correct to compare us to John Beddoes and Newtown as those schools were not closed. This decision has been made “to improve teaching standards” but with absolutely no evidence to back up its claim. It states the example of John Beddoes School being taken over by Newtown High School as its role model but this is an entirely different situation due to the differing sizes of schools, combined with the changing provision at Presteigne.

Powys County Council claim that a model for improved educational standards can be found in the recent merger of Newtown High School and John Beddoes School in Presteigne but this assertion is flawed as the circumstances are not similar to the merger proposal involving Llandrindod and Builth High Schools. Both these schools are in Special Measures whereas only John Beddoes school was in Special measures not Newtown High School and therefore an increase in educational standards is unlikely.

It will be difficult to make comparisons with the John Beddoes/Newtown merger as all schools are different. It is not obvious that the experience of that merger is relevant to the Builth/Llandrindod proposed merger

The Newtown/John Beddoes merger is cited as justification and evidence that standards are improved by

campuses is a success. During the first year, senior leaders in particular, have responded effectively to the challenges of working across two campuses that are nearly thirty miles apart.’

Implementation of the model

The authority agrees that the process of establishing the Newtown dual-sited school was different to the proposal for Builth Wells and Llandrindod High Schools. The reorganisation proposal took the form of extending the capacity of Newtown High School to include the John Beddoes campus in Presteigne and John Beddoes School closed – the campus remained as a second-site of Newtown high School. Staff restructuring only affected the John Beddoes campus, and not Newtown High School staff.

The Newtown/John Beddoes proposal was also different due to the fact that only one school - John Beddoes School - was in special measures, compared to both schools in Mid Powys. John Beddoes school was closed but education was retained on the Presteigne site as part of Newtown High School. There was also a difference in the pupil population size at both schools.

merger but their results are still not as good as Llandrindod's and in their recent inspection they dropped from Excellent to Satisfactory/Adequate which is the same drop of 3 categories as Builth/Llandrindod dropping from Good to Special Measures. Hardly convincing evidence.

Estyn itself has said that it is not convinced that this proposal will even maintain standards, let alone improve them. You keep holding up Newtown and Presteigne and telling us how well this school on two sites is working, and it is true that more pupils have left that school with 5 GCSEs, but Newtown school went from "excellent" before the merger, to "satisfactory" following the merger. So pupils at Newtown have not benefited from the merger.

This decision has been made "to improve teaching standards" but with absolutely no evidence to back up its claim. It states the example of John Beddoes School being taken over by Newtown High School as its role model but this is an entirely different situation due to the differing sizes of schools, combined with the changing provision at Presteigne.

Powys County Council claim that a model for improved educational standards can be found in the recent merger of Newtown High School and John Beddoes School in Presteigne but this assertion is flawed as the circumstances are not similar to the merger proposal involving Llandrindod and Builth High Schools. Both these schools are in Special Measures whereas only John Beddoes school was in Special measures not Newtown High School and therefore an increase in educational standards is unlike

	Welshpool High school had a similar merge with Llanfair Caereinion, that did not work, if this happens here that will waste further money.	<i>This is incorrect.</i>
1.5	Comments about current standards of both schools	
1.5.1	Llandrindod High School	
	<p>Having read all the evidence provided for the consultation we understand and accept and fully agree with the fact that we must not be resistant to change and should always strive to improve standards and offer our young people the best possible education to enable them to achieve their potential. With this in mind it is difficult to understand why Llandrindod Wells High School should face closure when evidence shows that standards are improving and results this year were among the best in Powys. Estyn have stated that they are not convinced the changes will improve standards or even maintain them so why fix something that is not broken. Llandrindod High School has had problems but it is now moving forward and should be supported in this rather than pushed aside.</p> <p>You are proposing to merge the best high school in Powys with the worst.</p> <p>If you look at the statistics, Llandrindod High School has come top in the County, so why are you insisting on CUTTING THEIR FUNDING??? Or should I say, in your words; making savings! Then there's Built Wells High School, coming 12th out of 12!!! WHAT are you doing to the Educational future of our young people?</p>	<p><i>Whereas standards have improved over the past two years, the school is making satisfactory progress against the Estyn recommendations. However, there are some areas where progress has been limited, despite having been in special measures for some time. There is no evidence to support the statement that Llandrindod has come top in the County. This is factually incorrect.</i></p> <p><i>Since the core inspection [Oct 2014], the school's targeted actions, for example involving refining pupil groupings and examination policies, have had a marked impact on performance at key stage 4 in mathematics and science and those indicators that include English and mathematics. However, performance in wider indicators has been more modest.</i></p> <p><i>In 2016, performance at key stage 4 in the level 2 threshold including English and mathematics has improved for the second consecutive year. This now places the school in the upper half of similar schools based on free school meal eligibility, after being in the top quarter in 2015. This performance is in line with modelled outcomes for the second consecutive year, after having been below in each of the previous three years. Similarly, the proportion of pupils achieving 5 A* to A grades at GCSE has also improved and is markedly above that of similar schools.</i></p> <p><i>In 2016, performance in the capped points score, the level 2 and level 1 thresholds has declined since 2015. Although performance in the level 2</i></p>

	<p>I understand that Llandrindod school has improved its standards since their Estyn Inspection, and has actually come out on top in Powys according to another survey measuring other aspects and qualities of the school. Surely the upheaval for staff and pupils will not help them to continue to raise standards. Estyn are not convinced that the proposal will even maintain the present standards!</p> <p>Llandrindod High School is an extremely good school and although it is currently in Special Measures, it is evident from recent reports that significant works have been carried out and the standard has improved greatly over the last few months. This is despite the fact that the teachers, staff and pupils are working under the threat of closure.</p> <p>Llandrindod High School was graded by “Wales online” as top of the league tables this year. The school is going from strength to strength as it comes out of special measures and I wish for this to continue.</p>	<p><i>threshold is slightly higher than at the time of the core inspection, this places the school in the bottom quarter of similar schools for the fifth year running. Performance in the capped point score and the level 1 indicator places the school in the bottom quarter of similar schools and is lower than at the time of the core inspection.</i></p> <p><i>At key stage 3, performance in the core subject indicator and in a majority of subjects has improved noticeably since 2015. Performance in the core subject indicator is in line with modelled outcomes and places the school in the lower half of similar schools.</i></p> <p><i>Despite sound improvements on the previous year, attendance remains in the bottom quarter of similar schools and remains well below modelled outcomes for a second year. It is noticeably below the average for similar schools and nationally and below that at the time of the core inspection.</i></p>
1.5.2	Builth Wells High School	
	<p>1. Builth Wells high school is not failing its youngsters. In 2016 65.5% of our pupils in Year 11 achieved grade C or better in English/Cymraeg, maths and science. We are also the 8th best school in Wales when you look at A* to A grades at GCSE for 2016.</p> <p>2. These results are not ok. They are to be celebrated!</p> <p>3. We are not failing the whole cohort. This statement is wrong and has misled the cabinet. We recognise there are improvements to be made with a small and sometimes challenging part of the cohort and the school's Estyn report has made 7 recommendations which have guided the school in putting in place a</p>	<p><i>Builth Wells High School, with 65.5% of pupils' attaining their level 2 threshold including English / Welsh and mathematics at key stage 4, is performing above the national average, but below that of similar schools. Nearly all pupils achieve the level threshold of 5 GCSE qualifications (or equivalent) at grade A* - C, which is above the national average and that of similar schools.</i></p> <p><i>In 2016, performance at key stage 4 is higher than at the time of the core inspection in the majority of indicators. Overall, performance at this key stage, compares slightly more favourably to that of similar schools according to eligibility for free school meals, than at the time of the core inspection. However, performance in the indicators that include English</i></p>

	<p>rigorous and robust school improvement plan which has seen the English Grade C pass rate improve by 4.7 percentage points and maths grade C pass rate improve by 10.7 percentage points since 2014.</p> <p>Estyn are not convinced that” the proposal will at least maintain standards”. Surely even Powys should not consider closing Builth High School when it is the 8th best school in Wales with regards to GCSE and A level Results;</p> <p>In the case of Builth Wells High School, the most recent performance date for the school and the progress the school is making against the Estyn recommendations following the 2015 inspection are clearly demonstrating that the school is capable of improving standards without merger.</p>	<p><i>or Welsh and mathematics, continues to be lower or much lower than the average performance in similar schools. Over the period 2013 to 2015, pupils made less progress than expected from previous key stages in many indicators, and significantly less in close to a half.</i></p> <p><i>Performance in the level 2 threshold including English or Welsh and mathematics, improved in 2016. However, it remains well below modelled outcomes and places the school in the bottom 25% of similar schools for the fourth year running. Similarly, performance in the core subject indicator, and in English, also improved but continue to place the school in the bottom 25% of similar schools. In contrast, improved performance in the wider indicators of the level 2 threshold and capped points score places the school in the top 25% of similar schools in 2016 after being in the lower 50% at the time of the core inspection, as does performance in the level 1 threshold. Performance in science, improved in 2016 and moves the school up into the upper 50% of similar schools while performance in mathematics remained unchanged but drops the school into the lower 50% of similar schools.</i></p> <p><i>At key stage 3, the proportion of pupils achieving the core subject indicator increased in 2016 and is higher than at the time of the core inspection. However, this performance remains below modelled outcomes and places the school in the bottom 25% of similar schools for the fourth year running.</i></p> <p><i>In 2016, the performance of pupils in the sixth form is strong in the level 3 threshold. The proportion of pupils achieving three A levels at grades A* or A dipped but remains close to the average for similar schools and schools nationally. The proportion of those achieving three A level grades A* to C improved in 2016 and is above the average for similar schools and schools nationally.</i></p>
1.5.3	Impact on both schools as they are trying to come out of Special Measures	
	Both schools are currently in Estyn Special Measures	<i>The authority acknowledges the work that the staff and governors of</i>

<p>and therefore both have individual Action Plans that have been set out by Estyn and the Local authority and it is the duty of the County Council's Education Department to see that both schools complete their action plans in order to increase the educational standards of both schools. Each school needs their SLT to be working on these plans in order to increase the standards for the children currently within the system. This cannot be done whilst merging the school and removing a number of senior management from each school.</p> <p>If you merge the 2 school's you will be removing both school's from special measurer therefore removing any additional support and funding that they are currently receiving in order to help improve standards. This therefore would be a cut in funding that Estyn have clearly stated that both schools currently need to improve their overall standards.</p> <p>Both schools are currently in special measures after Estyn inspections and are having regular termly monitoring visits. This is obviously an increased stress.</p> <p>Until the schools show they are capable of leaving special measures I do not see how we can move forward.</p> <p>There will be additional pressures placed on the teaching staff and it will be time consuming trying to raise standards and come out of special measures.</p> <p>Builth and Llandrindod High Schools are in an unknown situation; both schools are in special measures. The two schools require support to improve their standards and the merger will not improve standards, in fact standards</p>	<p><i>both schools are carrying out to implement their post inspection action plans.</i></p> <p><i>The role of the authority and the regional school improvement consortia, ERW, is to challenge and support schools in implementing their post inspection action plans. This would continue to be the case if the proposal is implemented.</i></p> <p><i>Schools also receive support through the regional consortia, ERW, and the level of support each school receives is based on their national categorisation, which is published annually. In January 2017, the National Categorisation of Schools was published which shows that Llandrindod High School will be receiving the highest level of support as it is a 'red' category school, with Builth Wells High School receiving the next level of support, being in the 'amber' category.</i></p> <p><i>The schools do not receive any additional funding due to being placed in need of special measures by Estyn.</i></p> <p>.</p>
---	--

and quality will not improve as Estyn have stated; PCC are unable to evidence improvement in quality.

In the volatile situation of the two current schools and their 'Unsatisfactory' status as labelled by Estyn, I believe that stability would be more beneficial to the improvement of the schools' performance as opposed to the potentially risky decision to merge.

Both Builth and Llandrindod schools are in special measures, this is recognised, but both are working hard and making progress. It is my view that both schools are capable of improving standards without a formal merger. Both schools can endeavour to work more closely together and share best practice but a merger which would result in one headteacher and one leadership team over two sites is a backwards step and will ultimately impact upon the pupils of a merged school.

I do not think that merging two schools, which are both in special measures, will raise the standard of educational provision in Builth. It will increase stress levels in the teaching team in Builth and Llandrindod, reduce already depleted morale and create more uncertainty; not provide the opportunity for developing skills, capacity, leadership and expertise as is required. Instead, very precious energy and resources will be taken up with planning and dealing with the merger.

Therefore, in coming back to the proposals for the merger of our schools, I can imagine Members thinking 'why aren't parents behind the efforts to improve their schools?' (remembering that Estyn doesn't think that they will even maintain standards). In my opinion, it is for this reason: my daughter is at school NOW. She goes to a

	<p>school that is in Special Measures. The plan is to merge that poor school with another poor school. My presumption is that if PCC and teaching staff are struggling to pull the existing schools out of the doldrums, how on EARTH are they going to organise the improvement of a merged school whilst making the practical circumstances even harder?</p> <p>This is not an excellent school taking a poor school under its wings. It's a poor school merging with a poor school. I appreciate that the Heads of both schools are working very hard to improve standards and I have faith that - in time - they will do so. Each school has had a difficult past few years and I understand that turning things around is tough.</p>	
1.4	Impact on pupils	
	<p>I feel that the whole process has been extremely disruptive to the children of both schools, focusing their attention and worries on bureaucratic changes, rather than challenging their focus on their education. My two children are at a crucial stage of their education, Matt has just gone into Year 10 and Abi has just gone into Year 7 of Llandrindod Wells High School.</p> <p>The proposed date for implementation of September 2018 will be such a time at which Matt will have just completed his GCSEs. However, I fear that the focus of this year group will be dominated by the implementations to be put in place. I desperately want for him to focus his attention on his work and his potential achievements, but am worried that this is a huge distraction at this point in his life. The implementation process will ultimately have an impact on this Year group's overall results.</p> <p>My daughter, Abi will be entering Year 9 in September 2018, she will be thinking about her 'options' and what</p>	<p><i>Any school reorganisation process creates a period of uncertainty for all involved, including pupils. However, the authority endeavours to minimise any disruption to pupils – pupils are key stakeholders in the whole process and their views are extremely important.</i></p> <p><i>If the proposal is approved by cabinet, the next steps would be to establish a temporary governing body. Its first task would be to recruit a headteacher. Once a headteacher is appointed, the headteacher would work with the governors to establish a staffing structure. Staff would be supported throughout this process by the authority's HR department and appropriate policies and procedures.</i></p> <p><i>At key stage 3 and key stage 4, it is not expected that pupils would travel between sites. However, the new governing body would be responsible for how it structures the curriculum and timetable, and it may be possible that some subjects would be taught on one site only at key stage 4. This would increase the options available to those pupils.</i></p>

	<p>direction she will choose to go. I fear that her choices will be dominated by 'which school will house which subjects'? Locations shouldn't influence a child's ability to make decision which will affect their future. I fear that children will be spending the majority of their time travelling between campuses. This will be mentally and physically exhausting for them. How are they to achieve their best goals in this state of mind?</p> <p>I am 9 years old and don't want a lower standards of education than my brother who is in high school</p> <p>From a personal perspective, my daughter should be starting her secondary school education in Builth Wells High School in September 2017. I am extremely worried about the implications that this merger will have on the quality of the education that she will receive.</p>	
	<p>6. Children will evidently 'slip through the net' with large amount of pupils across a larger campus. Children that need more attention and extra care are less likely to be on the Teachers radar.</p> <p>5. Children with learning disabilities will be lost in the system, more so than they are now</p>	<p><i>As stated in the consultation document:</i></p> <p><i>'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. The New School would be required to adhere to the same Guidance. Funding from the Council is delegated to individual schools to support pupils with significant needs and this would be allocated to the New School , ensuring that needs continue to be met. 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 environment. Llandrindod High School currently has a specialist centre for those with high levels of need associated with a diagnosis of ASD. The same support will continue to be provided by the New School . 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. However, as pupils will remain at their current school sites, it is unlikely that the impact on feelings of wellbeing will be significant. Mitigation of</i></p>

		<p><i>possible negative effects of change, especially for those with additional needs, will need to be well planned and allow for individual plans of support to be in place.</i></p> <p><i>Person centred reviews and planning will be very helpful in providing the circles of support and hearing the voice of the young people during this period.'</i></p>
	<p>Potentially increase indiscipline within the pupil body</p> <p>I am worried that the standards of behaviour will fall and the school will be unruly which will decrease the quality of my education.</p>	<p><i>The proposed new school would be responsible for managing behaviour in accordance with its own behaviour and discipline policies.</i></p>
	<p>The needs of the children will not be the schools priority but funding and targets will be.</p>	<p><i>The proposed new school would be expected, as all schools are expected, to put the educational needs and wellbeing of pupils first. However, every school also has a responsibility to operate within the funding they receive from the authority via the fair funding formula and additional grants.</i></p>
	<p>I think the standards were poor - Huge bullying issues which were never addressed at Builth High School and left my child with severe anxieties. Poor school. Poor teachers. In experienced teachers. Good it is closing.</p>	<p><i>Noted</i></p>

2. Financial Issues																					
2.1	Proposal is a cut in funding and does not reflect additional costs of operating across two sites.																				
<p>I would like you to provide me with a monetary break down of how a merger can possibly make substantial and sustainable savings.</p> <p>The proposed budget for the new merged school is in fact a cut in the funding of education in both Llandrindod Wells and Builth Wells. It does not accurately reflect the actual costs of running the two sites. Given the general funding cuts filtering down from Westminster to Cardiff, and from Cardiff to Powys, there is general sympathy towards PCC finding ways to save money. However, this merger is not the way to do it, for the following reasons:</p> <ul style="list-style-type: none"> - It actually saves the council very little money in the medium term. The annual projected savings have already fallen from £166,000 to £123,000 and these savings still do not take into account additional travel costs that may be incurred by post-16 students, by key stage 4 students, but staff and by governors. <p>And there are interim costs associated with the merger, such as employing a new head teacher, supply costs for leadership, resources taken out of school during the new school set up, clerking and training costs for the shadow governing body, etc.</p> <p>There are better ways of saving this relatively small amount of money than merging two schools.</p> <p>Fourthly, the proposal has not been costed fully or accurately and so the supposed financial savings will not occur, if anything cost will rise not fall, when all cost are factored in.</p>	<table border="1"> <thead> <tr> <th>Component of Cost</th> <th></th> </tr> </thead> <tbody> <tr> <td>Builth High School</td> <td>£2,441,966</td> </tr> <tr> <td>Llandrindod High School</td> <td>£2,276,187</td> </tr> <tr> <td>Single site Secondary Merger saving</td> <td>£0</td> </tr> <tr> <td>2 x Single Language School additional costs</td> <td>£0</td> </tr> <tr> <td>Existing travel costs</td> <td>£552,207</td> </tr> <tr> <td>New travel costs</td> <td>£0</td> </tr> <tr> <td>Net Cost to Council</td> <td>£5,147,453</td> </tr> <tr> <td>Net Reduction from Current</td> <td>£122,907</td> </tr> <tr> <td></td> <td></td> </tr> </tbody> </table> <p><i>The 123k is the saving to the authority through reduced funding allowances by creating one school funded through the fair funding formula. The funding supports the revised group size for the school and the corresponding management structure of a larger school.</i></p> <p><i>The reduction in funding is not in respect of direct support to pupils, such as class teachers, learning support assistants etc. Further efficiencies could also be achieved through economies of scale.</i></p>	Component of Cost		Builth High School	£2,441,966	Llandrindod High School	£2,276,187	Single site Secondary Merger saving	£0	2 x Single Language School additional costs	£0	Existing travel costs	£552,207	New travel costs	£0	Net Cost to Council	£5,147,453	Net Reduction from Current	£122,907		
Component of Cost																					
Builth High School	£2,441,966																				
Llandrindod High School	£2,276,187																				
Single site Secondary Merger saving	£0																				
2 x Single Language School additional costs	£0																				
Existing travel costs	£552,207																				
New travel costs	£0																				
Net Cost to Council	£5,147,453																				
Net Reduction from Current	£122,907																				

Throughout the consultation there are no figures to evidence the day to day running costs of the two merged schools. The figure of £122k only represents the closure of both schools. PCC are unable to demonstrate the day to day cost savings of the running costs of the schools.

It has been stated that this project would save £130,000 but the consultation documents sent out did not give the details of how this was going to be done and gave a false impression of the financial situation for each school currently therefore it is impossible for the cabinet, the council and the community to come to an informed decision on the proposals.

The proposal brings about a reduction in funding, not a saving, of over £100,000 which is the equivalent of one Senior Leadership team. So the reduction in the number of Senior leaders required would not free up money in the budget for the governors to employ additional specialist teaching staff, improve resources or increase support staff to help improve standards. The appointed Senior leaders would also be on a higher salary range because of the larger school.

This effective reduction in funding would also make it impossible for the governing body to increase the range of subjects on offer without making further redundancies from the existing staff at both schools. Redundancy has a catastrophic effect on staff morale and is not cost negative. There is also a cost in restructuring the middle management team, to morale and protected salaries for those losing TLR's - not to mention the potential for increased costs as TLR holders would have responsibility for more staff and pupils so may be on a higher point. Has the authority considered the actual staffing required

The financial information included within the consultation document and cabinet report of 27th September 2016 includes a split-site allowance in respect of a school operating over a split-site. This information could now change following cabinet's decision to review the formula for a split-site allowance, following consultation on the authority's funding formula that took place in late 2016. If there are any changes to funding resulting from any review to the split-site allowance, these would be deferred to 1st April 2018 or the opening date of any new split site school.

The authority recognises that there may be additional costs incurred in a school merger. Any costs incurred during the staffing transition to the new school would be a cost to the authority, not the school. The authority would also provide clerking services to the temporary and permanent governing body for a period of up to 12 months after the merger at a cost to the authority, not the school.

However, as it is the responsibility of the new temporary and permanent governing bodies to structure and manage the school, it is not possible at this stage to quantify these additional costs. The school would have to be structured within the budget available, including costs of TLRs and senior positions. The school would be responsible for structuring the timetable, and any costs incurred by staff travelling between sites would be a cost to the school.

<p>in order to be able to deliver to pupils split across 2 sites?</p> <p>Powys County Council claim that the school merger must occur in order to make financial savings. However, the initial proposed saving of £123,000 does not take into consideration the salary of the new head teacher which is directly proportional to the size of the new school. A dual site school would also necessitate a large increase in inter-site transport costs. Provision for this increase does not seem to have been taken into account.</p> <p>The proposal for Llandrindod and Builth Schools is no less than a cut in funding, such funding will have a dramatic effect on the attendance of both schools affecting the performance of both schools.</p>	<p><i>The authority does not expect attendance to fall at either school – the proposal is intended to provide a sustainable secondary school infrastructure that would be able to provide high quality education that would meet the needs of children and young people in the mid Powys area.</i></p>
<p>Sharing staff across two sites will lead to additional expense in their travelling expenses and the cost of busing children around the county plus add to the burden of carbon emissions.</p> <p>I fail to see how the huge spend to provide this additional transport can be seen as cost effective. Injecting this money into current resources would be more beneficial surely?</p> <p>* If the new school is just to have one 6th form in Builth, have the extra costs of transporting the Llandrindod students there daily been calculated amongst the savings, as well as time lost in travelling? I think not.</p> <p>It is not clear if any consideration has been given to the effect of increased workload and the time and cost of travel between sites for middle and senior leaders.</p>	<p><i>From September 2018, the school would be run as a dual-sited school. At key stage 3 and key stage 4, it is not expected that pupils would travel between sites. However, the new governing body would be responsible for how it structures the curriculum and timetable, and it may be possible that some subjects would be taught on one site only at key stage 4. This would increase the options available to those pupils.</i></p> <p><i>The proposal is to establish a new 11 – 18 school across two sites. It would be the decision of the governing body whether it wished to centralise post-16 education on one site, but the authority would strongly encourage this to happen. The benefits would be increased critical mass, enabling a wider range of subjects to be offered from one location. It is the authority's view that this would be attractive to learners and would stem the flow of learners leaving the county for post-16 provision, as currently happens.</i></p> <p><i>Any transport costs incurred for the delivery of post-16 provision should the governing body decide to centralise all/some provision a specific</i></p>

	<p>Neither is it clear if the implications for staff time and travel costs have been considered if teaching or support staff have to move between sites.</p> <p>If, on the other hand, workload is not reduced by keeping the same number of leaders, the merged school would not be able to operate within its new budget. Again, PCC has made no proposals how the new governing body and SLT would be able to run the new school within the predicted new budget. It has just stated that this is their job and not the job of PCC.</p> <p>It is not clear if any consideration has been given to the effect of increased workload and the time and cost of travel between sites for middle and senior leaders. Neither is it clear if the implications for staff time and travel costs have been considered if teaching or support staff have to move between sites.</p> <p>The time and money spent on transporting staff between campuses will increase the costs to the school budget without additional income to cover this.</p>	<p><i>campus will be paid for by the authority. The authority already funds transport for post-16 learners to travel between schools/college to study subjects not available to them at their 'home' school.</i></p>
2.2	The proposal is a cut in funding which will have a detrimental impact on standards and provision	
	<p>The proposal is a cut in funding, NOT making savings!!! The so-called 'Saving money should NEVER be brought into this decision. This proposal is all about A CUT IN FUNDING, to schools already struggling with the budgets they currently have, so you want to give them LESS!!!</p> <p>The proposal is a cut in funding. Our children and families here in Powys already have less access to services than more populated areas. At the very least the Council should provide children with an education in their own community in order to successfully access</p>	<p><i>The consultation document outlined the pressures facing the secondary sector in Powys, which includes ensuring that educational provision is of the highest standard possible within an economic/financial climate that is very challenging. Powys County Council has seen its funding from Welsh Government reduced for a number of years. Since 2012/13 we have seen a net reduction of £17,700,000 in our funding from Welsh Government. This, coupled with increasing responsibilities and services pressure has created a significant budgetary shortfalls across all three years. In order to balance the budget the Council has been required to deliver savings of £53,493,000 over the same period. In order to create sustainable services</i></p>

<p>extra-curricular activities to bridge this gap.</p> <p>The proposal is a cut in funding of apparently £128,000 initially at Llandrindod alone.</p> <p>This will be an actual cut in funding for the schools, when we should be spending more on educating our young people.</p> <p>. The proposal is a cut in funding. This will be detrimental to the pupils and schools.</p> <p>- I'm afraid we really do not need additional funding cuts!</p> <p>It is obvious to me that this proposal will mean a cut in funding as despite what council officers say there will not be enough courses offered across the two schools, (especially if the Welsh Medium stream is kept at Brecon High School) to attract additional funding.</p> <p>The merger will cut funding to one of the schools and therefore further detriment standards.</p> <p>There is a reducing school population at present, although it is predicted to increase again within 10 years, and with this comes a reduction in capitation funding to schools. This proposal is a further cut to education spending in Mid Powys and I believe will lead to a fall in standards.</p> <p>"Savings" in Education will only decrease standards, meaning that the cost in the future will increase, due to the children not achieving during school years. It is simple to see, for all but YOU and the MEMBERS who have allowed this to happen.</p>	<p><i>with reduced funding it is essential that the Council transform its service provision.</i></p> <p><i>The reduction in funding available to the proposed school is not in respect of direct support to pupils, such as class teachers, learning support assistants etc. The reduction in funding is based on the cost of the overall management structure required.</i></p> <p><i>The proposal provides opportunities to create economies of scale that may lead to greater investment in teaching and learning: By having a single leader of each curriculum area across the two school sites and a more streamlined senior leadership structure, savings can be generated over time. The new leadership team would be able to invest these savings in whatever way they believe would make the greatest impact on standards.</i></p> <p>.</p>
---	--

	<p>In the scheme of things the minimal savings this will make will therefore decrease the standards of education;</p> <p>e expectation that both schools will be expected to manage with less budget and less senior managers leaves great uncertainty on the way ahead.</p> <p>The proposer does not consider the impact that the reduction in overall funding to a single school will have on the school's ability to deliver its curriculum."</p> <p>- The cost of introducing a new uniform may not be much, but it's honestly a lot of bother for what is very little reason.</p> <p>I, the education inspectorate and many others are well aware that such cuts will not maintain standards and will have the reverse effect. It is safe to say that if this proposal goes ahead the standard of education and the quality of jobs that pupils gain as a result will be affected. I ask you to question what positive outcome can this proposal have for the next generation? If it were your children attending either schools would you be happy with the above proposal? I think your answer would be the same as mine – No.</p> <p>It is quite simple that such a proposal where funding is reduced will not improve output, results, or the quality of education, the result of such cuts will be by far the opposite.</p>	
	<p>I am asking you this because I understand it is to save the council money by reducing the funding to the school. Now Mr Patterson I like school but I don't really find my class work easy, I really struggle. I currently get extra</p>	<p><i>The reduction in funding available to the proposed school is not in respect of direct support to pupils, such as class teachers, learning support assistants etc. The reduction in funding is based on the cost of the overall management structure required.</i></p>

	<p>lessons and help with numeracy and literacy. This as you know is very important for me. I am very worried that if funding it cut there won't be money left to fund this extra help that I really need - and then where will I be?</p>	
2.3	Savings too small to justify the proposal	
	<p>To merge the two schools you believe there will be a saving of £128,000 which first started off at £166,000. £128,000 is not a substantial amount of savings to justify closing both High Schools and reopening of one High School.</p> <p>Bearing the above in mind, I can therefore only conclude that there is a different reason for pushing through the proposal when the experts have clearly stated that it's a bad idea: it must be financial. We understand that PCC are seeking to remove £123,000 from the merged budget. £123,000 is a piffling sum in the great PCC scheme of things and seeing as it's already dropped from approximately £160k, confidence is very low to think that it might be accurate and achievable.</p> <p>The savings of £123,000 are minimal in my view, equivalent to at the most, two Senior Manager posts within Powys and it is not justifiable to ruin our children's education for this sum.</p> <p>The proposed savings are minimal.</p> <p>The estimated saving of £123,000 (as mentioned at the Llandrindod public meeting) is not a good enough reason, as this would be less than one Chief Executive's salary.</p> <p>Also with Machynlleth to have £20 million spent on a new</p>	<p><i>Making a financial saving is not the basis for this proposal. The proposal is intended to deliver a sustainable model of secondary education, which can deliver high-quality provision.</i></p> <p><i>The consultation document outlined the pressures facing the secondary sector in Powys, which includes ensuring that educational provision is of the highest standard possible within an economic/financial climate that is very challenging.</i></p> <p><i>The proposal provides opportunities to create economies of scale that may lead to greater investment in teaching and learning: By having a single leader of each curriculum area across the two school sites and a more streamlined senior leadership structure, savings can be generated over time. The new leadership team would be able to invest these savings in whatever way they believe would make the greatest impact on standards.</i></p>

	<p>through school, this is a drop in the ocean.</p> <p>- The financial benefits hypothesized are negligible, and have been reducing, which is a sure sign that you the council have pretty much no idea what you're doing.</p>	
2.4	PCC wasting money	
	<p>It will (and has) cost the council in the short term. For example, the consultation process has already cost a large amount of money (in terms of paying OSS, of staff resources producing documentation and doing reaserch, etc).</p> <p>I work for Powys County Council and frequently see the waste of money by the Council in many areas which angers me when the proposed small amount of savings to be made at both Llandrindod and Builth is mentioned. This is about our children and grandchildren's future in education and their future paths in life, NOT money.</p> <p>Savings could be made of this amount elsewhere within Powys County Council. Here are some suggestions:</p> <ul style="list-style-type: none"> - Charge employees of Powys Count Hall to park their carpark. PCC is one of the only carparks within the town that do not charge. Gwalia workers have to pay for a permit if they wish to parkin the High street car park. Yet you have the audacity to say that PCC is a private car park and for permit holders only even though it is funded by us tax payers. If your employees have a permit to use that carpark then they should for it yearly. - Reduce the workforce in each department. No other company has several stages of management from line managers to Head of Departments. Depending on the size of the department one line manager and one Head of Dept should be sacrificed, making a saving of 	<p><i>Any school reorganisation process incurs a cost to the authority to ensure that all stakeholders are provided with the appropriate information to make their views known.</i></p> <p><i>The authority notes these comments.</i></p>

thousands!

- Stop using these consultancy firms to make decisions for Powys County Council. You employ people within your departments who should be able to make a decision without having to bring outside agencies in. Again this would save hundreds of thousands.

In conclusion, THAT is why I am asking that you overturn your previous decision. Provide staff and pupils with some stability, get standards up and resilient, resource them properly. Resource them by ditching all non-essential staff at PCC: ditch any staff that you would feel uncomfortable explaining to the public whose taxes you spend. Ditch the Media Officers, the statisticians, the monitoring officers, the people who oversee the work of others and yet who aren't those peoples' line managers. The public do NOT want these staff and place no value upon them.

I am acutely aware that local government has had cuts and is facing more. That is a problem that we must all deal with and accept that there may be cuts in our standards of service. However - the public are heartedly sick of the choices that PCC make with the money they have.

For example, on the day our village's primary school was informed that further cuts would result in further loss of invaluable teaching assistants, I looked at the jobs page on the PCC website and saw an advert for a Media Officer, salary £32,000. How on earth PCC can value a Media Officer above teaching assistants (or social workers or any of the other statutory responsibilities) it is beyond the comprehension of most of the public. We don't want our money to be spent on PR and media: we

want it to be spent on our statutory responsibilities. The public are also sick of PCC employing consultants when they are unable to make a decision themselves. PCC have many fantastic (and well paid) officers and yet we seem to be afraid of allowing them to make and consider decisions, preferring instead to employ consultants to make those decisions our behalf - madness when our officers supply them with the very information they use to base their decision on. PLEASE can PCC use the money they pay consultants with to actually fund our schools? Maybe then we would have money to fund our services rather than paying to take the responsibilities that come with difficult decision-making away from our Members. I appreciate it's politically far easier to simply adopt the recommendations of a consultant who has been paid, but it NOT what we pay our Members a very good salary for.

If you were the CEO of a private company and were overseeing such ludicrous measures your job would be terminated. Yet in local government we are seeing less and less decision making and more use of consultants. As the chief executive your role is to understand how the different parts of the council (the business) work together in order to satisfy the common goal of fulfilling their ambitions.

3. Curriculum Issues	
3.1	Concern that the proposal does not help improve curriculum offer
3.1.1	<p>"The proposer does not consider the impact that the reduction in overall funding to a single school will have on the school's ability to deliver its curriculum." (Estyn)</p> <p>There seems to be a lack of understanding of basic logic on behalf of the cabinet that having a school with two sites will make it possible to increase the number of subjects taught without a major movement of pupils from site to site and consequent associated transport costs.</p> <p>The decision is supposedly meant to increase the number of subjects taught in the school but this will not be the case as there will be the same number of students to be taught.</p> <p>There is also a serious concern that the new model will not improve the ability to increase the number of subjects taught in either school. The children of our town and the surrounding area deserve the right to have choices and to have a better selection of courses available to them to give them the best possible opportunities in life.</p> <p>It will not improve the ability to increase subjects taught</p> <p>Also, despite having two sites, a lack of teachers due to significantly decreased funding will lead to less subjects being offered at AS and A2 Level, as well as at GCSE, at</p> <p><i>The authority recognises that establishing the school over the two sites would not provide all the efficiencies and economies of scale that would be available if the school was established on a single site. There would also be more curricular benefits if the schools on a single site, with a larger critical mass of pupils. This was recognised in the business case that supported this proposal, and was outlined in the consultation document.</i></p> <p><i>However, the authority is of the view that, even though the school would be a dual-sited school, there are still opportunities for curricular benefits, as follows:</i></p> <ul style="list-style-type: none"> <i>• The proposed new school would be of a size that meets the authority's aspiration for size of school, both in key stage 3 and key stage 4, and at post-16. The authority believes that a school with a minimum of 600 pupils in key stage 3 and key stage 4 would have average year group of 120 pupils, which would help maximise the curriculum benefits and lead to improved outcomes. However, it is not expected that pupils would travel between sites, although the new governing body and leadership team would be responsible for the structure of the curriculum and timetable, and it may be possible that some subjects would be taught on one site only at key stage 4. This would increase the options available to those pupil.</i> <i>• The authority wants sixth forms to be able to provide at least 25 AS/A level subjects from one location, which means that the authority aspires to having sixth forms that have over a 150 pupils; The authority is concerned that the continued year-on-year reduction in funding for post-16 provision means that the number of subjects offered is also reducing. Pupils currently have to travel between existing school sites to access a broad</i>

<p>both schools – in contrast to the Council’s opinion that the new school would be able to offer more subjects.</p> <p>3: It will not improve our ability to increase the number of subjects taught, so what gain is there here???</p> <p>The decision is supposedly meant to increase the number of subjects taught in the school but this will not be the case as there will be the same number of students to be taught</p> <p>3) The proposal will not allow either high school to increase the number of subjects on offer which is also a goal of the proposal. I agree that the schools are unable to offer enough subjects but this is not the right way in which more subjects can be offered.</p> <p>One of the reasons given for merging the two schools was to improve the choice of subjects available in the schools but this in fact will not be the case</p> <p>It will not improve the ability to increase the number of subjects being taught.</p> <p>It will not improve our ability to increase the number of subjects taught, with special concern with the already poor provision of science subjects at GSCE and A-level currently at Llandrindod Wells High School.</p> <p>Whilst you do not move pre 16 children between the 2 campuses the class sizes will remain the same therefore you are not changing the critical mass of learners. As the critical mass of learners in pre 16 education will not change this will not improve the ability to increase the number of subjects taught.</p>	<p><i>range of academic and vocational courses during the school day, with associated costs</i></p> <ul style="list-style-type: none"> • <i>It would be the decision of the governing body and leadership team how they wished to deliver post-16 provision, but the authority would strongly encourage the school to have a single sixth form centre. The benefits of this would be that learners would have access to at least 25 AS/A levels in one location, with no requirements for additional travel during the school day, although there may be some travel required to access vocational subjects;</i> • <i>Welsh-medium provision would be available for pupils on the Builth Wells site.</i>
--	--

	<p>How will closing the school and reopening it improve options at GCSE.</p> <p>I don't agree with the merger, too many miles travelled by too many children.</p> <p>I feel the Council is playing down the amount of disruption to school days with the inevitable movement of pupils between sites and more so the movement of staff which I feel may cause too much disturbance to a pupil's education as a whole.</p>	
3.1.2	<p>If the movement of Welsh medium education from Brecon to Builth Wells fails to materialise then there will not be enough additional funding to fall back on to enable more choice of subject to be offered as promised through both English and Welsh streams as detailed in the consultation. A lot seems to be resting on 'if's' and not concrete evidence.</p> <p>With the current proposal there will have to be three learning streams in each academic year; an English stream on both sites and a welsh stream in Builth Wells. This will involve three class groups and so using efficient class sizes of up to thirty pupils won't be possible. Whereas the proposal says more subjects will be able to be taught I would suggest it would reduce the number of subjects, which can be provided.</p>	<p><i>The number of pupils attending the Welsh stream at Builth Wells High School has increased in recent years, and the school is currently able to provide:</i></p> <p><i>However, the authority acknowledges that there would be an impact on a school if pupil numbers in the Welsh stream decreases as this would have an impact on the funding that would be provided to the school.</i></p> <p><i>The establishment of the school over two sites would not provide all the efficiencies and economies of scale that would be available if the school was established on a single site. The school, however, would be provided funding protection through the key stage 3 and 4 funding allowance and the school would receive an allowance for Welsh-medium provision in accordance with its fair funding formula.</i></p>
3.1.3	<p>There is no evidence to prove that a merger will attract specialist teachers to the area.</p>	<p><i>There is no evidence to suggest that the proposal would be unattractive to specialist teachers. A successful school, operating with a distributed leadership model, would be as attractive to</i></p>

	<p>A merger will not offer the pupils of the new school a greater choice of subjects. To achieve this, an increase in funding must be implemented, not a cut. The new school would have to attract specialist teachers who would expect a greater job security, promotion prospects and more competitive salaries. As the closure and merger of the existing high schools only represents the first phase of Powys County Councils long terms plans for education, the uncertainty surrounding the future of the dual site school is unlikely to attract specialist candidates.</p> <p>3. It will not improve the schools ability to increase the number of subjects taught. Specialist teachers that excel in their field will not be attracted to Powys whilst the council facilitate a shutdown of services in the area. Lack of services, job insecurity and an inability to commute elsewhere are not attractive to career professionals.</p> <p>A merger will not offer the pupils of the new school a greater choice of subjects. To achieve this, an increase in funding must be implemented, not a cut. The new school would have to attract specialist teachers who would expect a greater job security, promotion prospects and more competitive salaries. As the closure and merger of the existing high schools only represents the first phase of Powys County Councils long terms plans for education, the uncertainty surrounding the future of the dual site school is unlikely to attract specialist candidates.</p>	<p><i>specialist teachers as the current situation, and it could also be argued that the current situation, with both schools in special measures, is not attractive to specialist teachers.</i></p>
3.2	Post-16 curriculum	
	<p>5. Avril stated 'we have got to improve options at GCSE and A level. How will closing the school and reopening it improve options at A level? Also the proposal is that there is</p>	<p><i>Schools in South Powys deliver post-16 provision through the South Powys Post-16 Partnership. Learners are able to choose subjects from a single timetable with option blocks – learners can then travel</i></p>

<p>no change to sixth form provision. So how will the closure of the school provide more options at A level?</p> <p>6. Avril stated 'Have to stop leakage to other schools and to Hereford sixth form college' but again, the proposal is that there is no change to sixth form provision. So how will the closure of the school stop leakage to other schools and Hereford sixth form?</p> <p>The proposed merger will not improve the ability of either site to increase the number of subjects taught at key stage 4, unless pupils are moved between sites. But it is also PCC's view that the current movement of KS5 pupils between sites is a reason to merge the two schools. This does not make sense. Either the aim of the merger is to reduce pupil movement, or it is to increase pupil movement - it cannot be both at the same time.</p> <p>Children are already leaving the area to attend sixth form college in Hereford due to the proposed merger.</p> <p>The forward planning for the 6th Form provision is a crucial element for our current and future pupils. Until this is open and clear many pupils are unable to choose their options and feel engaged in planning their future education within Powys. Given the length of time this matter has been under discussion it is understandable that many youngsters feel disadvantaged and let down by the education offered to them by Powys County Council.</p> <p>Is there a plan to develop a reliance upon other establishments such as Hereford 6th form College to provide subjects which are not available within Powys, or is there a plan to develop resources to meet the needs of all our pupils?</p>	<p><i>to other schools to study subjects not available to them at their home school. This model enables the authority to meet the statutory requirements of the Learning and Skills Measure – i.e. all learners in South Powys have access to 30 options, 5 of which are vocational. However, the reality is that, depending on school location or other subject choices, a learner's choice is limited.</i></p> <ul style="list-style-type: none"> • <i>There are small sixth forms at both schools with a narrow choice of subjects, which are both below the Council's aspiration for size of sixth form. The Council wants sixth forms to be able to provide at least 25 AS/A level subjects from one location, which means that the Council aspires to having sixth forms that have over a 150 pupils;</i> • <i>Learners currently have to travel between school/college sites during the school day to have a wider choice of subjects – this is an additional cost to the Council;</i> • <i>The Welsh Government gives Powys County Council an annual grant for post-16 provision. This grant has been reducing every year since 2013, and is forecast to reduce even further. This means that the number of subjects that the schools can offer has also reduced, and may reduce further;</i> • <i>Some pupils travel to sixth forms or colleges in other counties or in England to study – this means that there is even less money coming in to Powys to spend on post-16 subjects.</i> <p><i>The proposal is to establish a new 11 – 18 school across two sites. It would be the decision of the governing body whether it wished to centralise post-16 education on one site, but the authority would strongly encourage this to happen. The benefits would be increased</i></p>
---	--

<p>The logistics of transporting pupils and teachers between the sites have not be adequately addressed. The current transport provision which exist for the sixth form consortium, in which both schools participate, is unsatisfactory. Pupils are frequently late for lessons on both sites and there have been many instances when the transport has simply not materialised and parents have had to step in to rescue stranded children. This does not bode well for a school based on two remote sites.</p> <p>3. I could agree with merging the sixth forms if this resulted in more "A" level subjects being available but there seems to be no guarantee that this would be the case.</p> <p>The cabinet have suggested in the past that there needs to be wider range of subjects available to pupils, both at GCSE and at 'A' Level. In the past the high schools have done their best to work together to provide as wide a range as possible for pupils, particularly with 'A' level provision. I cannot see how the cabinet's proposal will do anything to increase the number of subjects available; indeed, it may well have exactly the opposite effect.</p> <p>Children are already leaving the area to attend sixth form college in Hereford due to the proposed merger.</p> <p>The whole process is creating a great deal of uncertainty for staff and students. We have already lost one fantastic teacher and more will follow. Significant numbers of year 11 are looking at out of county or private options for their sixth form. Please stop this process now and support our schools rather than undermine them. Your actions are harming the education of thousands of young people.</p> <p>The forward planning for the 6th Form provision is a crucial</p>	<p><i>critical mass, enabling a wider range of subjects to be offered from one location. It is the authority's view that this would be attractive to learners and would stem the flow of learners leaving the county for post-16 provision, as currently happens.</i></p> <p><i>Whilst some learners experience some logistical or transport difficulties at the start of an academic year, the authority is committed to addressing any issues as soon as they are known, and the majority of learners are able to access this provision without problems.</i></p>
--	---

	<p>element for our current and future pupils. Until this is open and clear many pupils are unable to choose their options and feel engaged in planning their future education within Powys. Given the length of time this matter has been under discussion it is understandable that many youngsters feel disadvantaged and let down by the education offered to them by Powys County Council.</p>	
--	--	--

4.	Staffing Issues	
4.1	Concern about increased workload and additional travel affecting staff wellbeing and standards	
	<p>At both meetings it seemed that the school governors, management team and staff are already stretched and stressed so I believe that if the new governors/management team and headteacher have to cover two schools this will bring added problems and impossible workloads, resulting in loss of drive to improve the schools.</p> <p>1. I believe that the pupils' education will suffer due to the fact that the teachers workloads will include, especially the management and Heads of Department. The workload at present is immense without reducing the timescale in half and increasing the workload with managing it over the two schools.</p> <p>I cannot see how shutting the 2 schools will raise standards at all. It will only create more work for a very stressed and over worked staff. No new teachers will want to apply for jobs at either school with this hanging over them and current staff are already looking for new jobs because they are uncertain how this will affect them!! I think the whole process has been a waste of valuable money and time and it will not improve standards.</p> <p>I cannot see how shutting the 2 schools will raise standards at all. It will only create more work and stress for pupils and staff.</p> <p>I am worried about the extra pressure and stress these</p>	<p><i>The day-to-day management of the school would be the responsibility of the headteacher and senior leadership team, and it would be their responsibility, in partnership with the governors, to decide how the timetable of the school is structured.</i></p> <p><u>Teaching on more than one site/travel implications</u></p> <p><i>Although this would be an operational decision for the school, it would be expected that teachers would, in the main, teach from one location – there would be need to provide subject teachers for the same year groups on both campuses, and it would be more practical and beneficial for teachers and pupils if they were mainly teaching at one campus.</i></p> <p><i>However, if teachers were required to teach from both campuses during the school week, it would be expected that this would be managed in such a way as to provide staff with appropriate time to move between both campuses. It would be expected that this would be a structured part of the timetable to provide staff, pupils and parents with full knowledge of the teaching arrangements.</i></p> <p><i>It would not be good practice for staff to travel between sites more than once during the school day, without this being a structured part of the curriculum. It is essential that time is allocated to enable the best teaching staff in different subject areas to travel between sites (or communicate regularly via video conferencing arrangements) in order to provide mentoring/coaching/resources for their colleagues on the other campus.</i></p> <p><i>However, the arrangement would enable more effective and efficient use of staff specialism between sites. At key stage 4, there may be more</i></p>

proposals will put on my teachers. They do such a good job and make our lessons interesting. These proposals will mean that we as pupils will face more teacher absences, meaning cover teachers who do not understand the subject properly and do not follow the curriculum properly. This will decrease the standard of our education. How can Heads of Year and Subjects be expected to give 100% to their pupils if they are split over two sites; stressed and tired? I am worried that the standards of behaviour will fall and the school will be unruly which will decrease the quality of my education.

. The Town Council is also concerned about the well being of the teaching staff with the new model; they will have increased workloads, additional travel time and more pressure placed upon their already busy schedules. The introduction of one management time will, we feel, be a disaster and the pressure of increased workloads will lead to staff absences, sickness and is likely to leave to long term sickness, this will then have an additional cost to the County Council.

From a personal perspective, my daughter should be starting her secondary school education in Builth Wells High School in September 2017. I am extremely worried about the implications that this merger will have on the quality of the education that she will receive. I do not think that merging two schools, which are both in special measures, will raise the standard of educational provision in Builth. It will increase stress levels in the teaching team in Builth and Llandrindod, reduce already depleted morale and create more uncertainty; not provide the opportunity for developing skills, capacity, leadership and expertise as is required. Instead, very

opportunities to teach larger groups of learners for certain specialist subjects – this may happen through teachers teaching from one site, some pupils travelling to create larger groups for subjects and/or the use of technology between sites.

In terms of staff/departmental meetings, the management of the school/departments could decide that these should take place at one or either campuses – the use of technology would also be available to reduce travelling and aid communication.

It would also be expected that there would be whole-staff/departments Continuous Professional Development events taking place where the whole staff/departments would come together on one site.

Additional workload

It is unlikely that there would be an additional workload for class/subject teachers as they would be employed to teach a set number of classes per week.

However, it is acknowledged that there would be a new workload for middle and senior leaders because they would be managing a larger school with more pupils and a larger workforce. Examples of a change in workload include the following:

- *performance management, where subject leaders would be responsible for appraising additional team members;*
- *additional quality assurance activities including work scrutiny and lesson observations for subject leaders;*
- *timetabling – more challenging to structure a timetable across two sites; and*
- *the need for senior leadership to be timetabled across both sites to carry out management responsibilities.*

Any potential issues created by a new workload could be addressed through more effective distributed leadership, and additional remuneration

<p>precious energy and resources will be taken up with planning and dealing with the merger.</p> <p>Teachers will have an increased workloads</p> <p>The management team of the school and all the teachers will have an increased work load, meaning it will be difficult to recruit new teachers when required. . That is not going to improve standards, in fact when the best teachers, who form the leadership team, have additional travel, and an additional work load. At best, they will not be able to provide the best education for our children. At worst, they will leave, or go off on sick leave with stress.</p> <p>4: Teachers will have an increased workload, especially the Leadership Team and Heads of Subjects. This will most definitively lead to permanent staff members being off on the sick due to illness/stress, which in turn will increase the costs to the school to bring in supply teachers. I know a child who had THREE supply teachers in ONE DAY last week. How are the children supposed to gain trust in the teachers, IF they are constantly being given supply teachers???</p> <p>Following the Powys Council decision to close Llandrindod and Builth High Schools and reopen them under one umbrella of one school with one management team, one team of governors may seem like a good plan but when we scratch beneath the surface they are still planning on reducing the schools budget initially by £128,000 at Llandrindod alone, increasing workloads for existing teachers, the threat of redundancy for others, reduction in resources and we feel standards WILL NOT be improved by the Council's</p>	<p>would be provided for senior/middle leaders, taking into account the larger staff and pupil numbers of the new school.</p> <p><u>Impact on standards</u></p> <p><i>The proposal provides an opportunity to improve standards as follows:</i></p> <ol style="list-style-type: none"> 1) <i><u>Improved leadership at all levels:</u> When streamlining the leadership structure following the joining of two schools into one split site secondary school, the newly appointed governing body are able to place the strongest leaders in each position within the new leadership structure. This means we can have the strongest governors, senior leaders, subject leaders and pastoral leaders – those who have the best track record of securing high outcomes and delivering the highest level of care - leading school improvement across the two sites. The joining of two schools represents an opportunity for a step change improvement in the quality of leadership. Larger departments with a greater number of staff will ensure more resilience.</i> 2) <i><u>Improved leadership leads to improved teaching:</u> Professor David Reynolds has stated: 'we know that effective leadership of a school from the Headteacher and through to other 'middle leadership' positions is important in its own right and important in generating...high quality classroom teaching' (WG PDG guidance 2013-15). Leadership and teaching quality are linked. The research is clear, by securing a step change improvement in leadership, we are able to secure a step change improvement in teaching quality.</i> 3) <i><u>Improved coaching and mentoring support opportunities for staff:</u> It is essential that time is allocated to enable the best teaching staff in different subject areas to travel between sites (or communicate regularly via video conferencing arrangements) in order to provide mentoring/coaching/resources for their colleagues on the other</i>
--	---

<p>proposals. This will affect BOTH schools and ALL pupils of Llandrindod and Builth schools.</p> <p>Teachers and the leadership team will be pushed to the brink due to dramatically increased workloads.</p> <p>The teachers will also have an increased workload following this decision having to initially travel in between the two sites. Teachers' workloads have already increased over recent years and they are becoming burnt out which means that another increase in workload will only have a negative affect on their teaching ability and so will reduce the standard of teaching.</p> <p>The teachers, particularly the leadership team, heads of year and subjects etc. will have a hugely increased workload if they are to cover both schools equally. How can they manage their work and commitments as they would on one site, with the travelling between sites, parent events etc. and provide a fair provision to every child and parent? E.g. - Newtown and John Beddoes School - their school production means that Pupils in John Beddoes will not have a chance to perform on stage as it will be in Newtown. They will only be able to take part in playing the music.</p> <p>There aren't enough hours in the day to cope with the pressure, but as dedicated professionals, they will soldier on until they are unable to manage and will break under the strain. Where will the savings be then when supply teachers will need to be paid for?</p> <p>"The proposer identifies appropriately that the transition</p>	<p><i>campus. This ongoing mentoring support and training can have a considerable impact on teaching quality. One there is a world of difference between the potential impact of loose school-to-school collaboration between separate schools, and the level of collaboration and support in a single school with split sites. The extent to which leaders are willing to invest finite time into engaging in mentoring, coaching and training of staff on the second campus of a single school is considerably higher if leaders are going to be held to account for standards and provision on both sites.</i></p> <p>4) <u><i>Economies of scale leads to greater investment in teaching and learning:</i></u> <i>By having a single leader of each curriculum area across the two school sites and a more streamlined senior leadership structure, savings can be generated over time. The new leadership team would be able to invest these savings in whatever way they believe would make the greatest impact on standards.</i></p> <p><u>Operational Issues</u></p> <p><i>Parents and pupils will be made aware of the structure of each department, and clear protocols will be put in place, as expected at every school, about how parents can contact teachers to discuss pupil-related issues.</i></p>
--	---

to the new school will provide substantial additional workload for the shadowing governing body and appointed leadership team, and how the council aims to support this process. However, the proposer is less clear about how the proposal will result in improvements in the quality of leadership and management once the new school is established." Additional travel time between the two sites means that the workload of some of the leaders will more than double. For example, the new head of maths would be looking after twice as many teachers and will also have to share his/her time between the two sites. No allowance has been made in the proposal for supporting this additional workload. No research has been done to predict the effect of reducing teaching time of senior leaders in order for them to increase their management time

The expectation you are putting on these members of the leadership team and teaching staff to not only lead and teach on two sites, but to also travel between campuses in order to provide mentoring opportunities for colleagues, is incredibly high

Another consideration that doesn't seem to have been made thoroughly is the practicality of staff members travelling between sites. You assert that it is essential for time to be made for teachers to do this but the reality of not having consistency of personnel on one campus at all times is incredibly risky. The various needs of pupils create issues that a leadership team is responsible for dealing with, and in a school these happen on a daily basis. These can include bad behaviour incidents, SEN issues or pastoral difficulties based on students' home lives. The best leadership

teams are not just those that use good policies but those that enforce these policies accurately and consistently. I am concerned that the location of personnel over two campuses will make the application of such systems very challenging. Day to day issues cannot be timed according to travel schedules and if the strongest leaders of the dual-sited school are not on hand to immediately deal with an incident, it could escalate into a much larger issue,, which could then become quite a considerable barrier to learning.

The teachers will also have an increased workload following this decision having to initially travel in between the two sites. Teachers' workloads have already increased over recent years and they are becoming burnt out which means that another increase in workload will only have a negative effect on their teaching ability and so will reduce the standard of teaching.

Teachers will have an increased workload, especially the leadership team and less time due to travelling.

Going back to the original plan of reopening the two schools on their current sites under a shared leadership team, I am very concerned at the extra pressure this would put the teaching staff under as they battle to manage teaching pupils on two different sites. The extra time required in doing this would take teachers out of the classroom, particularly the leadership team so our children will lose out on benefitting from their longer experience of teaching. I sadly already see increased numbers of teachers needing support, counselling, medication and time off work in my role as a GP and this will undoubtedly increase if your plans proceed.

How this will improve our young people's standard of teaching escapes me. Indeed, Estyn themselves recognise the progress being made by each High School but are not convinced the proposal will even maintain the current standards.

How does the area expect to attract more teachers of a better standard if they will be forced to travel back and forth between two sites?

- Do we really want department heads running around between two schools constantly? Do we? Truly? Will that be anything short of a nightmare?

In September 2018, one school on two sites will lead to a loss of further teaching staff with the appointment of one headteacher and one leadership team (with redundancies of existing staff an almost certainty). On a day to day basis, will staff members be expected to travel the 14 mile round trip between the 2 campuses to attend appointments, teach pupils and undertake extra-curricular activities? A teacher's already stretched workload will almost certainly be unmanageable with travel time being scheduled in. The main losers will be the children that attend the school. They will not have easy access to teaching staff due to their absence to another campus and will feel quite strongly that a raising of standards against this backdrop will be extremely difficult if almost impossible

1. I believe that the pupils' education will suffer due to the fact that the teachers workloads will include, especially the management and Heads of Department. The workload at present is immense without reducing the timescale in half and increasing the workload with

<p>managing it over the two schools.</p> <p>2. The proposals are a gamble and not based on hard facts, with the result that the education of a number of cohorts of pupils in both schools is being put at risk during the inevitable prolonged reorganisation process and settling in period. Teacher morale will also be affected, resulting in further adverse disruption to educational standards and student outcomes.</p> <p>Whilst I appreciate that there are financial restrictions in the current economic climate, I believe there are other alternatives for reducing budgets. Estyn themselves do not consider that the proposal will maintain standards and in my experience, staff going through organisational change do not perform to the highest standards, but they do go off sick and become stressed and de-moralised.</p> <p>After watching the consultation meetings at the schools I cannot see how the proposals will help either school to raise educational standards, quite the contrary. Morale amongst teachers is at an all time low as it is and I believe that having only one headteacher, one management team and one board of governors between two schools will put added stress on everyone involved and be detrimental to pupil's education. Our position and this proposal is not the same as Newtown High and John Beddoes!!</p> <p>How can over worked staff and less money be better for our children's education? I thought that the key focus here is for improving our children's education not diminishing it! Estyn have themselves have reported that they are not convinced that standards will improve stating 'the proposal will at least</p>	
--	--

	maintain standards'	
4.2	Concern about impact on leaders	
	<p>Having read your published Secondary School Reorganisation Programme from 27 September 2016, I am particularly dubious about the practical reality of 'improved leadership at all levels'. It is on this point (which seems to constitute the primary advantage of your proposal) that I wish to discuss in this letter. As your programme reads: 'When streamlining the leadership structure following the joining of two schools into one split site secondary school, the newly appointed governing body are able to place the strongest leaders (...) - those who have the best track record of securing high outcomes and delivering the highest levels of care - leading school improvement across the two sites'.</p> <p>The underlying assumption behind this statement is that the strongest leaders will undeniably be available to handle the management of a dual-sited school and that this is a guaranteed way of improving performance, and subsequently learning of pupils, in the local catchment area.</p> <p>The suggestion that a merged school will be able to select the strongest leaders at all levels, and therefore standards will improve has two problems: it assumed that the new school will be able to select the strongest leaders, and it assumes that the strongest leader when operating within their current leadership team at a single site school will also be the strongest leader when operating within their current leadership team at a dual site school. There is no guarantee that either is true.</p>	<p><i>The authority acknowledges the point made in this objection i.e. there is an assumption that the strongest leaders would apply for leadership posts. However, where this has taken place in other schools where staff populations have merged, middle leaders, have, in the main, regarded this as an opportunity to develop their career, and influence quality of provision for more pupils.</i></p> <p>See response 4.1</p>

Leaders may choose to move to another school, once the merger becomes a certainty (we have already seen a drop in staff morale and an increase in staff turnover at Llandrindod High School due to the merger process). And strong leadership has a high dependency on teamwork - in many cases it is better to build up an existing team that is working well than to create a new one by bringing in stronger people.

The successful Head - bearing in mind that she is currently struggling to improve a failing school - will then be given another several hundred pupils and their parents, dozens of extra staff - some of whom will no doubt be very dispirited - another office several miles away, and then be told (against Estyn's warning) that she has to improved standards. Talk about a poisoned chalice....

The whole concept that running one school on two sites with head teachers and heads of department being stretched between the two makes no sense!

The proposed merger of the two school includes a merger of the two sets of leaders. One headteacher, one senior leadership team, one set of subject leaders, and one governing body. However, because the number of pupils will remain the same, the number of staff will only slightly reduce, and the same buildings will be used, the total amount of work that the new leadership will be required to do will be only slightly smaller than it is now. This will nearly double the workload of most of the leadership team (with the possible exception of the governing body).

PCC provided the following evidence to support its view that the merger would improve standards: the correlation between improved leadership and raised standards;

I am also concerned that each school will lose their heads of subject teaching time due to the heads managing people in both schools.

The expectation that both schools will be expected to manage with less budget and less senior managers leaves great uncertainty on the way ahead.

A merger would place an additional burden on any new leadership team which is likely to result in an immediate decrease in standards and logistical chaos

I am also worried about having one Head teacher between both campuses. I believe that over time, one campus will inevitably secure more favourable attention over the other. This will be at the detriment of the pupils.

4. Teachers will have an increased workload, especially the leadership team

Teachers will have an improved workload, especially the leadership team.

4The leadership team will have to stretch across both sites which would hugely increase their workload.

The proposal will increase the workload of teachers, especially those in the leadership team, at a time when across the country it is acknowledged that the workload

	<p>needs to be reduced, in order for teachers to perform at their best.</p> <p>My second objection is that teachers, particularly those in middle and senior management positions, will face a vastly increased workload, to say nothing of the difficulties of trying to administrate two campuses. Those who have invested much in time and energy to their work as Heads of Departments and Tear Team Leaders will have to reapply for their own jobs, and some will not be successful. Rather than increasing efficiency, this proposal is guaranteed to make life much more difficult for teachers, with its inevitable knock-on effect on the education that Powys children receive, which must be our gravest concern.</p> <p>Both schools are likely to suffer if the leadership team is stretched between the two school sites. This raises issues with communication, extra travel and losing touch with one site or the other. Also the extra work that any management team will have trying to be in two places at once.</p> <p>6. The senior leadership team of the new school will have an increased workload, without having the in-depth knowledge of the school or their teams in order to raise standards.</p> <p>Leadership teams are comprised of some of the best teachers in both schools. Reducing the size of this leadership team will only encourage some of the best teachers in the area to leave and their experience and knowledge will therefore be lost.</p>	
4.4	Impact of low staff morale currently	

<p>The likelihood of a successful dual-sited school emerging from September 2018 is very dependent on leadership personnel, as you have acknowledged in the report. However, I am unsure that the governing body of the new school will be guaranteed to have every current staff member at their disposal for the formation of a new leadership team. I can only imagine that the morale amongst staff members is currently very low and after your announcement to create the dual-sited school, a large proportion will be looking elsewhere for work. Therefore it could be assumed that you are going to indirectly cause the relocation of a number of teaching professionals from Powys, and this could possibly include your 'strongest leaders'. On top of the economic consequences of forcing out working professionals, you are also likely to discourage others from moving to the area, and this could well contribute to the on-going demise of the local economy.</p> <p>Surely the last thing those members of staff need is the additional challenge of merging schools on separate sites? What they surely need are resources, support, stability and more support.</p> <p>I can imagine what the disruption would look like: staff spending their time worrying about the proposal rather than focusing on improving their teaching. Good staff looking to for new jobs rather than risk losing their existing ones. I'm particularly concerned about losing the staff who are currently Heads of Dept - 50% of them are going to lose their position - they'd be mad to sit and wait for it to happen. Those with any get up and go - exactly the staff we want - will probably get up and go. Heads who are currently fighting to pull things together and improve standards will spend their time considering</p>	<p><i>Any school reorganisation process creates uncertainty for staff. The authority is fully aware that both schools are currently in special measures and are working very hard to improve the situation. However, the authority's view is that the proposal would provide a long-term solution for secondary education in the area which would enable the new school to flourish and provide the highest quality education for pupils in Mid Powys.</i></p> <p><i>If the proposal is approved by cabinet, the next steps would be to establish a temporary governing body. Its first task would be to begin the process of recruiting a headteacher for the new school. Once a headteacher is in place, the process of developing the staffing structure would then commence.</i></p> <p><i>It is recognised that some current staff may choose not to apply for posts within the new school and this would be their individual choice. However, all staff would be supported through the process by the authority's HR department in accordance with HR policies and procedures.</i></p>
--	--

which one of them is going to lose their position - the Head of Llandrindod has already disappeared, leaving us with an (albeit very good) acting Head with all the problems and instability that the situation provides both for her and the school.

The practicalities of having one school on two sites has not been well thought through as a first stage proposal. Should the cabinet decide to go ahead with a merger in 2018, this will result in approximately 18 months of limbo for both schools whereby existing teaching staff will look for new jobs and the recruitment of new staff will be increasingly difficult. This is also set against the backdrop of both schools having to work particularly hard to raise standards in order to get out of their 'special measures' category.

The teaching staff, and especially the senior leadership team, at Llandrindod are under great pressure at present. This is brought about by increased workload created from termly monitoring visits but also the pressure to provide the current curriculum. The low morale of this excellent staff is further undermined by this proposal, which creates uncertainty of future employment as well as immense difficulty in acquiring much-needed new staff to Mid Wales. Consequently this plan will massively increase the workload especially in the leadership team.

Whilst I appreciate that there are financial restrictions in the current economic climate, I believe there are other alternatives for reducing budgets. Estyn themselves do not consider that the proposal will maintain standards and in my experience, staff going

<p>through organisational change do not perform to the highest standards, but they do go off sick and become stressed and de-moralised.</p> <p>The proposals are a gamble and not based on hard facts, with the result that the education of a number of cohorts of pupils in both schools is being put at risk during the inevitable prolonged reorganisation process and settling in period. Teacher morale will also be affected, resulting in further adverse disruption to educational standards and student outcomes.</p> <p>Teachers already have a large workload in comparison to their pay and in recent years have the added stress of dealing with Estyn inspections which seem to give no positive feedback and just make the already stressful life of a teacher even worse.</p> <p>increase pressure and stress on an already struggling staff body (where is your duty of care to them?); decrease staff motivation;</p> <p>4. Teachers will have an increased workload, especially the leadership team. Staff morale is already at an all-time low due to this instability. Powys County Council and Schools Service need to open up constructive dialogue with the Schools that support good learning environments. Powys County Council needs to consider that stability could potentially offer more than transformation. The council needs to hone its people management skills to inspire positive change instead of forcing our teachers to undergo the humiliation of reapplying for their jobs.</p>	
--	--

	<p>The best teachers will leave for fear of losing their jobs and the poor teachers will be hanging on for redundancy, any new posts which are advertised will not have quality applicants with this uncertainty hanging over them. The proposal made by Llandrindod Governors was by far the best suggestion.</p> <p>4: There is an obvious lack of morale amongst the staff at Builth High School. I believe it is time that Powys acknowledged its role in contributing to this due to the uncertainty over the last few years.</p> <p>The whole process is creating a great deal of uncertainty for staff and students. We have already lost one fantastic teacher and more will follow. Significant numbers of year 11 are looking at out of county or private options for their sixth form. Please stop this process now and support our schools rather than undermine them. Your actions are harming the education of thousands of young people.</p> <p>All the time this whole merger and threat of school closure is being discussed, the morale of the students and teachers is in decline and replacement of any that retire or leave is increasingly unsuccessful.</p>	
4.5	Operational issues	
	<p>Builth have five one hour lessons per day, Llandrindod have six fifty minute lessons – how is this to be resolved? Each school starts and ends at a different time and has different lunchtimes, etc. It is all well and good for Ian Roberts to state that the governing body will decide “the details” but these are non-paid volunteers and most do not understand the intricacies of the school day.</p>	<p><i>The temporary governing body and new permanent governing body would work with the head and senior leadership team to structure the timetable and it would be expected that there would be a single timetable across both sites.</i></p>

	10. By ring-fencing jobs this will give the new school the inability to get the best people for the jobs. You only have 1 standing head therefore there is no ability to get the best person for the job.	<i>The decision to ring-fence specific jobs or not would be the decision of the temporary governing body. The temporary governing body could decide to advertise externally for a headteacher rather than ring-fence the post – alternatively, they could also decide to ring-fence the post.</i>

5.	Welsh-Medium Issues	
5.1	Need for a Category 2A Welsh-medium Secondary School	
	<p>Despite our objections to the planned merger, we would also like to state our willingness to work together with you on future development of Welsh medium education in Mid Powys. In particular we are pleased to see that in the draft WESP (Welsh Education Strategic plan) there is a proposed review of primary provision in Mid Powys and exploration of late immersion provision as important steps on the journey towards a Category 2A Welsh Medium secondary school.</p> <p>In light of this, we would like to state our preferred model in Mid Powys as the development of a Category 2A Welsh Medium High School for the many positive reasons you laid out on page 76 and 77 of the consultation document.</p> <p>We would argue that the many positives of this model warrant formal exploration, particularly in relation to the assumptions made around costings.</p> <p>It has been shown that in other areas that if Category 2A Welsh Medium secondary provision is made available, then the demand for that provision will grow significantly. This will have an impact on assumptions around transport costs and provide a real incentive for young people from the Brecon and Sennybridge areas to attend the Mid Powys school.</p> <p>A Category 2A school would address the concerns regarding the 'dilution' of the Welsh stream and the impact on teaching that would be present in the planned merger and it would attract more high-calibre teachers to the area.</p> <p>We also wish to state our desire for equality of choice and parity of provision in Mid Powys in relation to any</p>	<p><i>As stated in Powys' draft WESP for 2017-20: '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'. The authority has recently consulted on a related proposal to close the Welsh stream at Brecon High School, although no decisions have yet been made. The authority's view is that centralising the current provision in mid and south Powys in one location is the most suitable way forward at the current time in order to ensure that more robust linguistic continuity can be provided to Welsh-medium learners. As stated in the consultation document in respect of the recent proposal to close the Welsh-medium stream at Brecon High School, 'this would provide a solid base which could be further developed in the future, through the possible establishment of designated Welsh-medium secondary provision to serve the area.'</i></p> <p><i>Any future proposals to establish a category 2A school would be subject to formal consultation procedures in accordance with the Schools Standards and Organisation Act and the Schools Organisation Code 2013.</i></p> <p><i>Any school reorganisation consultation document must include information about alternative options that have been considered. Appendix B of the consultation document included the business case that was considered by cabinet on the 23rd February 2016, which included a range of possible options for Mid and South Powys.</i></p> <p><i>The conclusion to this option appraisal states the following:</i> 'In conclusion, there is strong case that Option 5A (a category 2A bilingual school) should be the preferred option, based on a stronger strategic fit with associated educational and linguistic benefits. However, given the current and future financial challenges faced by the authority,</p>

proposals being developed in North Powys. If in the future there is a Category 2A Welsh Medium school established in the North, then we would argue that it would be a fundamental issue of equality that equivalent linguistic provision be offered to learners in both Mid and South Powys.

The initiative would like to see the Council establishing a category 2A school in Mid Powys, as we believe this is the best way of developing our pupils linguistic skills, developing confidence and fluency and therefore ensuring everyday use of the language in this area. We believe that establishing a dedicated Welsh medium high school would clarify and strengthen Welsh medium pupils education path, and therefore encourage more families to choose Welsh education for their children.

I live in Llanwrtyd and our children attend Ysgol Dolafon. I made the choice to put my children through an English medium education because of the lack of Welsh Medium Education in Powys and the quality of how it is provided. (I am talking from experience as I was educated through the Welsh medium attending the Welsh stream at Ysgol Dolafon and then at Builth Wells High School) Ysgol Dolafon is a very bilingual School delivering both Welsh & English education. But after you forced the closure of Ysgol Dolafon Welsh stream and you now send the children to Ysgol Gymraeg Llanfair y Muallt. I can only presume that your intention is to turn Builth High School into a Welsh Medium School in the long term if you get enough numbers? But it says in your Notice that Builth is going to be a bilingual school? Which is where I get a little confused? As is it not a bilingual school already? Surely it is not viable? This was one of your main reasons for closing

Option 3A is the preferred option based on economic reasons. Further work is required to ascertain the capital costs linked to this option. It must be noted that Option 3A would still be able to provide the appropriate conditions for the growth of Welsh-medium education in the area, where the possibility of a viable Bilingual Category 2A (Welsh-medium) school could be considered in future. ‘

	<p>the Welsh stream as Ysgol Dolafon? Surely the best thing for Welsh Medium Education is a Welsh Medium School? May I suggest that you take a leaf out of Ysgol Is Coed in Newport. They have opened with 86 pupils on an existing school site in porta cabins as an independent school sharing the school site? Until their numbers increase and they find and build a new school. Surely this would be a better option than proposing to close both schools and re open as a dual site? May I also point out that other high schools share resources across schools but are not dual sited? (Ysgol Gyfun Gwynllyw in Torfaen & Ysgol Gyfun Cwm Rhymni in Caerphilly). I look forward to receiving more detailed information on this Notice.</p> <p>I also believe that consideration should be given to delivering Welsh Medium on one site and English Medium on the other, ideally as two separate schools, one being a category 2A Welsh Medium Secondary School. Such a school would enhance provision and encourage take up of Welsh Medium education. It would also provide parity with the proposed category 2A school in North Powys.</p>	
5.2	Lack of clarity and inconsistency	
5.2.1	Impact assessments	
	<p>The consultation documents Draft Welsh Language Impact Assessment and Draft Equality Impact Assessment available on your website do not address the impact on Welsh Medium education as a result of the planned merger, instead only focusing on the</p>	<p><i>In accordance with the Welsh Government's Schools Organisation Code 2013, the authority published draft impact assessments (equality, community and Welsh language) as part of the formal consultation process that was held between April 6th and June 1st 2016. These were updated to include issues that were raised during the consultation process</i></p>

impact from the potential closure of the Welsh Medium stream in Brecon High School, which is still undergoing consultation.

As an example of this, in the Draft Equality Impact Assessment Section 8 (Areas for Improvement), question iii) 'Will Welsh speakers be affected?' the only conclusion is that 'there will be a positive impact for Welsh speakers as the school will have a larger Welsh-medium stream with an enhanced range of provision'. We would argue that there is no evidence that the planned merger would result in a larger Welsh stream with an enhanced range of provision.

These documents were referred to in the consultation document relating the planned merger, including the line 'the proposal provides positives for the Welsh Language and Welsh-medium education through improved linguistic progression and opportunities for pupils through all key stages of education' on page 31, again seemingly referring to the separate proposal to close Brecon High School's Welsh-medium stream.

We would argue that the pre-assumption that Brecon High School's Welsh stream will close apparent in these document should mean that the planned merger should not take place and that potentially a new consultation would have to be undertaken with the correct impact assessment in place so that a fair picture of the impact on Welsh Medium education can be addressed.

As a Welsh Language initiative, we aim to create and strengthen Welsh speaking communities in South Powys. We empower and support local communities to plan a develop opportunities for Welsh speakers and learners of all ages. Because of this aim, the initiative opposes the Statutory Notice to unite the two high

and were considered, alongside the Consultation Report, by cabinet on 27th September 2016.

At the same time, the authority was also consulting on an associated proposal for Brecon and Gwernyfed High Schools, of which one element was as follows:

c) 'From the 1st September 2017, Welsh-medium secondary education to be delivered at the Builth Wells site of the proposed new school in Mid Powys (provided that the Proposal is approved by cabinet following consultation).'

The authority published a Welsh Language Impact Assessment (draft and final) that related to Welsh-medium provision across South and Mid Powys. However, the majority of issues raised during both consultations related to proposal c) above, and the impact of this proposal. This can evidenced in the Consultation Reports for both proposals.

There was no pre-assumption that Brecon High School's Welsh stream would close in the impact assessments – the impact assessments were undertaken on the proposals that were put forward at that time.

	<p>schools on the basis of two specific points:</p> <p>1. Assessments to measure the effect on the Welsh Language</p> <p>We do not consider that the assessments to measure the effect within the consultation document is a fair reflection of the effect that merging the two schools would have on the Welsh stream. We feel that the document takes for granted that the Welsh stream in Brecon High School will close, as it mentions a higher number of pupils in the school on two sites. Of course, the Welsh stream hasn't closed, and its future is uncertain as yet, therefore a higher number of pupils should not be taken for granted.</p>	
5.2.2	Response to questions around the impact of a 'more English' school	
	<p>During the consultation period, the question was asked ' what will the effect of injecting more English medium pupils into the school by a merger?' (Consultation Report, page 27 4.3.1) The only response given to this and other concerns regarding the impact on the 'vision of a fully bilingual school in Mid Wales' was that 'the proposal is for the Welsh stream to remain on the Builth Wells site of the new dual-sited school' and that 'the new governing body and senior leadership team would be required to develop a strong Welsh ethos across both sites'.</p> <p>We feel that this does not address the questions for two reasons:</p> <p>i) As yet, there is no clarity about the future of the Welsh Medium stream in Builth Wells.</p> <p>While the statutory notice states that pupils who wish to</p>	<p><i>The proposal intends to establish a new bilingual dual-sited school that will operate from the current sites of Builth Wells and Llandrindod High Schools, with Welsh-medium education proposed to be delivered from the Builth site of the new school. Therefore, the statutory notice clearly states the location of these Welsh-medium places from September 1st 2018.</i></p> <p><i>This does not contradict any responses given previously about the power of the temporary or permanent governing body of the proposed new dual-sited school. Ultimately, the decision on how to structure the school will be made by the school's governing body and management team. Should the governing body wish to structure the teaching in a different way, which could have an impact on where Welsh-medium provision is provided, the authority would expect the governing body to consider the impact on the well-being of pupils and staff, the financial impact and any issues relating to the provision of home-to-school transport.</i></p> <p><i>The authority is responsible for the provision of home-to-school transport in accordance with its Schools Transport Policy and any significant</i></p>

<p>access Welsh-medium provision will be allocated places at the Builth Wells campus of the New School', this seems to contradict responses given during the consultation process. It was suggested that it would be the governing body of the New School who would eventually have the power to decide which classes were delivered in which locations.</p> <p>If the governing body did decide to move some delivery e.g. if key stage 4 English Medium classes were only delivered in Llandrindod, there is little clarity over where the burden of transport costs would fall.</p> <p>We are also concerned that where the governing body of a 'more English Medium' school could be under increasing financial pressure to make savings, this would potentially impact on the availability of Welsh provision in the 'more expensive' Welsh stream.</p>	<p><i>additional cost to this budget will need to be discussed with the authority.</i></p> <p><i>As with any school, the proposed new dual-sited school would be expected to operate within the funding it receives via the fair funding formula, which includes an additional allowance for Welsh-medium classes.</i></p>
<p>ii) As the need to have a “strong Welsh ethos” is present for every bilingual school, no matter the ratio between English Medium and Welsh Medium learners, we feel this does not address the real concerns about extra pressures put on a proportionally smaller Welsh stream in this environment.</p> <p>I'm writing on behalf of Menter Brycheiniog a Maesyfed (Brecknockshire and Radnorshire Welsh Language initiative) to formally oppose the Statutory notice to close Builth Wells and Llandrindod High Schools and re-open them in September 2018 as one school over two sites.</p>	<p><i>The authority acknowledges that the Welsh stream would be proportionately smaller as part of a dual-sited school. However, the proportion on the Builth Wells site, (if the proposal is implemented) should remain the same. The authority would expect the school to develop a strong Welsh ethos and that the Welsh language is fully visible and utilised across both sites.</i></p>

	<p>We strongly believe it would be very difficult to sustain, never mind expanding the Welsh ethos in a school where the Welsh stream is marginally smaller than it currently is in Builth Wells High School. The Welsh Ethos can be vulnerable in bilingual schools, but the school currently has a strong attitude and Welsh ethos which nurtures pupils pride in the language and culture. We believe that merging the two schools would endanger this situation due to the change in percentage of pupils studying through the medium of Welsh. We foresee that merging that two schools would dilute the Welsh ethos of the school and possible make it difficult to recruit and retain teachers. We are concerned on the long term effect of merging the two schools, not only on the current pupils, but also on the ability of schools with Welsh medium streams to attract new families to Welsh education</p>	
5.3	Impact on Welsh Medium Teaching	
	<p>We are concerned that the potential impact of the merger on the distribution of Welsh Medium teachers has not been fully explored. While there is uncertainty over the leadership's structure of the new school, we assume that various leadership roles will be split over the two sites. If a Welsh medium teacher from Builth Wells wishes to seek on of these leadership roles, this will take them away from their Welsh Medium delivery, as there will be a greater proportion of English Medium involved in split roles. As it is already difficult to cover lessons for some Welsh Medium classes due to the availability of appropriate teachers, and there is no guarantee of extra Welsh learners in the school we believe this situation will exacerbate the problem. This may also dissuade ambitious Welsh Medium teachers from applying for leadership positions in the new school</p>	<p><i>The authority acknowledges that, if the proposal is implemented and leadership roles are required to operate across both sites, there would be a risk that Welsh-medium teachers may not always be on the Builth Wells site. As a bilingual school, the authority would expect the school to provide a curriculum that meets the needs of Welsh-medium pupils as well as English-medium pupils. However, the decision on how to structure the school would be made by the school's governing body and management team, with advice from the authority's challenge advisors.</i></p>

	<p>and encourage them to seek opportunities elsewhere.</p> <p>We feel that this last point is a key example of how throughout this process there has been little to no consideration as to how the Welsh Medium provision can be maintained, enhanced or developed following the planned merger. Instead, we would argue, there has been a reliance on assuming that there will be more Welsh Medium learners due to the closure of Brecon High School's Welsh Medium stream.</p> <p>As a parent of a child who has undertaken her primary education through the medium of Welsh, I see no way in which this proposal will increase the number of subject teachers who will be able to teach through the medium of Welsh.</p>	<p><i>The number of pupils in years 7 – 11 in the Welsh stream at Builth Wells High School has increased from a 107 in September 2014 to 138 in September 2016. A related proposal is currently being taken forward by the authority, regarding the Welsh stream at Brecon High School. However, no final decision has been made.</i></p>
5.4	Support for Welsh-medium Education	
	<p>Despite our (Rhag) objections to the planned merger, we would also like to state our willingness to work together with you on future development of Welsh medium education in Mid Powys.</p> <p>The initiative (Menter Brycheiniog a Maesyfed) is happy to work with the local authority in developing the Welsh language in Powys, and we look forward to continue working to promote and strengthen the Welsh language in the county</p>	<p><i>The authority welcomes this support and will work closely with both organisations to develop Welsh-medium provision in the area in future.</i></p>
5.5	Concern that proposal could lead to the establishment of a Welsh-medium secondary school	
	<p>I fear that if this proposal comes to fruition Builth will be forced to become a solely Welsh Medium school against the wishes of the majority of the schools</p>	<p><i>As stated in Powys' draft WESP for 2017-20: '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</i></p>

	catchment area;	<p><i>they come from non-Welsh speaking homes'. The authority has recently consulted on a related proposal to close the Welsh stream at Brecon High School, although no decisions have been made yet. The authority's view is that centralising the current provision in mid and south Powys in one location is the most suitable way forward at the current time in order to ensure that more robust linguistic continuity can be provided to Welsh-medium learners. As stated in the consultation document in respect of the recent proposal to close the Welsh-medium stream at Brecon High School, 'this would provide a solid base which could be further developed in the future, through the possible establishment of designated Welsh-medium secondary provision to serve the area.'</i></p> <p><i>Any future proposals to establish a category 2A school would be subject to formal consultation procedures in accordance with the Schools Standards and Organisation Act and the Schools Organisation Code 2013.</i></p>
--	-----------------	---

6.	The Case for Change	
	<p>Reasons for change As the proposal leaves the same children occupying the same school buildings, the proposed merger can have no impact on the following 'reasons for change' specified by PCC:</p>	<p><i>The reasons for the proposal are based on a number of factors, as outlined below:</i></p>
	<p>- falling pupil numbers</p>	<p><i>Pupil numbers have fallen across the county, and this has a direct impact on the funding available to schools.</i></p> <p><i>The county council commissioned a study by Price Waterhouse Cooper to report on the potential financial viability of each of the secondary and of the overall provision of secondary education across the county. The report concluded that ‘all the schools appear to be reaching a point where their options are extremely limited and there is a tangible risk that schools will become finance, rather than curriculum led’, and that ‘in light of the forecasted, deteriorating financial position of the whole county provision, even a concerted, joint effort of cost management may not be enough to avoid the requirement to examine structural changes to the education provision across the county’.</i></p> <p><i>The authority’s view is that the proposal will create a sustainable secondary school infrastructure that would be more resilient to the challenges created by fluctuations in pupil numbers. However, it is acknowledged that a dual-sited school does not provide the same economies of scale and other benefits as a single-sited school with a larger critical mass would be able to provide.</i></p>
	<p>- low numbers in some year groups making it difficult to provide the full curriculum</p>	<p><i>At key stage 3 and key stage 4, it is not expected that pupils would travel between sites. However, the new governing body would be responsible for how it structures the curriculum and timetable, and it may be possible that some subjects would be taught on one site only at key stage 4. This</i></p>

		<i>would increase the options available to those pupil.’</i>
	- difficult to provide an equitable range of subjects through the medium of Welsh	<i>Welsh-medium provision would be available to pupils at the Builth Wells site of the proposed new school.</i>
	- too many surplus places	<i>The consultation document states that there are too many surplus places in both schools, it does not state that this proposal will reduce the level of surplus places at either site of the proposed new school.</i>
	<p>The other reasons for change were:</p> <ul style="list-style-type: none"> - Limited post 16 education (mentioned twice, so it must be important). Currently, the two school collaborate on post-16 education, together with other schools in South Powys. The proposed merger will have little impact on both the total range of subjects taught and on the quality of the teaching, and most of the benefits of a merger could be implemented with closer collaboration and sharing of best practices rather than a school merger 	<p><i>Schools in South Powys deliver post-16 provision through the South Powys Post-16 Partnership. Learners are able to choose subjects from a single timetable with option blocks – learners can then travel to other schools to study subjects not available to them at their home school. This model enables the authority to meet the statutory requirements of the Learning and Skills Measure – i.e. all learners in South Powys have access to 30 options, 5 of which are vocational. However, the reality is that, depending on school location or other subject choices, a learner’s choice is limited.</i></p> <p><i>The authority is concerned that the continued year-on-year reduction in funding for Post-16 provision means that the number of subjects offered is also reducing. Pupils currently have to travel between existing school sites to access a broad range of academic and vocational courses during the school day, with associated costs.</i></p> <p><i>The authority’s optimum model for post-16 education is for centres to be able to provide 25 subjects, with a minimum class size of 12 and above. The proposal is to establish a new 11 – 18 school across two sites. It would be the decision of the governing body whether it wished to centralise post-16 education on one site, but the authority would strongly encourage this to happen. The benefits would be increased critical mass, enabling a wider range of subjects to be offered from one location. It is the authority’s view that this would be attractive to learners and would stem the flow of learners leaving the county for post-16 provision, as</i></p>

		<i>currently happens</i>
	- The significant forecast deficit budget at Llandrindod High School, unless action is taken. Action has been taken, and there is now no significant budget deficit forecast.	<i>Both Llandrindod and Builth Wells High Schools are currently forecasting deficit budgets, based on the latest financial plans received from both schools.</i>
	- The Estyn ' special measures' status of both schools. Again, the proposed merger will have little impact on the Estyn status - the new school will continue to be monitored. And if it is Estyn's view that there is not enough evidence to support the view that standards will at least be maintained by the merger, their current position must be that the new school would also be considered, at least in the minds of the inspectors, as still in special measures.	<i>The benefits of the proposal are outlined in (1.1). If the proposal is implemented, WG and Estyn would still require the new school to be regularly monitored by ERW and by Estyn. Estyn inspect all new school within two years of opening, usually when there are two sets of pupil attainment data available.</i>
	4. Sharing of good practice, resources and staff can contribute to a continued improvement in standards at both schools without the distraction and added pressure to governors and staff of effecting the merger. At two or more cabinet members justified their support for the proposal against the amendment passed by full council by stating that the schools had already been working collectively and had not improved standards, so did not deserve 'another chance'. This was either a deliberate distortion of the truth or those members were seriously mislead or misinformed. The collaboration was not just between Builth and Llandrindod. I believe the collaboration to which they were referring was the 14 - 16 and post-16 collaboration between the college and schools across Powys, which was intended to increase the number of subjects on offer to pupils and to give access to vocational subjects too.	<i>In 2011, cabinet agreed, following a period of informal consultation on secondary school reorganisation, to establish 'learning partnerships' of schools. The learning partnerships took forward school-to-school collaboration on a more formal basis. A South Powys learning partnership was formed, and schools held joint CPD events. However, the learning partnership in South Powys evolved to focus mainly on post-16 collaboration.</i>

	<p>6. Keeping the merged school on 2 sites negates many of the potential economics of scale. The merged school still has the same area of buildings and grounds to maintain, which are still in the same condition as before the merger. Pupil numbers on each site remain the same, except possibly for 6th form, so there are no potential savings from creating a 'critical mass' of learners, either to staffing or provision of resources.</p> <p>If the educational outcomes are doubtful then surely the aim is economic</p>	<p><i>The authority's view is that the proposal would create a sustainable secondary school infrastructure that would be more resilient to the challenges created by fluctuations in pupil numbers. However, it is acknowledged that a dual-sited school does not provide the same economies of scale and other benefits as a single-sited school with a larger critical mass would be able to provide.</i></p>
	<p>I dispute the following points that were stated as reasons for closure at your cabinet meeting on the 27th September where you passed the motion to close Builth Wells high school.</p> <p>The portfolio holder Arwel Jones stated from the report that the closure would:</p> <ol style="list-style-type: none"> 1. Improve leadership at all levels 2. This would lead to improved teaching 3. This would lead to improved coaching and mentoring 4. There would be less duplication of subjects 5. There would be greater choice of subjects for pupils 6. There would be no proposed change to the sixth form 7. There would be investment in the Llandrindod site <p>I dispute these points that you used to justify your vote to close the schools because:</p> <ol style="list-style-type: none"> 1. There were no reasons given why points 1 - 5 would happen? 2. Why do the schools need to close to improve leadership? 3. Why would this lead to improved teaching? 4. I cannot see how there would be less duplication of 	<ol style="list-style-type: none"> 1. See Section 4 2. See Section 1 3. See Section 1 4. See Section 3 5. <i>The reason for the proposal is not to improve the building condition of Llandrindod High School. As part of the authority's continued ambition to improve its schools infrastructure, condition assessments are carried out on a regular basis. This informs the authority's priorities for capital investment. Llandrindod High School is a condition C school building, and therefore this would be a high priority for capital investment.</i>

	<p>subjects or more choice if there are two sites? 5. Why do the schools need to close in order to invest in the Llandrindod site?</p>	
	<p>I also dispute these points the following statements which the Builth Wells County Councillor and Builth High School Governor Avril York made at this meeting before she seconded the motion to close Builth Wells high school She stated:</p> <ol style="list-style-type: none"> 1. We are failing youngsters 2. The results are ok but they are not good enough 3. We are failing the whole cohort going through Builth schools at the moment 4. John Bedodes and Newtown schools had merged and results at both school had improved 5. We have got to improve the options at GCSE and A level 6. Have to stop leakage to other schools and to Hereford sixth form college 7. We need one head with one governing body and one vision <p>There were no reasons given for these statements and I dispute the decision to close Builth Wells high school that has been made by the cabinet after hearing these statements because:</p> <ol style="list-style-type: none"> 1. Builth Wells high school is not failing it's youngsters. In 2016 65.5% of our pupils in Year 11 achieved grade C or better in English/Cymraeg, maths and science. We are also the 8th best school in Wales when you look at A* to A grades at GCSE for 2016. 2. These results are not ok. They are to be celebrated! 3. We are not failing the whole cohort. this statement is 	<p><i>Any comments made by a county councillor reflect their own opinion. Responses to these issues can be found in sections 1 and 3 of this report.</i></p>

	<p>wrong and has misled the cabinet. We recognise there are improvements to be made with a small and sometimes challenging part of the cohort and the school's Estyn report has made 7 recommendations which have guided the school in putting in place a rigorous and robust school improvement plan which has seen the English Grade C pass rate improve by 4.7 percentage points and maths grade C pass rate improve by 10.7 percentage points since 2014.</p> <p>4. It is not correct to compare us to John Beddoes and Newtown as those schools were not closed.</p> <p>5. Avril stated 'we have got to improve options at GCSE and A level. How will closing the school and reopening it improve options at GCSE and A level? How will closing the school and reopening it improve options at GCSE? Also the proposal is that there is no change to sixth form provision. So how will the closure of the school provide more options at A level?</p> <p>6. Avril stated 'Have to stop leakage to other schools and to Hereford sixth form college' but again, the proposal is that there is no change to sixth form provision. So how will the closure of the school stop leakage to other schools and Hereford sixth form?</p> <p>7. As for Avril's last statement ' We need one head with one governing body and one vision' , I completely agree, but why does Builth Wells High School have to close for this to happen?</p>	
	<p>The plans should be visionary and transformational. They are neither. What a wasted opportunity.</p>	<p>The authority disagrees with this comment.</p>
	<p>In the whole consultation process, financial and quite possibly political reasons seem to outweigh the educational reasons for such a decision.</p>	<p>The authority disagrees with this comment. The reasons for the proposal were outlined clearly in the consultation document and in the cabinet report of 27th September.</p>
	<p>Neither of us opposes progress and it is laudable that the county council wants to raise standards. With the</p>	<p>The pressures facing the secondary school education system in Powys were outlined in the consultation document. The proposal provides an</p>

<p>scrapping, however, of the proposed Brecon-Gwernyfed merger and the reversal of proposals to shut several primary schools, we are left with the feeling that the merger between Builth and Llandrindod has to go ahead in order for the council to appear to "be doing something".</p> <p>Quite simply, there has to be valid and proven educational argument for such a change; we along with many others that we have spoken to, have not been provided with such an argument. Therefore we are left with the conclusion that the driving force is to save money; that quite simply is not good enough when the future of thousands of children is at stake.</p>	<p>opportunity to develop a sustainable model of secondary education in Mid Powys, by merging two schools that are 7 miles apart. Benefits of the proposal are outlined in sections 1,3 and 4 of this report.</p>
<p>Powys County Council has also expressed the view that Builth and Llandrindod High Schools are no longer viable in order to deliver a broad and balanced curriculum. As I indicated, some of the schools I inspected were below 400 on roll. Many of these are in Gwynedd and have received commendable reports from Estyn. Ysgol Dyffryn Ogwen with just over 400 on roll (11-18) was judged as "excellent" in its most recent report. If schools in Gwynedd are able to achieve good and excellent standards, it should be achievable in Powys.</p> <p>Between 1996 and 2007, I worked as a Registered Inspector for Estyn. During that period I inspected over one hundred schools in all parts of Wales. The secondary schools I inspected ranged from under 400 to over a 1000 on roll. As evidenced in my reports and other Estyn reports that I have read, there is no correlation between the size of the school and standards achieved. This has been confirmed by Estyn when asked to comment on the proposed merger of Gwernyfed and Brecon High Schools as well as Builth</p>	<p><i>The proposed new school would be of a size that meets the authority's aspiration for size of school, both in key stage 3 and key stage 4, and at post-16. The authority believes that a school with a minimum of 600 pupils in key stage 3 and key stage 4 would have average year group of 120 pupils, which would help maximise the curriculum benefits and lead to improved outcomes. However, it is not expected that pupils would travel between sites, although the new governing body and leadership team would be responsible for the structure of the curriculum and timetable, and it may be possible that some subjects would be taught on one site only at key stage 4. This would increase the options available to those pupil.</i></p>

	and Llandrindod High Schools.	
--	-------------------------------	--

7.	Process	
7.1	Concern about the composition of cabinet	
	<p>We have a Powys County Council as opposed to the historical shires (Radnorshire, Breconshire and Montgomeryshire) so, why is it that the current education review has only looked at schools in Radnorshire and Breconshire?</p> <p>A great deal has been said about the heavily weighted cabinet which favours Montgomery area, is it co-incidental then that Montgomery schools are not under review currently. Furthermore, the full council voted against the school proposals yet the cabinet continue to support the decision and this does not sit well with any of us. If a review of education is needed in Powys, then it should be reviewing the whole county at the same time in order to see the whole picture and they make a balanced and fully informed decision reflecting the needs and recommendations involving everyone in the whole of Powys. The sceptical amongst us may be thinking that the Montgomery based cabinet members are thinking ahead to the elections in May next year!</p> <p>What we can't understand is that Powys have spent a fortune on consultants and have asked the people of Powys for their opinions and have obviously been in contact with Estyn who have also made their views known but at the end of the day have ignored everything they have been told and have gone ahead with their initial proposal. This is not democracy in any way. It is very easy for the cabinet who are mainly made up of Montgomeryshire Councillors to hit the Brecon & Radnor schools with no effect on</p>	<p><i>The current cabinet includes the following membership:</i></p> <ul style="list-style-type: none"> - 5 North Powys members; - 4 Mid/South Powys members. <p><i>On the 24th March 2015, cabinet agreed to commence a Powys-wide Secondary Schools Reorganisation Programme.</i></p> <p><i>A feasibility report on the establishment of a Welsh-medium Secondary School(s) in North Powys was considered by cabinet on the 29th September 2015, and cabinet requested a further business case to be prepared. Officers have been preparing this business case, which will be considered by cabinet later this year.</i></p> <p><i>In addition, following a review of Welshpool primary provision, the cabinet recently approved the closure of four schools in Welshpool, in order to establish two new schools.</i></p>

	<p>their career whatsoever but surely when even the majority of Councillors voted against this proposal when asked for their opinion and that is not taken into account either, something is very wrong with you present system.</p> <p>We urge you to re think this proposal and to ask the County Councillors to think about what their constituents want before making their final decision on what could be the final stroke for our town.</p> <p>12. The way that the process is handled by the council is undemocratic. The board is made up of 80% members from the north of the county therefore nothing proposed in mid or south Powys is voted on by councillors affected in these areas. This is inherently undemocratic. It is impossible to change as people in Llandrindod only vote for Llandrindod county councillors therefore it is not possible to change the cabinet democratically.</p> <p>*One last point - for decisions affecting Radnorshire and Breconshire, I feel that the councillors and officials representing those areas make the decisions, not Montgomeryshire, as it appears that the schools in the North have been mainly unaffected by the Powys cuts.</p>	
7.2	Concern about the decision-making process	
	<p>It is also our understanding that the cabinet made this decision not the full council who were over-ruled. This gives us great concern not just for the future of our schools but for the fairness of our democratic</p>	<p><i>In May 2016, the full County Council debated the decision-making process for school reorganisation proposals. A vote was held with the result that</i></p> <ul style="list-style-type: none"> - <i>cabinet should continue to be the decision-maker on school reorganisation proposals; and</i>

<p>system within PCC.</p> <p>My great concern is that the community of Builth Wells and the surrounding community have been misrepresented by both County Councillors and this can be evidenced by previous filmed council meetings. The majority of the Builth Wells community DO NOT support the proposals, which is contrary to what the County Councillors for our area have stated in Council chambers. There has been a failure to engage with the community and presumptions have been made by the County Councillors due to their lack of engagement despite community members attempting to communicate with them. Following a PCC announcement 7/12/16, I understand Cllr York has now resigned from her cabinet post and I wonder if her vote for and second vote to support the merger now still stands in council chambers?</p> <p>3. The information provided by Powys County Council with reference to the future of both schools has been drip-fed to the communities over a period of time, much of it appearing to be anecdotal and rumour.</p> <p>The cabinet against the wishes of the council made this decision and I hope it can be reversed for the sake of the local population.</p> <p>Your proposal goes against the opinion of Estyn, it goes against the opinion of your own councillors and against public opinion, as pointed out in the consultation, and the subsequent council meeting.</p>	<p>- <i>Full Council should have an opportunity to consider consultation reports and provide its views to cabinet prior to cabinet making its decision;</i></p> <p><i>The authority has carried out formal consultation on this proposal in full compliance with the requirements of the Welsh Government's Schools Organisation Code 2013. The wide ranging responses to the consultation, which can be found in the ORS Consultation Report, were considered by full Council and the cabinet in September 2016.</i></p> <p><i>Every county councillor was able to register to speak at a full Council meeting that was held on 17th September 2016.</i></p> <p><i>Cllr Avril York has resigned from the Council and cabinet. However, her vote remains as recorded in the minutes of both meetings.</i></p> <p><i>The cabinet is required to take the views of all stakeholders, including those of children and young people, into account when it considers any school reorganisation proposal. The cabinet is also required to consider the views of the full County Council.</i></p> <p><i>Opinion Research Services (ORS) were commissioned by the authority to provide independent facilitation and support the consultation. The consultation report drafted by ORS is a collection of the feedback to the consultation, and is not in any way a reflection of the views of ORS.</i></p>
---	--

I was recently informed of the statutory notice to close Llandrindod High School and Builth Wells High School, and to open a new school operating across the two existing sites. This idea is supposedly the result of the consultation that the council held, although I would argue that there was overwhelming support to leave the schools as they are. The plan that the council has proposed may seem like a sensible decision at first, however, when analysed closer, it has many flaws, which is why I find it appalling that Powys County Council would go ahead with this plan

We are writing to lodge our objection to the closure of Llandrindod High School and to establish a new dual-sited bilingual school. As grandparents of 2 grandchildren attending LI/High one of whom is taking his mock GCSE next year we feel that the feelings of the students and community have been ignored, majority of CC voted against this proposal and the democratic vote was ignored by these 10 independent cabinet members who made this decision, PCC is known as a democratic council, this was ignored by the cabinet (as CC made a democratic vote) why were the other 2 High Schools up for the closure were saved at the last minute, this was very unfair by these independent cabinet members.

What concerns me the most is that the views of the citizens of both towns; the company that conducted the consultation process; the majority of the County Councillors and, most crucially, of Estyn have been utterly ignored and swept aside by the minority that makes up the cabinet.

	<p>5. The council need to put the children's needs first and this involves listening and representing all the families that have objected to this merger.</p> <p>I would like to seek clarification from you that, as Director for Education, you are confident and content that each and every member of the cabinet has given this decision the time and attention it deserves. I look forward to receiving your response.</p> <p>The overwhelming support from the county councillors who voted (32 votes to 9 with 3 absentions) to abandon the proposal for a period of up to 2 years at the full Council meeting on the 8th September 2016, and the representations made by many of those at the Cabinet meeting on the 27th September are also noteworthy</p>	
	<p>The Well-being of Future Generations (Wales) Act 2015 sets a goal of having ' A wales of cohesive communities' and PCC must work towards that. In rural communities, schools are central to making communities attractive, viable, safe and well connected. Anything that threatens the existence of schools in such communities will increasingly come under scrutiny from the Auditor General and Future Generations Commissioner for Wales.</p>	<p><i>At its meeting on the 27th September 2016, cabinet considered the outcome of consultation on this proposal. As part of this process, it also considered a number of impact assessments including the authority's Single Integrated Impact Assessment – this considered the proposal against the objectives of the Well-being of Future Generations Act.</i></p>
7.3	Failure to consider related proposals	
	<p>I am also concerned that this decision by cabinet was taken at a time when several other consultation were about to start that each have a direct impact on what is detailed in the statutory notice dated 17th October 2016 and the business case linked to it. The Brecon High School Welsh-medium stream consultation, the Welsh in Education Strategic Plan (WESP) for 2017 -</p>	<p><i>Section 1.14 of the Schools Organisation Code 2013 states that 'when approving or determining proposals, relevant bodies.....must consider whether there are any other related proposals.'</i></p> <p><i>On September 27th 2016, cabinet considered related proposals for Brecon and Gwernyfed High Schools, which had also been subject to formal consultation at the same time as this proposal. cabinet agreed not to</i></p>

	<p>20 consultation and Scheme for Financing Schools are all factors that will affect secondary education provision in Builth Wells and Llandrindod.</p> <p>There is also a formal consultation on the closure of Welsh-medium provision at Brecon High School with the pupils there transferring to Builth Wells High school. Again, this is a related proposal and must be considered at the same time as the proposals for Builth Wells High School and Llandrindod High School.</p> <p>The continuing debate about Welsh Medium education in Brecon and the review of Llanidloes High School also have potential to impact on the merger of Builth and Llandrindod. In the case of the Brecon decision, this would be a negative impact. I do not believe this has been properly risk assessed. Given the proximity of Rhayader children to Llanidloes High School, what is the plan going ahead for this High School, will it offer the same provision or offer different opportunities.</p>	<p><i>proceed with aspects of the proposal for Brecon and Gwernyfed High schools, but to reconsult on a proposal to close the Welsh stream at Brecon High School.</i></p> <p><i>When determining the proposal for Llandrindod and Builth High Schools, cabinet will be aware that there is a related proposal for Brecon High School,</i></p> <p><i>There are no other related proposals. The authority is currently developing a business case for the establishment of a Category 2A school or schools in North Powys. However, no proposals have been made.</i></p> <p><i>The draft Welsh in Education Strategic Plan (WESP) was approved by cabinet in December for consultation.</i></p> <p><i>The Scheme for Financing Schools and fair funding formula proposals were approved with amendments on the 7th February 2017, following consultation in December and January.</i></p>
7.4	Criticism of the process	
	<p>The whole process has been a huge waste of money and time as well as jeopardising our children's education, how exactly has this exercise improved standards. It has created stress and unrest in both schools which has had a negative impact on students.</p> <p>I find it heart breaking to think I left the school 25 years ago when children were offered at least 5 additional subjects at GCSE level- What are you doing?</p>	<p><i>The authority recognises that any school reorganisation proposal creates a period of uncertainty. However, the authority is required by law to carry out school reorganisation in accordance with the Welsh Government's Schools Organisation Code 2013, which has a clear process that must be followed. The process for this proposal has complied fully with the Code.</i></p>

	<p>Is this the legacy you want to leave from your time employed by Powys County Council? I hope you feel ashamed, while you are fiddling about with figures and delaying the decision children's futures are being damaged and this blame is placed firmly in your hands.</p> <p>The whole process as usual with PCC has been a shambles and makes me question whether I want my children to stay in education in Powys. My eldest daughter is in year 11 currently doing her GCSEs. She attended Shrewsbury Sixth Form College last week, what an eye opener? I suggest you take a few hours out of your day to see how things should be done properly. Whatever your decision it should be done by September 2017.</p> <p>Pull your finger out ...STOP PLAYING WITH OUR CHILDRENS FUTURES.</p> <p>It has created stress and unrest in both schools which has had a negative impact on students. The whole process has been a shambles and makes me question whether I want my children to stay in education in Powys.</p>	
7.5	Concerns that the proposal for Brecon and Gwernyfed were not approved	
	<p>In fact, why are PCC isolating Builth and Llandrindod High School as appropriate for the changes and have dropped the proposals for Brecon community?</p> <p>Finally I am in no way clear why the cabinet seems determined to pursue this proposal when it has already reversed a similar proposal to merge Brecon and Gwernyfed High Schools, presumably for similar</p>	<p><i>In 2016, the local authority consulted on a proposal to close Brecon and Gwernyfed High Schools and establish a new English-medium 11- 16 school in Brecon, with post-16 delivered by NPTC. cabinet considered the consultation report for this proposal and decided that there were a number of reasons that specific elements of the proposal could not go forward as it was proposed – detail can be found in the cabinet report of 27th September 2016, available at http://powys.moderngov.co.uk/ieListDocuments.aspx?CId=137&MId=3029&</i></p>

	<p>reasons to the ones that I have enumerated above. This seems to me to be unfair to the present and future pupils of Llandrindod and Builth Wells High schools, and to their parents. I would implore the cabinet to reconsider its decision for the good of the two communities, the teachers at both schools, the parents, but above all the pupils.</p>	Ver=4
7.6	Concerns about lack of alternative options/issues related to alternative options.	
7.6.1	<p>The lack of possible other options do not seem to have been considered; for example the possible educational benefits for pupils by developing through schools in both towns linking their high school with the main feeder primary schools.</p> <p>It may be that some of these options have been considered but not shared this is unfortunate.</p> <p>7. It is not obvious that other options are being explored - such as closer co-operation between both schools AND staff to present a wider curriculum and to save money enhancing the educational opportunities</p> <p>11. The consultation document states on Page 79 "Conclusion" states that Option 5A "should be the preferred option" this is to create an English medium school in Llandrindod and a Welsh medium school in Builth. As the consultation document recommends this, this should be the recommendation of the council.</p> <p>7. It is not obvious that other options are being explored - such as closer co-operation between both</p>	<p><i>A range of options were considered as part of the development of this proposal. These were outlined in the consultation document. All Through Schools were not considered in the option appraisal for Mid Powys because, as stated on page 52 of the consultation document, 'Within this business case, 'All Through Schools' will only be considered if there are specific local conditions related to primary schools in a particular area e.g. poor building condition, capacity issues, leadership issues or stakeholder support.' At the time of writing, there were no specific local conditions of this kind in the catchment area that weren't being addressed through other primary school reorganisation proposals, and it was agreed therefore that the options for Builth and Llandrindod High Schools would focus on solutions for the secondary sector only.</i></p> <p><i>In 2011, cabinet agreed, following a period of informal consultation on secondary school reorganisation, to establish 'learning partnerships' of schools. The learning partnerships took forward school-to-school collaboration on a more formal basis. A South Powys learning partnership was formed, and schools held joint CPD events. However, the learning partnership in South Powys evolved to focus mainly on post-16 collaboration.</i></p> <p><i>Any school reorganisation consultation document must include information about alternative options that have been considered. Appendix B of the consultation document included the business case that was considered by cabinet on the 23rd February 2016, which included a range of possible</i></p>

	<p>schools AND staff to present a wider curriculum and to save money enhancing the educational opportunities</p>	<p><i>options for Mid and South Powys.</i></p> <p><i>The conclusion to this option appraisal states the following:</i> <i>'In conclusion, there is strong case that Option 5A should be the preferred option, based on a stronger strategic fit with associated educational and linguistic benefits. However, given the current and future financial challenges faced by the authority, Option 3A is the preferred option based on economic reasons. Further work is required to ascertain the capital costs linked to this option.</i> <i>It must be noted that Option 3A would still be able to provide the appropriate conditions for the growth of Welsh-medium education in the area, where the possibility of a viable Bilingual Category 2A (Welsh-medium) school could be considered in future. '</i></p>
7.7	Criticism of the consultation process	
7.7.1	<p>I am writing to object to the proposed merger of Llandrindod and Builth High Schools. I am somewhat disappointed that you have allowed things to progress this far, but given the poor quality of the biased and mistake-riddled questionnaire that was used as part of the “consultation” process, unfortunately I am not surprised.</p> <p>To me, it is quite clear that the ineptitude of Powys officials has allowed yourself, and the cabinet, to be hoodwinked into thinking the proposed merger will be a success. Have you any evidence for this? During the consultation process, I asked Ian Roberts directly what differences my 9-year-old would be able to see in two years’ time – Ian Roberts was not able to answer the question. I asked him how the funding of transport was to be organised – he was not able to answer the question. I asked him on what site individual subjects would be taught - he told me that</p>	<p><i>The School organisation Code sets out the requirement to present supporting information on the case for change in a clear and coherent way. The questions on the questionnaire were designed to seek responses (either positive or negative) to specific questions. Furthermore, open text boxes allow respondents to explain why they agree or disagree with the proposals and to suggest alternative proposals including no change. These were compiled by Opinion Research Services, a company that undertakes successful independent research across many sectors nationally.</i></p> <p><i>The authority has been clear throughout the process that the organisation and structure of the proposed new school would be the responsibility of the new governing body and management of the school.</i></p> <p><i>The authority acknowledges that there were some errors in the data presented in the consultation document – these were amended and an Addendum was circulated with the correct information.</i></p>

<p>this would be decided by the governing body, i.e. he didn't know and was hoping that someone else could decide for him!</p> <p>The consultation document had a number of flaws in it, some of them quite significant.</p> <p>It raises an issue of confidence for us parents in the whole process, if something as important as a consultation document is not totally accurate.</p> <p>It was clear from the start of this process that the information considered in the making of this decision was flawed and inaccurate. Your team visited Llandrindod High School to answer questions. The staff spent the whole session highlighting the many inaccuracies in the facts contained in the questionnaire. The staff were told these inaccuracies would not be corrected. Straight away this sent out the message that you are not prepared to listen to anyone. If teachers persisted in teaching inaccurate information and refused to correct it, I am sure you would view this as a problem and seek to correct it and yet you don't when it comes from your own council.</p> <p>Secondly, the questionnaire was a perfect example of a biased questionnaire. Pupils are taught at key stage 3 and in GCSE mathematics, how to write an unbiased questionnaire. Your questionnaire will be the perfect resource for them to use in future, when highlighting problems with questionnaires. Perhaps the person who wrote the questionnaire needs to attend Maths lessons and take a GCSE in Maths, to ensure they know how to write an unbiased</p>	<p><i>The authority met with representatives of all feeder primary schools at two meetings – one held in Builth Wells CP School and the other at Cefnlllys CP School, Llandrindod. Opinion Research Services facilitated these meetings. The authority disputes the assertion that pupils were told what to think – pupils were specifically asked their views about the proposal. These were recorded and were included in the consultation report prepared by ORS.</i></p> <p><i>All responses to the consultation were collated and presented in a consultation report that was drafted by an independent research company, Opinion Research Services. The consultation was carried out in full compliance with the Welsh Government's Schools Organisation Code 2013.</i></p> <p><i>cabinet considered the consultation report prior to agreeing to publish the statutory notice. cabinet will again be considering objections received to the notice before making a final decision.</i></p>
---	---

	<p>questionnaire.</p> <p>Thirdly, a group of children from primary school, one whom was my son, were taken to a meeting to canvas their views. They were asked not to think of anything negative about the proposed changes, before their views were taken. I was appalled at this, once again Powys forcing their biased views on our children by telling the young people what to think.</p> <p>8. The consultation process is inherently flawed and therefore does not give the ability for an open discussion/dialogue to find the best possible outcome to the problems that the local authority is facing regarding budget cuts in education.</p>	
7.7.2	<p>The confusing consultation process and changes to the proposal</p>	<p><i>The consultation document which was published on the 6th April 2016 included all relevant information about the proposal and the consultation process. The information was available via hard copies of the document and was also published on the Council website. The process was carried out in full compliance with the requirements of the Welsh Government's Schools Organisation Code 2013.</i></p> <p><i>There were no changes to the proposal. On the 23rd February 2016, cabinet considered recommendations in relation to secondary schools. cabinet approved the following recommendation for Builth Wells and Llandrindod High Schools:</i></p> <ul style="list-style-type: none"> <i>• To receive the SORP's recommendation in respect of Builth Wells High School and Llandrindod High Schools</i> <i>• To approve the commencement of formal consultation with stakeholders in accordance with Welsh Government's School Organisation Code on • the closure of Builth Wells High School and Llandrindod High School on the 31st August 2017, and to establish a new dual stream secondary school that will operate across the</i>

		<i>current sites of the two schools from 1st September 2017.</i>
7.8	Other	
	Please may I request more information on this proposal? The 3 pieces of paper you sent back with my child from school does not explain to parents what exactly will happen to our children's education? And where exactly they will be receiving this education?	<i>The statutory notice was published in accordance with the legal requirements of the Schools Standards and Organisation (Wales) Act 201? This followed a period of formal consultation which was held between 6th April and 1st June 2016 – a consultation document and impact assessment documents were published and distributed to all parents during this stage.</i>
	The timing of this proposal coincides with proposals to close many of our rural primary schools. I think it has been very unfair to parents of children whose primary schools have been compromised to propose compromising their High School at the same time. We parents can only realistically fight on one front at a time. After all, it is our children who will be most affected by the upheaval of this proposal (if it goes ahead). My son is due to start High school September 2017.	Noted.

8.	Economic/community impact	
8.1	Impact of the proposal on the local economy and community	
	<p>Closure of Llandrindod Wells High School would inevitably result in fewer people with families' moving to the area as schools are often a strong decision maker. This could then have an adverse effect on the two Primary schools. In addition to this Llandrindod Wells will no doubt suffer a negative impact on businesses and trade and the positive new initiatives and businesses that have emerged and are planned may not survive. Llandrindod Wells is beginning to reenergise and closure of its High School will slow down and could even kill the town completely.</p> <p>It is essential to keep high schools in both towns as the centre of education of learning of our young people and also to maintain a healthy mixed age population. These need to be managed locally to ensure good timely management in all areas and to improve the teaching provided our children.</p> <p>If you close Llandrindod and Builth high school and merge it as one it will be the death of both towns and eventually PCC. Nobody will move to the towns and businesses will fold due to the lack of people moving into the area. Llandrindod is already an aging town and we need to keep our high school to encourage our youngster who are starting families to stay and to entice new people to our town.</p> <p>Can you not see the impact of taking away a school from both the Llandrindod and Builth communities,</p>	<p><i>The proposal aims to establish a secondary school across two sites in order to create a high-quality, sustainable secondary education provision in Mid Powys. As the school's campuses will remain in both Llandrindod Wells and Builth Wells, the distance between both schools, according to the AA Route Planner, is 8.4 miles, with a travel time by car of 18 minutes, meaning that management of the school would remain in the Mid Powys area.</i></p> <p><i>As the school's campuses will remain in both Llandrindod Wells and Builth Wells, it is not expected that the proposal would have a detrimental economic impact on either town.</i></p> <p><i>The new dual-sited school would continue to function as a community school, in the same way as the existing two school operate fully within the community. Community governors would also be appointed to the temporary and new governing bodies to represent the community.</i></p> <p><i>The authority recognises that both towns and schools have their own individual identity – however, the proposal is intended to provide a sustainable secondary school infrastructure that would meet the needs of pupils in the catchment areas of Llandrindod and Builth Wells High Schools.</i></p>

<p>jobs, hopes, community functions? I hope you did the right thing and make both schools viable for long term success, rather than the short-sighted vision of a new school without a heart and at great long term cost to both communities.</p> <p>When business's like ours are looking to recruit staff it is already a struggle, if there is no school or a poor school within our town the younger people we require to fill our positions, those with children, will move to other areas and this will make employment much more difficult and therefore put off prospective business's from locating here.</p> <p>As someone who lives in our town you must surely be able to see that this proposal is not to the benefit of the town, its residents and most importantly its children.</p> <p>As a business based in Llandrindod Wells we would like to strongly object to the amalgamation of Llandrindod High School with Builth High School. We have been based here in the town for 90 years and during that time we have employed 100's of local people. The business has expanded over the last few years and the staff we require are now not only lorry drivers, but administrative staff and mechanics. This means it is essential to keep a successful school within the town</p> <p>Llandrindod Wells has always been community driven and a safe place to bring up our children. I fear that these plans are going to take all of that away in one swoop. The town, the children and the wider community will suffer.</p>	
---	--

<p>5 This proposal will have a devastating effect on the town and also the pupils attending Llandrindod High School</p> <p>2. Each town has its unique identity and the High Schools being part of that. If you merge the schools what is the point of having separate named towns.</p> <p>The secondary impacts that the lack of high-quality education in Llandrindod and Builth can have is far-reaching, including reduction in house prices, employment demographics, small and large business investments in the area and health care.</p> <p>If parents cannot be given confidence in Powys CC decision making and Education Policy they may well decide not to move into Llandrindod Wells Town at all and those Parents like myself living in Llandrindod Wells already may well decide that their children's educational future is disadvantaged here in Llandrindod Wells due to the actions of Powys CC and decide to relocate and move into England instead. The bigger picture is that only the unemployed and elderly will remain living in Llandrindod Wells as soon as the next 10 years and that creates its own social and economic problems that already exist here in Llandrindod Wells due to its remote location.</p> <p>This will effect house prices, and the inability to sell as we ourselves have already found, employment, demographics, health care services, small businesses, large businesses, personal disposable income - the list is endless.....</p>	
--	--

	<p>As a local business owner and Chair and Press and Promotions Officer of the Chamber of Trade and Tourism we understand the importance of a local school to a local economy. We have seen the strength of opposition at the public meetings and know how important it is the stability and long term prospects for the area and most parents are understandably very concerned at what they see as knee jerk reactions and short term solution</p> <p>Schools are important to Parents and the Community/County as a whole, without independent Town High Schools being run as they have done successfully for years the future is more uncertain than they would be as a merger.</p>	
8.2	Impact of the proposal on the local economy due to the new dual-sited school not being attractive to new families and teaching, or other, professionals.	
	<p>The likelihood of a successful dual-sited school emerging from September 2018 is very dependent on leadership personnel, as you have acknowledged in the report. However, I am unsure that the governing body of the new school will be guaranteed to have every current staff member at their disposal for the formation of a new leadership team. I can only imagine that the morale amongst staff members is currently very low and after your announcement to create the dual-sited school, a large proportion will be looking elsewhere for work. Therefore it could be assumed that you are going to indirectly cause the relocation of a number of teaching professionals from Powys, and this could possibly include your 'strongest leaders'. On top of the economic consequences of forcing out working professionals,</p>	<p><i>Any school reorganisation proposals creates a period of uncertainty for schools and their communities. The proposed new school would continue to be a key employer in the area, attractive to teaching and other professionals, and it is not expected that the proposal would have a detrimental economic impact on the wider area.</i></p> <p><i>The provision and availability of high-quality education locally is an important issue for all stakeholders, as was highlighted in the Consultation Report. These stakeholders include current and future parents of pupils in the Mid Powys – currently, the two schools are in Special Measures and it could be argued that this situation is not attractive to parents or new families to the area.</i></p>

<p>you are also likely to discourage others from moving to the area, and this could well contribute to the on-going demise of the local economy.</p> <p>There is already a struggle in these isolated rural towns to employ professionals in many different sectors. People such as Doctors, Nurses, Rectors, Teachers, etc. are already hard to employ and removing a school from either town will only reduce the appeal of moving and living in the area. This decision will have a negative effect on the both towns and the area and therefore I hope you will reconsider this decision.</p> <p>Ultimately, as a result of this proposed implementation, we are not going to attract new Teachers to the area which means that families will not want to move here, resulting in a detrimental impact on both towns.</p> <p>This area is already suffering from economic deprivation. This proposal will not do anything to attract young families to the area leading to further decline.</p> <p>I already know of a GP who has decided not to relocate to this area because of the proposed school merger</p> <p>There is already a struggle in these isolated rural towns to employ professionals in many different sectors. People such as Doctors, Nurses, Rectors, Teachers, etc. are already hard to employ and removing a school from either town will only reduce the appeal of moving and living in the area. This decision will have a negative effect on the both</p>	
--	--

	<p>towns and the area and therefore I hope you will reconsider this decision.</p> <p>The impact that these changes are already having on the community of Builth Wells is huge. The lack of clarity on the future of secondary education in the town makes it a less attractive place to live or move to for people who have children.</p> <p>I really don't think you are listening to any opinions from the actual people of the town or of ESTYN and I personally feel it is absolutely disgusting how you have still decided to go ahead with the plans. You need to understand that decisions like this don't just impact short term and the local area, they will affect peoples' decisions on continuing to live and bring up families in mid Wales.</p>	
	<p>The Well-being of Future Generations (Wales) Act 2015 sets a goal of having 'A Wales of cohesive communities' and PCC must work towards that. In rural communities, schools are central to making communities attractive, viable, safe and well connected. Anything that threatens the existence of schools in such communities will increasingly come under scrutiny from the Auditor General and Future Generations Commissioner for Wales.</p>	<p>The authority completed an impact assessment (Single Integrated Impact assessment) that considered the impact of the proposal against the seven objectives of the Well-being of Future Generations Act. This was presented to cabinet for consideration on the 27th September 2016.</p>

9.	Single-sited school	
9.1	Impact on the town of Llandrindod Wells	
	<p>It is well documented that in rural communities, schools are central to making communities viable, safe and prosperous. In towns such as Builth Wells and Llandrindod Wells, the high schools are an important draw to new businesses and families moving into the area. Would innovative companies such as 'river simple' look to expand their businesses in a town that does not have an educational establishment for the children of their growing number of staff?</p> <p>The view to 'establish a new school on a single' site during the second stage will have a wide impact on the local economies of both Builth Wells and Llandrindod Wells ultimately affecting community facilities and economic growth. Towns such as Builth and Llandrindod have their schools at the hearts of their communities and their loss would have far reaching impacts.</p> <p>1) The proposal will effectively kill the life in Llandrindod Wells as I understand that the long term plan is to build a new school on a premises just outside Builth. The town relies on its sense of community that the school provides and incoming families will be put off by the lack of school leading to a smaller population and the closure of more shops and services which already struggle to remain open. The town takes great pride in the school and its students.</p> <p>I believe this proposal is the first step to closing both</p>	<p><i>As stated in the consultation document and subsequent consultation report, the proposal is the first stage of potential wider plans for secondary education in the area. The second stage, which aims to establish the New School on a single site in the locality of Builth Wells, requires further work to understand the overall capital cost and feasibility, and would be subject to another consultation if cabinet decided to proceed with the second stage.</i></p>

<p>schools and opening one new school somewhere in the vicinity of Builth Wells. Leaving both towns without a High School. Llandrindod Wells will become a ghost town. What business would come to a County town with no High School? Who would move here with children or to start a family when there is no High School? This has such a wide impact on the future of the towns and of Powys that I urge you to reconsider your decision and listen to what you are being advised.</p> <ol style="list-style-type: none"> 1. Llandrindod has the only high school in Radnorshire, it is the county town of Powys with a population of over 5300 people. 2. Builth has less than half that population at 2,500. If one school does have to close, how can it possibly make sense for that to be the larger catchment area? 3. By closing the larger school, there will be increased transport costs and traffic on roads. It will lengthen the school day for the pupils and reduce attendance at after school activities, a critical part of their development and the community. 4. Families are very likely to be put off staying or moving to the area with no High School here and this will adversely impact current and future businesses, including the council itself. 5. Llandrindod serves as the seat of Powys County Council and is thus the administrative centre of Powys, how will having no high school enable you as the council to recruit people to work? <p>Our towns are suffering enough and a closure of a school in Llandrindod would have a fundamental effect on the whole town and its businesses and employment.</p>	
---	--

<p>Also taking the school out of the town in Bwlth would impact on the town in the same way and cause traffic problems in the town and on the bridge.</p> <p>Llandrindod Wells would go downhill, it not too good at this time. The park is like a wood. Do help put Llandrindod back on the map. Do not close Llandrindod Wells School "It is a good school" The best. We all would school in Llandrindod or Bwlth</p> <p>Although we are told that closure is not simply a budget issue surely there are many adverse budgetary implication if Llandrindod Wells High school were to close. Transport costs of the pupils would be quite substantial and the school day would be greatly increased for many pupils. The distance from the High school for many pupils could have a great impact on attendance at extra-curricular activities which are an important part of pupil development in many areas. In fact after school clubs and groups have proved to be beneficial not just for the subject area they are linked to but also for the self-esteem of pupils increased motivation and achievement in other areas.</p> <p>Children and the community will be deprived of services should this proposal lead to one school on one site in the future.</p> <p>When I was a pupil of Llandrindod High School as well as benefiting from some truly excellent teaching I was lucky enough to take part in many extra-curricular activities such as the school hockey team, choir and orchestra. As well as being concerned about the effect on education I am also concerned</p>	
--	--

about the effect on extra-curricular activities that can make a big difference to a pupil's life and even improve future career prospects etc. I am concerned that teaching staff with an increased work load and increased stress will not be able to commit to extra-curricular activities. I am also concerned that if pupils have to travel a much greater distance to get to school then many will struggle to take part in such activities out of school hours. It would be a great shame if an aspiring sportsperson or musician for example does not reach their full potential because they cannot get home after their extra-curricular activities.

The formal consultation document that is central to this consultation states that there will be a second stage that will 'aim to establish the New School on a single site...' This suggests to me that secondary education in mid Powys will be in a state of flux for many years to come, which will be a major distraction that the schools, the wider community and most importantly a generation of pupils can do without, particularly as they work to raise standards as required by Estyn.

I would like to have your word that this is not the first phase of a plan to eventually built only one school on one site (leading to the death of the town which does not get the new build).

6. There is an underlying feeling that this decision is cut and dried and the greater plan is to carry forward this model and then build a new school within the Builth Wells area, and rumours of "done deals" and an element of corruption are rife within the

community. Openness and transparency is crucial within the County Council and particularly for its members and officers. Llandrindod Wells Town Council urges Powys County Council to dismiss the idea of creating one school on two sites and continue with the existing model with a High School in both towns, particularly in Llandrindod Wells which is the County town of Powys and hosts the County Council headquarters.

I do not believe that Powys CC has secured a viable new site for a new super school in Builth Wells, I do not believe it is healthy for children as young as 11 to be travelling to school long distances by bus at the early peak commute times for workers in Powys as it is dangerous, kids are vulnerable waiting for school bus and it adds traffic to the roads, I do not believe that you will find any cost savings and in fact the investment to build a new school is huge that could be better spent improving what we already have and securing employment of dedicated teaching staff that want to live and work in Llandrindod Wells rather than drive out an entire profession from the town.

. I am very disappointed and dismayed with the plans you have made to close the High Schools in Llandrindod and Builth Wells and reopen them under one leadership team. The next step would be relocating them in a newly built school, allegedly close to Builth. This would be catastrophic for Llandrindod and would result in even more difficulty attracting people to the area to work. We have experienced tremendous problems attracting medics and nurses to move here, partly because there are limited career opportunities for spouses, and a town

without a High School will make things far, far worse. On top of closing shops in Middleton Street, removing the High School would make us even more like a ghost town which is surely not what you would choose for the town where the County Council is based.

Also any alleged saving of money will be swallowed up and overtaken very quickly by paying for a new school to be built (and the interest on any loans you will need to take out) and also on the colossal transport issues for moving pupils to a school which is no longer based in the community where many live, and is even further away for those who already have to commute in from villages and farms out of town. Truancy will inevitably increase and the deprived families in Llandrindod who already struggle to nurture children to fulfil their potential, will suffer even more.

I believe this proposal is the first step to closing both schools and opening one new school somewhere in the vicinity of Builth Wells. Leaving both towns without a High School. Llandrindod Wells will become a ghost town. What business would come to a County town with no High School? Who would move here with children or to start a family when there is no High School? This has such a wide impact on the future of the towns and of Powys that I urge you to reconsider your decision and listen to what you are being advised.

We are writing to object to the proposal to close Llandrindod and Builth High Schools and open as one with a further intention to build a new school near and

<p>outside Builth. All our three children attended Llandrindod High School and travelled on the Bus from our village. This proposal seems to involve lots of cars and possibly buses moving around to get children to school. Children in the north of the county particularly will have unnecessary travelling time.</p> <p>I do not believe this is a sound plan for the future. I do not want my son to be bussed to another town for school in the future. (I have enough fears having him travel to Llandod from our rural home!!!).</p> <p>1 Although the school will operate on two sites this is obviously a precursor to closing one or both sites and merging the school physically into one school. 2 The idea that one super school will be better than the two we have at the moment is unproven and the same investment in the current school sites will be beneficial to the education of our children. 3 The schools have suffered due to a lack of investment, which has been a political decision taken some time ago to work towards a merger of schools 4 The idea of choice when it comes to choosing schools is important, when the schools merge our children will have no realistic choice but to go to the only school in the area, which will be in Builth 5 School are a positive for the local towns, people looking at moving to the area access the school provision and if there is none it could cause Llandrindod to stagnate. The town is currently going through a revival and something like this could put it back indefinitely 6 Time spent by children traveling to school should be minimalized</p>	
---	--

	<p>7 Once the schools merge it will only be a matter of time until they close them and merge them physically into one school</p> <p>8 Once the school in Llandrindod is closed it will never come back</p> <p>Rumours continue to abound that a potential site in Buith has been investigated - are you able to confirm definitely whether any preliminary investigations or discussions with landowners have taken place between representatives of Powys County Council and owners of potential sites?</p> <p>With the temporary removal of the Radnorshire Children's Services Team, the clear establishment of a North and South Powys Hub for Neath Port Talbot College, and now a proposal to have just one secondary school in the area, it does appear that mid Powys is fast becoming the forgotten region of the county</p> <p>It it wrong to close an almost new building and build yet another new one. New doesn't mean better!! Think of the children and the distance they have to travel</p> <p>Finally, Llandrindod Wells is the county town, has Powys Count Hall within it, it would be nonsense to take away Llandrindod Wells High School and then undoubtedly the leisure centre, we are already losing the Youth Services, this is the County Town!!</p>	
9.2	Capital funding issues	
	I would also like to know what you whether you will still be setting aside the £17million to use for your 50% share in the costs to build a new 'super school'	<i>As stated in the consultation document, the proposal is the first stage of potential wider plans for secondary education in the area. The second stage, which aims to establish the New School on a single site in the locality</i>

<p>when the budget is set, bearing in mind you vehemently deny that there are any underlying plans to create this new 'super school' in the future?</p> <p>Can I ask what rate of interest would be payable on this loan of £17m? From my very basic understanding of finance I would assume a rate of around 5% for arguments sake. This would therefore require a monthly interest payment of around £120k per month. That's a figure of £120k per month when you are looking to save £123k a year, I cannot see the logic? Can you explain this to me?</p> <p>Also any alleged saving of money will be swallowed up and overtaken very quickly by paying for a new school to be built (and the interest on any loans you will need to take out) and also on the colossal transport issues for moving pupils to a school which is no longer based in the community where many live, and is even further away for those who already have to commute in from villages and farms out of town. Truancy will inevitably increase and the deprived families in Llandrindod who already struggle to nurture children to fulfil their potential, will suffer even more.</p> <p>The estimated saving of £123,000 (as mentioned at the Llandrindod public meeting) is not a good enough reason, as this would be less than one Chief Executive's salary. Also with Machynlleth to have £20 million spent on a new through school, this is a drop in the ocean.</p>	<p><i>of Builth Wells, requires further work to understand the overall capital cost and feasibility, and would be subject to another consultation if cabinet decided to proceed with the second stage.</i></p> <p><i>In its 2016/17 Capital Strategy, the authority had identified £17.62m in for the development of a new school in Mid Powys. However, as stated in the consultation document and consultation report, further work is needed to be carried out to understand its feasibility and overall costs. However, the provision of the new school in Mid Powys has been removed from the 2017/18 Capital Strategy.</i></p> <p><i>Capital expenditure is funded in five main ways, from capital receipts from the sale of assets, specific grants, reserves, supported borrowing. This is a loan where the cost of the interest and repayment of the principal is funded by WG through the revenue funding provided to the authority annually. The final one is prudential borrowing or unsupported borrowing. This is a loan where the annual interest and repayment of principal has be to funded by the authority.</i></p> <p><i>Capital funding cannot be used for revenue costs. The estimated saving in the funding for the new school is a revenue cost.</i></p> <p><i>The proposal to build a new 4 – 18 school building in Machynlleth is part of the authority and Welsh Government's 21st C Schools Programme, which is a capital funding programme, which cannot be used for revenue costs.</i></p>
--	---

However, I am very concerned that the merger is at best a sticking plaster and at worst a plot to make the schools fail even further so that the ultimate plan of a super school can be built. (Parents have bene reliably informed that a bid for £17m had gone to the Welsh Assembly to build the super school at Builth Road, and a little honesty would be appreciated.)

Although at both meetings it was denied that it is a foregone conclusion that the Council have plan for just one new school on a new site in Builth Wells in the near future, I believe this to be true. I was in a conversation with a staff member whose aunt is a portfolio holder within Powys CC and she assured me taht the new school will be going head and knew where it will be sited. Also on the focussed changes to the LDP the school site at Llandrindod is shown as being a jousting development! I was totally flabbergasted at this especially after the denial by officers. This proposal is just a cover up for a real plan to close Llandrindod Wells High School and site one totally new school in Builth Wells. It came as no surprise then to find that Councillor York didn't consult her constituents and chose to vote for the proposal.

This all seems to be leading to the creation of one large school in the future, which makes no financial sense! The cost of the interest on a loan to build such a school will far exceed the money saved by keeping the current two schools separate, let alone then paying the actual loan back! On top of that there would be the additional cost of transporting all the children back and forth, the additional stress on the already busy lives of the parents who will have to deal

	<p>with transporting their children further to after school activities and so on, and the detrimental effect on the town by not having a school. We will lose wages and money to the local economy and the town will also be far less appealing to people considering moving to the area. It would be a backwards step, when Llandrindod and its residents are trying and succeeding to improve the town.</p>	
	<p>I am glad that the proposal to build one brand new school on a new site has been shelved as I would have considered that an awful waste of money.</p>	<p><i>Noted.</i></p>

10.	General Comments
10.1	Support for status quo
	<p>We urge PCC to allow both schools to demonstrate their ability to deliver better standards for a period of time before any action is taken against them. We do say 'against them' as we feel there has been little attempt at cooperation, just a directive. There is no guarantee that your proposal will raise standards but will put added pressure on teachers to transition to a new format when that time should be better spent on the educational standards. We urge the schools to focus on core academic subjects and encourage the pupils to take as many GCSEs as possible in order to give them the best chance of excelling in further education. We believe that the expectations for pupils and the outcome for the schools will be more favourable. We know Ms Asplin focused the pupils minds on excellence and having met many of our sons teachers recently, believe that there are very good teachers already working hard, and with more time, both schools can perform well.</p> <p>When those schools are performing as well as they should do, THEN you might be forgiven to try and improve them further with Estyn's blessing. The parents whose children are at these schools NOW will not thank you for spending their taxes on fiddling around with the structures: we all know that good teachers provide good education , so let's just concentrate on that. I am therefore asking that you reverse your decision to merge Builth and Llandrindod High Schools, and start trying to improve them in a way that Estyn think will work. Put the effort and resources that you were going to put into the merger - and the money that you are allegedly happy to spend to service a £17m debt - into education for the children who are there NOW. They are our future, they deserve better than this.</p> <p>In summary Mr Patterson, I believe the cabinet voted on misleading and incorrect information on the 27th September and unless you can answer me very relevant and urgent points I have stated above than I dispute the closure of Builth Wells High School and ask the cabinet to instead:</p> <p>Support Builth Wells high school as we continue to make excellent improvement</p> <ul style="list-style-type: none"> - Facilitate the continued co-operation between Builth Wells and Llandrindod Well high school - Conduct a full review of sixth form provision in the two schools with all stakeholders so we can address Avril's and her constituents very real concerns about improving options for our pupils post-16 provision. <p>Surely we should be postponing these closure now and allowing both schools time to carry on working hard as they are at present to raise standards, to give them time to improve.</p> <p>I feel it is not unreasonable for you to support the proposal of Cllr Maureen Mackenzie who proposed an all council amendment and an overwhelming democratic expression was made by Council to delay the closure proposals by a realistic and prescribed time for both schools:</p> <p style="text-align: right;">' For</p>

proposals to be made by the both schools to improve standards and to support senior leadership teams'. This would give the schools an opportunity to use their expertise to improve standards collaboratively and work with Estyn inspectors. A model of collaboration which takes place for post-16 education can be adopted for both schools to address their challenges and for them to drive up standards without having to be distracted by the closure agenda proposed by PCC Education cabinet.

Please do not close Builth Wells High School.

The Council should be looking to put all of its resources into supporting both Builth and Llandrindod schools to raise standards now and not to push forward with a scheme that ultimately does not even have the support of Estyn (as noted by Estyn in their 4 page response to Powys Council's proposal

Getting out of Special Measures:

I note that today (7th December 2016) Brecon High School has been officially removed from Special Measure by Estyn as a result of their most recent inspection between the 8th and 10th of November 2016. The schools website states that 'the school has demonstrated the progress required for the school to be removed from this category and is the culmination of 2 years work'. Builth and Llandrindod High Schools are both striving for an upward trend of improvement in standards and this is likely to take a period of time, similar to that of Brecon High Schools journey (approximately 2 years). I would request that Powys Councils cabinet members allow the schools to carry out the work that is required to get the schools out of 'special measures' and allow the governors, leadership teams, staff, pupils and parents from both schools to succeed without adding the pressure of a schools merger into the mix.

As a sixth-form student at Llandrindod High School, I feel that this is an unacceptable move by Powys County Council. I therefore urge the Council to drop the proposal, increase funding for both Schools and to leave them operating as two separate schools.

Two schools in special measures will be better served by two management teams that can adequately meet each community's distinct education requirements.

I believe the two schools could work together to deliver sixth form provision. This would mean a wider choice of subjects, moving nearer the Learning and Skills Measure, and less travelling between many schools. It would help to stop the loss of so many post 16 pupils to Hereford College.

I am writing as a parent of a child in Y7 of Llandrindod High School with two younger siblings tight behind her.

I am very sorry to hear the Members' decision to merge Builth and Llandrindod High Schools and I understand that this is our time to ask that you reverse the decision. I am VERY aware that neither Builth or Llandrindod (and sadly many other schools in Powys) are much good in terms of academic achievements, and as a tax payer I am expecting that major efforts should be made to improve

	standards in all schools in Powys - and particularly Llandrindod High School with its position firmly in Special Measures.
10.3	Other
	Given that the limited benefits of a school merger (small saving cost, and post-16 education on one site) could be achieved in other ways, and given the large risk of the merger to the quality of the education in mid Powys, I urge you to overrule the decision by PCC cabinet (which was made against the wishes of the full council) and instruct the council officers to look at alternative arrangements with lower risk and greater benefits.
	<p>There are many more minor points that could be added to this letter. We, like many others feel very strongly about this and I am sure that Builth residents will be reacting in a similar fashion to support their High School. We accept that change may be needed but without evidence to provide that closing Llandrindod Wells High School will be the best option we fail to understand how this has got as far as it has. Surely this is a very short sighted plan that may be financially a good idea at present but the long term implications are far more wide reaching. The pupils of Llandrindod Wells High School deserve the best and in our opinion that is:</p> <ul style="list-style-type: none"> - Keep Llandrindod Wells High School open - Listen to the pupils and think of their future and their community - do not think of things in isolation. - Support the staff to ensure that Teaching and Learning standards are good to excellent. - Work with the Governors and Leadership Team to keep moving the school forward. - Invest in the future of Llandrindod Wells High School based in Llandrindod and invest in Llandrindod the town.
	In conclusion, we ask you to really listen to everyone who responds. Please do not push all this aside and have the mind-set that the decision has been made and this is what is going to happen. If Brexit can be re-looked at, then surely the future of Llandrindod Wells High School can be given the same respect the priority.
	As I have asserted, the educational situation in Powys is currently volatile, and making such a drastic change as you have suggested is likely to bring about a number of practical issues. I thank you for reading this letter and hope that you consider some of the points that I have brought forward.
	<p>Why is it that Council's don't stand firm and tell the Welsh Assembly and Parliament that we cannot cut services anymore and we need more money to fund these services, not less.</p> <p>Powys County Council need to lobby the Welsh Government to request the further funding that we need in Powys, we should have parity.</p> <p>Pass the problem back to the governments.</p>

	<p>Please leave our High Schools alone in Builth Wells and Llandrindod Wells.</p> <p>History will record this period of education within Powys as the darkest of times. You who support such changes are leaving behind a legacy of cuts, closures and failures. That's how you will be remembered, that is what your great grandchildren will read about you in the history books.</p> <p>Why not fight?! Fight the Welsh Assembly for a better deal, Kirsty Williams WILL listen. Don't go down in history as the ones with no backbone, no vision, and no care for the children of Powys. Make a difference! Make a stand, please! Listen to the people you represent, it is not complicated.</p>
	<p>This proposed merger should not go ahead. Both schools are important to both communities. Whilst I no longer live in Builth Wells I had three children who went to this truly wonderful school. A merger is unacceptable.</p>
	<p>Views of the local communities</p> <p>I have attended consultation meetings and Action Group meetings in Builth Wells and have listened to the views of many local business people and parents. The overwhelming feeling is that the local community do not wish for the schools to merge believing that each school can raise standards without a merger. I urge the cabinet to take on board the views of the local community and not to press ahead with the proposal.</p>
	<p>New Director of Education</p> <p>It is my understanding that a New Director of Education is to be appointed in due course. I would urge the cabinet to allow this appointment to be made and for the new Director to oversee the decision making process. Surely the new Director of Education would want to have a say in such an important decision?</p>
	<p>I urge the Council's cabinet to take on board the views of the local communities of both Builth Wells and Llandrindod Wells and listen to the views of parents, teachers and local business people who understand the likely impacts that this will have on their towns.</p>
	<p>We fail to see an economic rationale of your proposal that will deliver for the schools and would be extremely disappointed if you pressed forward through to your ultimate aim of one school. We urge you to stop, reconsider, allow the schools breathing space to focus on their achievement targets and ensure that education spend is protected for the benefit of all.</p>
	<p>I would like you to confirm receipt of this email and provide responses to my requests</p> <p>I am prepared to use my vote in any future council elections to express my concern for this proposed merger - only voting for those who see sense in this matter</p>
	<p>From my experience of discussions with parents at pre and post inspection meetings during the inspection cycle, uppermost in</p>

	parents' minds are the standards achieved by pupils. It follows that the prime duty of every education authority is to ensure that all schools under its jurisdiction achieve the highest possible standards. I trust that the Education authority in Powys will give due consideration to the overwhelming objection to these proposals as expressed in a recent public meeting held at the school and overturn its decision to close both schools and merge them as one school on two sites
	We, the undersigned, strongly object to the closure of Builth Wells High School and the creation thereof of a Welsh-medium school and would prefer that BWHS maintains its current position. Though my child is in the Welsh stream, he takes his science and numeracy lessons in English. If the Council persists with the closures, then we would be asking the Council for a list of suitable alternative schools.
	It would seem to me that Powys council are trying to ensure the demise of both schools but insisting on this course of action, this will ultimately destroy the towns. Meaning we won't need councillors! Please change your mind on this decision, it is the wrong decision for the young people of both Llandod and Builth.
	I find it absurd to think that YOU could even allow this preposterous decision to have got this far. There should be a vote of NO CONFIDENCE in YOU all!!!
	I hope you consider my arguments and will take the opinion of the public into account before making a cemented decisions on the proposal because it would be disastrous for both the high schools of Llandrindod and Builth but also the communities.
	As a tax payer I'd rather pay more Tax to guarantee a high standard of Healthcare and Education, no hard working man or woman would want to see their community affected by cuts.
	I fear for the future for both of my children's high school education and hope that this retrograde step will not be taken.
	As I have asserted, the educational situation in Powys is currently volatile, and making such a drastic change as you have suggested is likely to bring about a number of practical issues. I thank you for reading this letter and hope that you consider some of the points that I have brought forward.
	I ask Powys to think again before they commit to upsetting the balance of this very successful school. I am not a person who fears change, but it must be a change for the better... and I do not think this is!
	I urge you to reconsider your decision and take the common sense approach as if this goes ahead, it may well have a detrimental effect on the town and community of Llandrindod. Would you like to have that on your conscience?
	In addition, as a retired teacher living near the school I should like to comment that I am very impressed with the behaviour and manners of the Llandrindod school pupils. They are a credit to the town and to the school and are essential to the future of Llandrindod
	Our children deserve to be schooled in their home towns in schools of the highest standard. This decision will not deliver that
	This proposed merger should not go ahead. Both schools are important to both communities. Whilst I no longer live in Builth Wells I had three children who went to this truly wonderful school. A merger is unacceptable.

	<p>or a saving of a few thousand pounds, that will be swallowed up by the Headteacher's pay that has not been budgeted for and the expenses of the actual merger, (new identity, new paperwork, new signage, etc.), never mind the damage done to the communities themselves and the heartache and stress that it has caused and is still causing, Powys County Council is proposing this disaster. The staff themselves at the schools are already having to deal with the difficulties the uncertainty is causing and the pupils are suffering as neither school can plan ahead. It is indeed laughable that Powys are asking for budget proposals for the next three years - does the accounting dept not realise there is a proposal to merge the schools?! Yet again, it shows the lack of joined up thinking that exists at PCC and you, as chief executive, must take responsibility for that.</p>
	<p>On a personal note, I wish to add that Llandrindod Wells is a good place to bring up children and my three children who went to Llandrindod Wells High School – in their words – “had a fantastic childhood”. I wonder how many children would say that if this planned merger was to take place. In the words of my 23 year old son “they want to take Llandrindod off the map” – how sad.</p>
	<p>Finally and perhaps most importantly, it is very clear to me that Powys does not care about the standards of education in these schools; especially as it ignores Estyn's advice stating that it was not convinced that the proposal would even maintain standards. So, you are putting inaccurate financial considerations ahead of our children's education. Overall this proposal will damage education standards and young people's life chances in Powys and as a parent, a Powys resident and tax payer, i am mortified by this. I hope that you are able to see the damage you are causing to education by doing this and throw out this proposal</p>

Response

1 I object strongly to Llandrindod and Builth schools being closed on 31 August 2018. I have a son in year 7 in Llandod and I cannot see how shutting the 2 schools will raise standards at all. It will only create more work for a very stressed and over worked staff. No new teachers will want to apply for jobs at either school with this hanging over them and current staff are already looking for new jobs because they are uncertain how this will effect them!! I think the whole process has been a waste of valuable money and time and it will not improve standards. It has created stress and unrest in both schools which has had a negative impact on students. The whole process has been a shambles and makes me question whether I want my children to stay in education in Powys.

2 I strongly object to Llandrindod and Builth schools being closed on 31 August 2018. I have 2 daughters in Llandrindod High School and I cannot see how shutting the 2 schools will raise standards at all. It will only create more work and stress for pupils and staff. The best teachers will leave for fear of loosing their jobs and the poor teachers will be hanging on for redundancy , any new posts which are advertised will not have quality applicants with this uncertainty hanging over them. The proposal made by Llandrindod Governors was by far the best suggestion.

The whole process has been a huge waste of money and time as well as jeopardising our children's education, how exactly has this exercise improved standards. It has created stress and unrest in both schools which has had a negative impact on students.

I find it heart breaking to think I left the school 25 years ago when children were offered at least 5 additional subjects at GCSE level- What are you doing?

Is this the legacy you want to leave from your time employed by Powys County Council?

I hope you feel ashamed, while you are fiddling about with figures and delaying the decision children's futures are being damaged and this blame is placed firmly in your hands.

The whole process as usual with PCC has been a shambles and makes me question whether I want my children to stay in education in Powys. My eldest daughter is in year 11 currently doing her GCSEs . She attended Shrewsbury Sixth Form College last week , what an eye opener? I suggest you take a few hours out of your day to see how things should be done properly. Whatever your decision it should be done by September 2017.

Pull your finger out ...STOP PLAYING WITH OUR CHILDRENS FUTURES.

3 Please accept this letter as my objection for both Llandrindod Wells and Builth Wells High School to be established together as a dual-sited secondary school.

I feel that the whole process has been extremely disruptive to the children of both schools, focusing their attention and worries on bureaucratic changes, rather than challenging their focus on their education. My two children are at a crucial stage of their education, Matt has just gone into Year 10 and Abi has just gone into Year 7 of Llandrindod Wells High School.

The proposed date for implementation of September 2018 will be such a time at which Matt will have just completed his GCSEs. However, I fear that the focus of this year group will be dominated by the implementations to be put in place. I desperately want for him to focus his attention on his work and his potential achievements, but am worried that this is a huge distraction at this point in his life. The implementation process will ultimately have an impact on this Year group's overall results.

My daughter, Abi will be entering Year 9 in September 2018, she will be thinking about her 'options' and what direction she will choose to go. I fear that her choices will be dominated by 'which school will house which subjects'? Locations shouldn't influence a child's ability to make decision which will affect their future. I fear that children will be spending the majority of their time travelling between campuses. This will be mentally and physically exhausting for them. How are they to achieve their best goals in this state of mind?

I fail to see how the huge spend to provide this additional transport can be seen as cost effective. Injecting this money into current resources would be more beneficial surely?

I am also worried about having one Head teacher between both campuses. I believe that over time, one campus will inevitably secure more favourable attention over the other. This will be at the detriment of the pupils.

Ultimately, as a result of this proposed implementation, we are not going to attract new Teachers to the area which means that families will not want to move here, resulting in a detrimental impact on both towns. Llandrindod Wells has always been community driven and a safe place to bring up our children. I fear that these plans are going to take all of that away in one swoop. The town, the children and the wider community will suffer.

I hope that these objections are considered at this point.

- 4 Please may I request more information on this proposal? The 3 pieces of paper you sent back with my child from school does not explain to parents what exactly will happen to our children's education? And where exactly they will be receiving this education?
We live in Llanwrtyd and our children attend Ysgol Dolafon. I made the choice to put my children through an English medium education because of the lack of Welsh Medium Education in Powys and the quality of how it is provided. (I am talking from experience as i was educated through the Welsh medium attending the Welsh stream at Ysgol Dolafon and then at Builth Wells High School) Ysgol Dolafon is a very bilingual School delivering both Welsh & English education. But after you forced the closure of Ysgol Dolafon Welsh stream and you now send the children to Ysgol Gymraeg Llanfair y Muallt. I can only presume that your intention is to turn Builth High School into a Welsh Medium School in the long term if you get enough numbers? But it says in your Notice that Builth is going to be a bilingual school? Which is where I get a little confused? As is it not a bilingual school already? Surely it is not viable? This was one of your main reasons for closing the Welsh stream as Ysgol Dolafon? Surely the best thing for Welsh Medium Education is a Welsh Medium School? May I suggest that you take a leaf out of Ysgol Is Coed in Newport. They have opened with 86 pupils on an existing school site in porta cabins as an independent school sharing the school site? Until there numbers increase and they find and build a new school.
Surely this would be a better option than proposing to close both schools and re open as a dual site?
May I also point out that other high schools share resources across schools but are not dual sited? (Ysgol Gyfun Gwynllyw in Torfaen & Ysgol Gyfun Cwm Rhymni in Caerphilly).
I look forward to receiving more detailed information on this Notice.
- 5 We, the undersigned, strongly object to the closure of Builth Wells High School and the creation thereof of a Welsh-medium school and would prefer that BWHS maintains its current position.
Though my child is in the Welsh stream, he takes his science and numeracy lessons in English.
If the Council persists with the closures, then we would be asking the Council for a list of suitable alternative schools.
- 6 I would like to object to the councils decision to merge Builth and Llandod High Schools as one school on two sites.
This will be an actual cut in funding for the schools, when we should be spending more on educating our young people.
Estyn said that they do not believe this course of action will even maintain standards, let alone improve them.
It will not increase the variety of subjects that can be taught, if anything it will be less due to the cut in funding.
The management team of the school and all the teachers will have an increased work load, meaning it will be difficult to recruit new teachers when required.
It would seem to me that Powys council are trying to ensure the demise of both schools but insisting on this course of action, this will ultimately destroy the towns. Meaning we won't need councillors!
Please change your mind on this decision, it is the wrong decision for the young people of both Llandod and Builth.

7 I object to the decision by Powys County Council to merge Llandrindod and Builth Wells High Schools. This decision has been made in order to save money. Our children's education and future are worth more than the assumed £123,000 saving.

Estyn itself has said that it is not convinced that this proposal will even maintain standards, let alone improve them. You keep holding up Newtown and Presteigne and telling us how well this school on two sites is working, and it is true that more pupils have left that school with 5 GCSEs, but Newtown school went from "excellent" before the merger, to "satisfactory" following the merger. So pupils at Newtown have not benefited from the merger.

You are proposing to merge the best high school in Powys with the worst. That is not going to improve standards, in fact when the best teachers, who form the leadership team, have additional travel, and an additional work load. At best, they will not be able to provide the best education for our children. At worst, they will leave, or go off on sick leave with stress.

Your proposal goes against the opinion of Estyn, it goes against the opinion of your own councillors and against public opinion, as pointed out in the consultation, and the subsequent council meeting.

8 I am a parent of a current year seven pupil and a past pupil of Llandrindod HS. I have a number of huge concerns about the proposal to merge Llandrindod and Builth Wells High Schools. Firstly, Powys CC state the objectives of increasing standards and saving money as a two pronged argument; how can giving a school less money (£123000 per year - source PCC) and equate this with increased standards? The answer is simple - it can't. This cut in funding means that less money is available to staff the curriculum and hence reduces the options available to the students. Indeed, ESTYN stated that they are not convinced that the proposal will at least maintain standards. This is pretty damning. Both schools are currently in special measures (even though Llandrindod's results are much improved - in quartile 2 for 5xA*-C inclusive and thus will be soon out of special measures. The reason they may not get out in November is due to the timing of the next visit - two weeks prior to result validation); how are the schools to get out of special measure if they merge, as the body that makes the judgements makes such a statement. How can the standards improve if the teachers have an increased workload; especially the leadership team? How can the head of science monitor effectively what goes on in their department on a different campus to where they are based? How can the senior staff be as effective with double the workload. How can they lead effectively if they are not on campus for half the time? When has an absent leader be a successful one? When the workloads increase, what happens to the staff? Many will look to move elsewhere. Who will be successful in finding new positions in other schools? - the better quality staff. There will be a brain drain away from the school, and this will happen quickly. The schools struggle to put specialists in front of classes due to a dearth of teachers in the area. Standards will plummet. It is ill thought out, poorly planned and is wrong for the two towns and the learners in our care. How do I know? I have worked in Llandrindod HS in middle and senior leadership positions for the last twenty years. I have two daughters who are in the school (or have been through the school). Less money, more workload for the staff and a separated school is not the way forward for our kids (certainly not my kids!). I am appalled that nine individuals can ignore the wishes of so many (including the rest of the council); and I remain hopeful that the cabinet can see the error of it's ways.

9 I was recently informed of the statutory notice to close Llandrindod High School and Builth Wells High School, and to open a new school operating across the two existing sites. This idea is supposedly the result of the consultation that the council held, although I would argue that there was overwhelming support to leave the schools as they are. The plan that the council has proposed may seem like a sensible decision at first, however, when analysed closer, it has many flaws, which is why I find it appalling that Powys County Council would go ahead with this plan. The major issue with the plan is that it would reduce the school budget at Llandrindod High School alone by at least £128,000, which places an unacceptably high strain on teachers, resources and pupils. Not only could this lead to redundancy (even though Llandrindod High School already has a shortage of qualified teachers) and reduction of access to vital resources for pupils and staff at school, but it would also increase the workload of existing teachers and reduce standards at the school due to the aforementioned issues (despite the Council's argument that this plan would raise standards). These measures would drastically affect all pupils at both schools, which amounts to a total of roughly 1,100 young people across both sites.

The secondary impacts that the lack of high-quality education in Llandrindod and Builth can have is far-reaching, including reduction in house prices, employment demographics, small and large business investments in the area and health care.

Another issue with the proposal set out by the Council is that Estyn, the authority responsible for inspecting schools in Wales, is not convinced that "the main proposal will at least maintain standards", further consolidating the argument that the proposal will lower standards at the school. Also, despite having two sites, a lack of teachers due to significantly decreased funding will lead to less subjects being offered at AS and A2 Level, as well as at GCSE, at both schools – in contrast to the Council's opinion that the new school would be able to offer more subjects.

As a sixth-form student at Llandrindod High School, I feel that this is an unacceptable move by Powys County Council. I therefore urge the Council to drop the proposal, increase funding for both Schools and to leave them operating as two separate schools.

10 I write to express my total and utter OBJECTION to the absurd and detrimental proposals.

You have 25% of schools in Powys in SPECIAL MEASURES, and you seem intent on creating more Educational issues by CLAIMING to be making savings!!!

1: The proposal is a cut in funding, NOT making savings!!!

The so-called 'Saving money should NEVER be brought into this decision. This proposal is all about A CUT IN FUNDING, to schools already struggling with the budgets they currently have, so you want to give them LESS!!!

2: Estyn stated THEY ARE NOT CONVINCED "the proposal will at least maintain standards"!!!

You have 25% of schools in Powys in SPECIAL MEASURES!!! Estyn are telling you clearly that this proposal will not even maintain standards to the schools...WHAT are you not understanding about the standards you will force upon our young people??? YOU are setting them up to FAIL!!!

3: It will not improve our ability to increase the number of subjects taught, so what gain is there here???

4: Teachers will have an increased workload, especially the Leadership Team and Heads of Subjects.

This will most definitely lead to permanent staff members being off on the sick due to illness/stress, which in turn will increase the costs to the school to bring in supply teachers.

I know a child who had THREE supply teachers in ONE DAY last week. How are the children supposed to gain trust in the teachers, IF they are constantly being given supply teachers???

5: I would also like to know what you whether you will still be setting aside the £17million to use for your 50% share in the costs to build a new 'super school' when the budget is set, baring in mind you vehemently deny that there are any underlying plans to create this new 'super school' in the future?

6: If you look at the statistics, Llandrindod High School has come top in the County, so why are you insisting on CUTTING THEIR FUNDING???. Or should I say, in your words; making savings! Then there's Built Wells High School, coming 12th out of 12!!! WHAT are you doing to the Educational future of our young people?

"Savings" in Education will only decrease standards, meaning that the cost in the future will increase, due to the children not achieving during school years. It is simple to see, for all but YOU and the MEMBERS who have allowed this to happen.

I find it absurd to think that YOU could even allow this preposterous decision to have got this far. There should be a vote of NO CONFIDENCE in YOU!

11 I object to Powys cabinet issuing a statutory notice to close Llandrindod Wells and Builth Wells High Schools and open a new school on two sites.

I wish that Powys County Council will reconsider its decisions and plans in order to save Llandrindod High School from this merger and the resultant cut in funding.

I do not believe that Powys CC has secured a viable new site for a new super school in Builth Wells, I do not believe it is healthy for children as young as 11 to be travelling to school long distances by bus at the early peak commuter times for workers in Powys as it is dangerous, kids are vulnerable waiting for school bus and it adds traffic to the roads, I do not believe that you will find any cost savings and in fact the investment to build a new school is huge that could be better spent improving what we already have and securing employment of dedicated teaching staff that want to live and work in Llandrindod Wells rather than drive out an entire profession from the town.

Schools are important to Parents and the Community/County as a whole, without independent Town High Schools being run as they have done successfully for years the future is more uncertain than they would be as a merger.

If parents cannot be given confidence in Powys CC decision making and Education Policy they may well decide not to move into Llandrindod Wells Town at all and those Parents like myself living in Llandrindod Wells already may well decide that their children's educational future is disadvantaged here in Llandrindod Wells due to the actions of Powys CC and decide to relocate and move into England instead. The bigger picture is that only the unemployed and elderly will remain living in Llandrindod Wells as soon as the next 10 years and that creates its own social and economic problems that already exist here in Llandrindod Wells due to its remote location.

I trust that you will give my objection your full consideration and look forward to hearing from you shortly.

12 Please accept this email as a Objection to your proposed decisions on builth and Llandrindod Wells High schools.

13 As a resident of Llandrindod I wish to register my objection to this undemocratic decision for the following reasons:

1. The proposal is a cut of funding
2. Estyn are not convinced "the proposal will at least maintain standards"
3. It will not improve our ability to increase the number of subjects taught
4. Teachers will have an increased workload, especially the leadership team

14 See Folder

15 Following the Powys Council decision to close Llandrindod and Builth High Schools and reopen them under one umbrella of one school with one management team, one team of governors may seem like a good plan but when we scratch beneath the surface they are still planning on reducing the schools budget initially by £128,000 at Llandrindod alone, increasing workloads for existing teachers, the threat of redundancy for others, reduction in resources and we feel standards WILL NOT be improved by the Council's proposals.

This will affect BOTH schools and ALL pupils of Llandrindod and Builth schools.

This will effect house prices, and the inability to sell as we ourselves have already found, employment, demographics, health care services, small businesses, large businesses, personal disposable income - the list is endless.....

The main points we object to are:-

1. The proposal is a cut of funding
2. Estyn are by no means convinced that "the proposal will at least maintain standards"
3. It will not improve the ability to increase the number of subjects taught
4. Teachers will have an increased workload, especially the leadership team and less time due to travelling.

Please get the Council to rethink the proposals.

16 I refer to the above matter.

My reasons for objecting the proposal of the 'new' school plans are as follows;

1. The proposal will result in a big cut of funding
2. Estyn are not convinced "the proposal will at least maintain standards"
3. It will not improve or increase the number of subjects taught
4. Teachers will have an increased workload, especially the leadership team
5. The needs of the children will not be the schools priority but funding and targets will be.
6. Children will evidently 'slip through the net' with large amount of pupils across a larger campus. Children that need more attention and extra care are less likely to be on the Teachers radar.
7. With two large campus's to maintain regularly, I predict that they will get neglected as maintenance and repairs will take a 'back seat' and therefore the buildings will deteriorate. The lack of funding across the two sites will also contribute to this.
8. This proposal has not provided me with any evidence that the quality of education will improve. This should be the main focus.

17 As number 13 - Standard Response

18 As number 13 - Standard Response

19 As number 13 - Standard Response

20 As number 13 - Standard Response

21 See Folder

22 As number 13 - Standard Response

23 I write to you with great concerns of the above proposed closure and re-opening of both Llandrindod Wells and Builth Wells High Schools.

Our health and Education are the pillars of what our community stands on and for, I attended Primary and Secondary schools in Llandrindod from 1977 to 1988 which began to carve my ethos towards work for the career I have now. Many of my colleagues have left Llandrindod and have successfully pursued careers across the UK and beyond. Furthermore many of the pupils that attended Powys' schools have gone on to better brighter futures. The proposal for Llandrindod and Builth Schools is no less than a cut in funding, such funding will have a dramatic effect on the attendance of both schools affecting the performance of both schools. Teachers and the leadership team will be pushed to the brink due to dramatically increased workloads.

I, the education inspectorate and many others are well aware that such cuts will not maintain standards and will have the reverse effect. It is safe to say that if this proposal goes ahead the standard of education and the quality of jobs that pupils gain as a result will be affected. I ask you to question what positive outcome can this proposal have for the next generation? If it were your children attending either schools would you be happy with the above proposal? I think your answer would be the same as mine – No.

It is quite simple that such a proposal where funding is reduced will not improve output, results, or the quality of education, the result of such cuts will be by far the opposite.

As a tax payer I'd rather pay more Tax to guarantee a high standard of Healthcare and Education, no hard working man or woman would want to see their community affected by cuts.

Is Powys County Council hoping that class sizes will drop due to the lack of performance in both schools so more funding can be cut? PCC's track record in recent proposed cuts in Day Centre's, Primary Schools and now High Schools is an absolute sham!

Please PCC do not let this proposal go through as it will have a devastating effect on the education of hundreds of shining potential stars that the schools have already nurtured into society

24 As number 13 - Standard Response

25 I am writing to you concerning Powys County Council's decision on the future of Llandrindod and Builth Wells High Schools. I attended Llandrindod High School between 2008 and 2015 and thoroughly enjoyed my time there. The school helped me to achieve good grades in both my GCSE's and A-Levels.

One of the issues that have been raised include the fact that Estyn are not convinced "the proposal will at least maintain standards". I feel this is an understatement and I do not believe that this decision has any benefits in improving the standard of teaching it will just allow you to be able to relabel the schools as 'new' and reset the status of them. This is just a quick fix option that will not benefit the students.

The decision is supposedly meant to increase the number of subjects taught in the school but this will not be the case as there will be the same number of students to be taught. The teachers will also have an increased workload following this decision having to initially travel in between the two sites. Teachers' workloads have already increased over recent years and they are becoming burnt out which means that another increase in workload will only have a negative affect on their teaching ability and so will reduce the standard of teaching. Leadership teams are comprised of some of the best teachers in both schools. Reducing the size of this leadership team will only encourage some of the best teachers in the area to leave and their experience and knowledge will therefore be lost.

There is already a struggle in these isolated rural towns to employ professionals in many different sectors. People such as Doctors, Nurses, Rectors, Teachers, etc are already hard to employ and removing a school from either town will only reduce the appeal of moving and living in the area. This decision will have a negative affect on the both towns and the area and therefore I hope you will reconsider this decision.

26 As number 13 - Standard Response

27 As number 13 - Standard Response

28 As number 13 - Standard Response

29 We are writing to lodge our objection to the closure of Llandrindod High School and to establish a new dual-sited bilingual school. As grandparents of 2 grandchildren attending LI/High one of whom is taking his mock GCSE next year we feel that the feelings of the students and community have been ignored, majority of CC voted against this proposal and the democratic vote was ignored by these 10 independant cabinet members who made this decision, PCC is known as a democratic council, this was ignored by the cabinet (as CC made a democratic vote) why were the other 2 High Schools up for the closure were saved at the last minute, this was very unfair by these independant cabinet members.

30 I am currently studying at Llandrindod High School in the lower sixth. The school is in excellent condition and the standard of teaching remains very high despite the negative reviews from Estyn. I understand that money needs to be saved, and that this is an area that does need improvement, but I do not agree with the proposal to close both Llandrindod and Builth high schools. My objection is on the basis that:

1) The proposal will effectively kill the life in Llandrindod Wells as I understand that the long term plan is to build a new school on a premises just outside Builth. The town relies on its sense of community that the school provides and incoming families will be put off by the lack of school leading to a smaller population and the closure of more shops and services which already struggle to remain open. The town takes great pride in the school and its students.

2) Estyn are not convinced "the proposal will at least maintain standards." This shows that the current proposal will fail to maintain standards, let alone improve them which is the aim of the proposal.

3) The proposal will not allow either high school to increase the number of subjects on offer which is also a goal of the proposal. I agree that the schools are unable to offer enough subjects but this is not the right way in which more subjects can be offered.

4) Teachers will have an improved workload, especially the leadership team. Teachers already have a large workload in comparison to their pay and in recent years have the added stress of dealing with Estyn inspections which seem to give no positive feedback and just make the already stressful life of a teacher even worse. How does the area expect to attract more teachers of a better standard if they will be forced to travel back and forth between two sites. The leadership team will have to stretch across both sites which would hugely increase their workload.

I hope you consider my arguments and will take the opinion of the public into account before making any cemented decisions on the proposal because it would be disastrous for both the high schools of Llandrindod and Builth but also the communities.

31 As number 13 - Standard Response

32 I wish to register my objection to the decision to close Llandrindod and Builth Wells High schools and merge and reopen them as one school on two sites. I object on the following grounds:

1. The proposal is a cut in funding of apparently £128,000 initially at Llandrindod alone.

I attended the council meeting back in the spring when Cllr Avril York insisted (and expected us to believe??!!) that this proposal was nothing to do with saving money but all to do with improving the standard of education.

2. Estyn are not convinced that "the proposal will at least maintain standards".

3. I could agree with merging the sixth forms if this resulted in more "A" level subjects being available but there seems to be no guarantee that this would be the case.

I am glad that the proposal to build one brand new school on a new site has been shelved as I would have considered that an awful waste of money.

33 I wish to register my objection to the decision to close Builth and Llandrindod High Schools, to be merged and re-opened as one school on two sites. I object on the following grounds:

1. The proposal is a cut in funding
2. Estyn are not convinced the proposal will at least maintain standards
3. It will not improve the ability to increase the number of subjects taught
4. Teachers will have an increased workload, especially the leadership team.
5. Powys can not expect the communities to accept a proposal when we have no details of what it will look like, what it will mean for our children.
6. Welshpool High school had a similar merge with Llanfair Caereinion, that did not work, if this happens here that will waste further money

Powys County Council need to lobby the Welsh Government to request the further funding that we need in Powys, we should have parity.

34 I have lived in the area for over 25 years and have been very happy with the education all four of our children have received in Llandrindod High School, indeed our youngest is currently in year 12. I am very disappointed and dismayed with the plans you have made to close the High Schools in Llandrindod and Builth Wells and reopen them under one leadership team. The next step would be relocating them in a newly built school, allegedly close to Builth. This would be catastrophic for Llandrindod and would result in even more difficulty attracting people to the area to work. We have experienced tremendous problems attracting medics and nurses to move here, partly because there are limited career opportunities for spouses, and a town without a High School will make things far, far worse. On top of closing shops in Middleton Street, removing the High School would make us even more like a ghost town which is surely not what you would choose for the town where the County Council is based.

Going back to the original plan of reopening the two schools on their current sites under a shared leadership team, I am very concerned at the extra pressure this would put the teaching staff under as they battle to manage teaching pupils on two different sites. The extra time required in doing this would take teachers out of the classroom, particularly the leadership team so our children will lose out on benefitting from their longer experience of teaching. I sadly already see increased numbers of teachers needing support, counselling, medication and time off work in my role as a GP and this will undoubtedly increase if your plans proceed. How this will improve our young people's standard of teaching escapes me. Indeed, Estyn themselves recognise the progress being made by each High School but are not convinced the proposal will even maintain the current standards.

One of the reasons given for merging the two schools was to improve the choice of subjects available in the schools but this in fact will not be the case. Also any alleged saving of money will be swallowed up and overtaken very quickly by paying for a new school to be built (and the interest on any loans you will need to take out) and also on the colossal transport issues for moving pupils to a school which is no longer based in the community where many live, and is even further away for those who already have to commute in from villages and farms out of town. Truancy will inevitably increase and the deprived families in Llandrindod who already struggle to nurture children to fulfil their potential, will suffer even more.

The whole proposal if carried out will result in a cut of funding to our children's education which will impact a whole generation negatively. All the time this whole merger and threat of school closure is being discussed, the morale of the students and teachers is in decline and replacement of any that retire or leave is increasingly unsuccessful.

I urge you all to listen to your communities, reconsider this disastrous decision and give our towns a chance to provide a decent education to our younger generation.

35 I write to strongly object to the proposal to close Llandrindod Wells and Builth Wells High School in August 2018 and re-open as one school, over two sites in September 2018. I do not believe that this proposal is in the best interests of the pupils; staff and both towns.

The plans should be visionary and transformational. They are neither. What a wasted opportunity.

What concerns me the most is that the views of the citizens of both towns; the company that conducted the consultation process; the majority of the County Councillors and, most crucially, of Estyn have been utterly ignored and swept aside by the minority that makes up the Cabinet.

Estyn is our inspectorate of Schools. Their vision is to be recognised, through the expertise of their staff, as an AUTHORATIVE voice on education and training in Wales. They have stated that they are not convinced "the proposal will at least maintain standards" in the two schools. This means that Estyn feel this proposal will decrease the standard of education that my child and her peers will receive. This means that the Cabinet are openly and deliberately agreeing to reduce the quality of education that our young people receive. It is shameful. My daughter deserves so much better.

Llandrindod High School was graded by "Wales online" as top of the league tables this year. The school is going from strength to strength as it comes out of special measures and I wish for this to continue.

In the scheme of things the minimal savings this will make will therefore decrease the standards of education; increase pressure and stress on an already struggling staff body (where is your duty of care to them?); decrease staff motivation; potentially increase indiscipline within the pupil body and will not improve the ability to increase the number of subjects being taught.

I believe this proposal is the first step to closing both schools and opening one new school somewhere in the vicinity of Builth Wells. Leaving both towns without a High School. Llandrindod Wells will become a ghost town. What business would come to a County town with no High School? Who would move here with children or to start a family when there is no High School? This has such a wide impact on the future of the towns and of Powys that I urge you to reconsider your decision and listen to what you are being advised.

36 I am a Year 7 Pupil at Llandrindod High School. I am writing to object to the proposals to close MY school and Builth Wells High School and reopen them as one school over two sites.

Estyn have said that they are not convinced "the proposal will at least maintain standards". This means that you are openly proposing to decrease the quality of education that I and my friends are to receive. How dare you do this to us? I believe that we deserve so much better.

I am worried about the extra pressure and stress these proposals will put on my teachers. They do such a good job and make our lessons interesting. These proposals will mean that we as pupils will face more teacher absences, meaning cover teachers who do not understand the subject properly and do not follow the curriculum properly. This will decrease the standard of our education. How can Heads of Year and Subjects be expected to give 100% to their pupils if they are split over two sites; stressed and tired? I am worried that the standards of behaviour will fall and the school will be unruly which will decrease the quality of my education.

Please LISTEN and reconsider your plans

37 As number 13 - Standard Response

38 We are writing to register our objection to the short- sighted proposal to merge Llandrindod and Builth High Schools. The proposal is clearly based on the desire to reduce funding and not in order to raise standards and improve the quality of education for the young people in both towns. Estyn have remarked that there is no evidence to suggest that "the proposal will at least maintain standards."

The proposal will increase the workload of teachers, especially those in the leadership team ,at a time when across the country it is acknowledged that the workload needs to be reduced ,in order for teachers to perform at their best.

We strongly urge you to rethink and NOT to implement the continued cuts to services resulting in a poorer education for the young people of Powys, who deserve better.

39 As number 13 - Standard Response

40 My daughter will be starting at Llandrindod High School in September 2018, and I am also the owner of a small business that employs 15 local people, and it is with this concern that write to you about the closure of Llandrindod High School and subsequent merger with Builth High School. I wish to register my objection to the decision to close Llandrindod and Builth High Schools, and to merge and re-open as one school on two sites. I object on the following grounds:

The proposal is a cut in funding for both schools.

Estyn are not convinced the proposal will at least maintain current standards.

It will not improve our ability to increase the number of subjects taught, with special concern with the already poor provision of science subjects at GSCE and A-level currently at Llandrindod Wells High School.

Teachers will have an increased workload, especially the leadership team, which will lead to a drop in standards.

I cannot see any benefit in this merger for either Llandrindod Wells or Builth Wells High School, other than cost cutting for Powys County Council.

I fear for the future for both of my children's high school education and hope that this retrograde step will not be taken.

41 I am writing to object to the proposal of the closure of Llandrindod Wells High School and to establish a new dual sited bilingual school on the current sites of both schools from Sept 1st 2018 the cabinet decision.

1 to go forward with this proposal is a cut in funding

2 Estyn are not convinced the proposal will at least maintain standards

3 It will not improve ability to increase the number of subjects taught

4 Teachers will have an increase workload especially the leadership team

5 This proposal will have a devastated effect on the town and also the pupils attending Llandrindod High School

42 As number 13 - Standard Response

43 I wish to register my objection to the decision to close Llandrindod and Builth High Schools, merge them and reopen as one on two sites with the intentions to later close Llandrindod.

I am currently studying A Levels at Llandrindod High School, and although this will not directly affect my education, it will have a detrimental impact to the town and will impact my long-term future here.

I object on the following grounds:

1. Llandrindod has the only high school in Radnorshire, it is the county town of Powys with a population of over 5300 people.
2. Builth has less than half that population at 2,500. If one school does have to close, how can it possibly make sense for that to be the larger catchment area?
3. By closing the larger school, there will be increased transport costs and traffic on roads. It will lengthen the school day for the pupils and reduce attendance at after school activities, a critical part of their development and the community.
4. Families are very likely to be put off staying or moving to the area with no High School here and this will adversely impact current and future businesses, including the council itself.
5. Llandrindod serves as the seat of Powys County Council and is thus the administrative centre of Powys, how will having no high school enable you as the council to recruit people to work?
6. Estyn have clearly stated that they are not convinced 'the proposal will at least maintain standards', let alone improve them. As the education and training inspectorate for Wales, their view should be critical to this decision.
7. It will not improve the ability to increase the number of subjects taught
8. Teachers will have an increased workload, especially the leadership team
9. This is simply a short-term cost cutting exercise which will cause long term pain.
10. It does not have the needs, best interests or wishes of real people at heart.

I really don't think you are listening to any opinions from the actual people of the town or of ESTYN and I personally feel it is absolutely disgusting how you have still decided to go ahead with the plans. You need to understand that decisions like this don't just impact short term and the local area, they will affect peoples' decisions on continuing to live and bring up families in mid Wales.

I sincerely hope you actually take time to read this email and truly HEAR what is being said.

44 As number 13 - Standard Response

45 As number 13 - Standard Response

46 As number 13 - Standard Response

47 As number 13 - Standard Response

48 As number 13 - Standard Response

49 As number 13 - Standard Response

50 As number 13 - Standard Response

- 51 As number 13 - Standard Response
- 52 As number 13 - Standard Response
- 53 As number 13 - Standard Response
- 54 As number 13 - Standard Response
- 55 As number 13 - Standard Response
- 56 As number 13 - Standard Response
- 57 As number 13 - Standard Response
- 58 As number 13 - Standard Response
- 59 As number 13 - Standard Response
- 60 As number 13 - Standard Response
- 61 As number 13 - Standard Response
- 62 As number 13 - Standard Response
- 63 As number 13 - Standard Response
- 64 As number 13 - Standard Response
- 65 As number 13 - Standard Response
- 66 As number 13 - Standard Response
- 67 As number 13 - Standard Response
- 68 As number 13 - Standard Response
- 69 As number 13 - Standard Response
- 70 As number 13 - Standard Response
- 71 As number 13 - Standard Response
- 72 As number 13 - Standard Response
- 73 As number 13 - Standard Response
- 74 As number 13 - Standard Response
- 75 As number 13 - Standard Response
- 76 As number 13 - Standard Response
- 77 As number 13 - Standard Response

78 Following the Powys Council decision to close Llandrindod and Builth High Schools and reopen them under one umbrella of one school with one management team, one team of governors may seem like a good plan but when we scratch beneath the surface they are still planning on reducing the schools budget initially by £128,000 at Llandrindod alone, increasing workloads for existing teachers, the threat of redundancy for others, reduction in resources and we feel standards WILL NOT be improved by the Council's proposals.

This will affect BOTH schools and ALL pupils of Llandrindod and Builth schools.

This will effect house prices, and the inability to sell as we ourselves have already found, employment, demographics, health care services, small businesses, large businesses, personal disposable income - the list is endless.....

The main points we object to are:-

1. The proposal is a cut of funding
2. Estyn are by no means convinced that "the proposal will at least maintain standards"
3. It will not improve the ability to increase the number of subjects taught
4. Teachers will have an increased workload, especially the leadership team and less time due to travelling.

Please get the Council to rethink the proposals.

79 I am writing this e-mail to object to the recent decision by the Cabinet of Powys County Council to close Llandrindod and Builth Wells High Schools in July 2018 and reopen them as one school on two sites in September 2018. As a former teacher at Llandrindod High School as well as the parent of three pupils who attended the high school and have gone on to degree courses and successful careers, I have grave concerns about the Cabinet's decision and its likely effect on the future education of pupils in the Llandrindod and Builth catchment areas, to say nothing of its likely impact on the town of Llandrindod Wells and its future. I should imagine that you have become very familiar with these objections by now, but the first reason that this proposal seems misguided to me is that it seems to be centred around saving money, rather than improving the educational provision for pupils in the area, as the Cabinet have always claimed. In effect the proposal amounts to a reduction in funding per pupil, so it is difficult to see how this can possibly improve educational provision, let alone the "world class education" that the Cabinet have vaunted. In actual fact the amount of money that the proposal will save is negligible not only in terms of the financial advantage to Powys County Council but also in comparison with the damage that it will cause to children's education, as I shall explain below.

My second objection is that teachers, particularly those in middle and senior management positions, will face a vastly increased workload, to say nothing of the difficulties of trying to administrate two campuses. Those who have invested much in time and energy to their work as Heads of Departments and Tear Team Leaders will have to reapply for their own jobs, and some will not be successful. Rather than increasing efficiency, this proposal is guaranteed to make life much more difficult for teachers, with its inevitable knock-on effect on the education that Powys children receive, which must be our gravest concern.

The cabinet have suggested in the past that there needs to be wider range of subjects available to pupils, both at GCSE and at 'A' Level. In the past the high schools have done their best to work together to provide as wide a range as possible for pupils, particularly with 'A' level provision. I cannot see how the Cabinet's proposal will do anything to increase the number of subjects available; indeed, it may well have exactly the opposite effect.

My greatest objection, however, is the cavalier manner in which the Cabinet has completely ignored the advice given by ESTYN in response to their proposal. They have stated clearly that there is no evidence that the proposal will even MAINTAIN existing standards. Essentially they are warning that this proposal will jeopardise children's future education, undoing all the hard work that Llandrindod and Builth Wells High Schools have invested to remedy the faults identified in their recent inspections. To simply disregard this warning displays the Cabinet's arrogance and irresponsibility in a very unflattering light.

Finally I am in no way clear why the Cabinet seems determined to pursue this proposal when it has already reversed a similar proposal to merge Brecon and Gwernyfed High Schools, presumably for similar reasons to the ones that I have enumerated above. This seems to me to be unfair to the present and future pupils of Llandrindod and Builth Wells High schools, and to their parents. I would implore the Cabinet to reconsider its decision for the good of the two communities, the teachers at both schools, the parents, but above all the pupils.

80 We are writing to object to the proposal to close Llandrindod and Builth High Schools and open as one with a further intention to build a new school near and outside Builth.

All our three children attended Llandrindod High School and travelled on the Bus from our village. This proposal seems to involve lots of cars and possibly buses moving around to get children to school. Children in the north of the county particularly will have unnecessary travelling time.

Our towns are suffering enough and a closure of a school in Llandrindod would have a fundamental effect on the whole town and its businesses and employment.

Also taking the school out of the town in Builth would impact on the town in the same way and cause traffic problems in the town and on the bridge.

81 As number 13 - Standard Response

82 As number 13 - Standard Response

83 As number 13 - Standard Response

84 As number 13 - Standard Response

85 See Folder

86 See Folder

87 See Folder

88 I am 15 and a pupil in Llandrindod High School

With current uncertainty hanging over the school, I looked at Shrewsbury 6th Form College last month and was very impressed.

This means I am considering travelling 3 hours on top my school day because I am so concerned that LHS is not in a position to offer me a secure education to complete my A-levels.

I feel that teachers and staff at Llandrindod High School are doing all they can to hold the school together while your ' School Modernisation Team' at Powys County Council have NO regard for us or our future.

I am being let down by Powys County Council and your processes, the damage you are doing is irreparable and you are playing with my future, I should be focused on my GCSE's not worrying where they are going to do my A levels. I feel completely disillusioned with the process and uncertainty that surrounds my school,

I am hoping to take History, English, Art and either Welsh or French at A level. My teachers for these subjects are fantastic and so supportive. Can you give me any reassurance that if I decided to stay in Llandrindod to take my A levels that I will have consistency. I am asking that if there is a change to the circumstances of the school that provision will be put in place for the students that are studying A levels and that their education is not thrown into turmoil during the second year by changes in teaching staff and location?

Please respond to this email.

89 As number 13 - Standard Response

90 As number 13 - Standard Response

5. Children with learning disabilities will be lost in the system, moreso than they are now

91 As number 13 - Standard Response

5. Children with learning disabilities will be lost in the system, moreso than they are now

92 As number 13 - Standard Response

93 As number 13 - Standard Response

94 As number 13 - Standard Response

95 As number 13 - Standard Response

96 As number 13 - Standard Response

97 As number 13 - Standard Response

98 As number 13 - Standard Response

99 As number 13 - Standard Response

100 As number 13 - Standard Response

101 As number 13 - Standard Response

102 As number 13 - Standard Response

103 As number 13 - Standard Response

104 As number 13 - Standard Response

105 As number 13 - Standard Response

106 As number 13 - Standard Response

107 As number 13 - Standard Response

108 As number 13 - Standard Response

109 As number 13 - Standard Response

110 As number 13 - Standard Response

111 As number 13 - Standard Response

112 As number 13 - Standard Response

113 As number 13 - Standard Response

114 As number 13 - Standard Response

115 As number 13 - Standard Response

116 As number 13 - Standard Response

117 As number 13 - Standard Response
118 As number 13 - Standard Response
119 As number 13 - Standard Response
120 As number 13 - Standard Response
121 As number 13 - Standard Response
122 As number 13 - Standard Response
123 As number 13 - Standard Response
124 As number 13 - Standard Response
125 As number 13 - Standard Response
126 As number 13 - Standard Response
127 As number 13 - Standard Response
128 As number 13 - Standard Response
129 As number 13 - Standard Response
130 As number 13 - Standard Response
131 As number 13 - Standard Response
132 As number 13 - Standard Response
133 As number 13 - Standard Response
134 As number 13 - Standard Response
135 As number 13 - Standard Response
136 As number 13 - Standard Response
137 As number 13 - Standard Response
138 As number 13 - Standard Response
139 As number 13 - Standard Response
140 As number 13 - Standard Response
141 As number 13 - Standard Response
142 As number 13 - Standard Response
143 As number 13 - Standard Response
144 As number 13 - Standard Response

145 As number 13 - Standard Response
146 As number 13 - Standard Response
147 As number 13 - Standard Response
148 As number 13 - Standard Response
149 As number 13 - Standard Response
150 As number 13 - Standard Response
151 As number 13 - Standard Response
152 As number 13 - Standard Response
153 As number 13 - Standard Response
154 As number 13 - Standard Response
155 As number 13 - Standard Response
156 As number 13 - Standard Response
157 As number 13 - Standard Response
158 As number 13 - Standard Response
159 As number 13 - Standard Response
160 As number 13 - Standard Response
161 As number 13 - Standard Response
162 As number 13 - Standard Response
163 As number 13 - Standard Response
164 As number 13 - Standard Response
165 As number 13 - Standard Response
166 As number 13 - Standard Response
167 As number 13 - Standard Response
168 As number 13 - Standard Response
169 As number 13 - Standard Response
170 As number 13 - Standard Response
171 As number 13 - Standard Response
172 As number 13 - Standard Response

173 As number 13 - Standard Response
174 As number 13 - Standard Response
175 As number 13 - Standard Response
176 As number 13 - Standard Response
177 As number 13 - Standard Response
178 As number 13 - Standard Response
179 As number 13 - Standard Response
180 As number 13 - Standard Response
181 As number 13 - Standard Response
182 As number 13 - Standard Response
183 As number 13 - Standard Response
184 As number 13 - Standard Response
185 As number 13 - Standard Response
186 As number 13 - Standard Response
187 As number 13 - Standard Response
188 As number 13 - Standard Response
189 As number 13 - Standard Response
190 As number 13 - Standard Response
191 As number 13 - Standard Response
192 As number 13 - Standard Response
193 As number 13 - Standard Response
194 As number 13 - Standard Response
195 As number 13 - Standard Response
196 As number 13 - Standard Response
197 As number 13 - Standard Response
198 As number 13 - Standard Response

199 As number 13 - Standard Response
200 As number 13 - Standard Response
201 As number 13 - Standard Response
202 As number 13 - Standard Response
203 As number 13 - Standard Response
204 As number 13 - Standard Response
205 As number 13 - Standard Response
206 As number 13 - Standard Response
207 As number 13 - Standard Response
208 As number 13 - Standard Response
209 As number 13 - Standard Response
210 As number 13 - Standard Response
211 As number 13 - Standard Response
212 As number 13 - Standard Response
213 As number 13 - Standard Response
214 As number 13 - Standard Response
215 As number 13 - Standard Response
216 As number 13 - Standard Response
217 As number 13 - Standard Response
218 As number 13 - Standard Response
219 As number 13 - Standard Response
220 As number 13 - Standard Response
221 As number 13 - Standard Response
222 As number 13 - Standard Response
223 As number 13 - Standard Response
224 As number 13 - Standard Response

225 As number 13 - Standard Response
226 As number 13 - Standard Response
227 As number 13 - Standard Response
228 As number 13 - Standard Response
229 As number 13 - Standard Response
230 As number 13 - Standard Response
231 As number 13 - Standard Response

232 As number 13 - Standard Response
233 As number 13 - Standard Response
234 As number 13 - Standard Response
235 As number 13 - Standard Response
236 As number 13 - Standard Response
237 As number 13 - Standard Response
238 As number 13 - Standard Response
239 As number 13 - Standard Response
240 As number 13 - Standard Response
241 As number 13 - Standard Response
242 As number 13 - Standard Response

243 As number 13 - Standard Response
244 As number 13 - Standard Response
245 As number 13 - Standard Response
246 As number 13 - Standard Response
247 As number 13 - Standard Response
248 As number 13 - Standard Response

249 I would like to record my objection to the proposal to make a new school by merging Llandrindod High School with Builth on the following grounds:-

Our children's education is not being considered... disruption caused etc. Also Estyn have concerns that standards cannot be maintained under this new proposal. They are not the only ones!

Both schools are likely to suffer if the leadership team is stretched between the two school sites. This raises issues with communication, extra travel and losing touch with one site or the other. Also the extra work that any management team will have trying to be in two places at once.

This also appears to be a first step in losing our High School! It is working extremely well at present. The pupils achievement level is above many other schools in Wales. Surely this would tell a sane person that the school is working perfectly well as it is, in the format it is... so, why change it? Surely if something is working well it should be celebrated... not closed and merged with another school! I realise that the council is trying to save money, but surely there are better ways than this!

Powys proclaims to be building stronger communities in the heart of Wales... but how can this be if our school is closed and merged with another one out of our community? The proposed savings are not significant enough to justify this change, especially as they do not consider the extra work and travel that staff must do to make this proposed scheme successful.

I do not believe this is a sound plan for the future. I do not want my son to be bussed to another town for school in the future. (I have enough fears having him travel to Llandod from our rural home!!!).

The timing of this proposal coincides with proposals to close many of our rural primary schools. I think it has been very unfair to parents of children whose primary schools have been compromised to propose compromising their High School at the same time. We parents can only realistically fight on one front at a time. After all, it is our children who will be most affected by the upheaval of this proposal (if it goes ahead). My son is due to start High school September 2017.

I ask Powys to think again before they commit to upsetting the balance of this very successful school. I am not a person who fears change, but it must be a change for the better... and I do not think this is!

250 I am writing to object to the councils decision to merge Llandrindod and Builth Wells High Schools in a bid to improve standards and save money.

* I understand that Llandrindod school has improved it's standards since their Estyn Inspection, and has actually come out on top in Powys according to another survey measuring other aspects and qualities of the school. Surely the upheaval for staff and pupils will not help them to continue to raise standards. Estyn are not convinced that the proposal will even maintain the present standards!

* The estimated saving of £123,000 (as mentioned at the Llandrindod public meeting) is not a good enough reason, as this would be less than one Chief Executive's salary.

Also with Machynlleth to have £20 million spent on a new through school, this is a drop in the ocean.

* The teachers, particularly the leadership team, heads of year and subjects etc, will have a hugely increased workload if they are to cover both schools equally. How can they manage their work and commitments as they would on one site, with the travelling between sites, parent events etc and provide a fair provision to every child and parent?

Eg - Newtown and John Beddoes School - their school production means that Pupils in John Beddoes will not have a chance to perform on stage as it will be in Newtown. They will only be able to take part in playing the music.

There aren't enough hours in the day to cope with the pressure, but as dedicated professionals, they will soldier on until they are unable to manage and will break under the strain. Where will the savings be then when supply teachers will need to be paid for?

* If the new school is just to have one 6th form in Builth, have the extra costs of transporting the Llandrindod students there daily been calculated amongst the savings, as well as time lost in travelling? I think not.

I urge you to reconsider your decision and take the common sense approach as if this goes ahead, it may well have a detrimental effect on the town and community of Llandrindod. Would you like to have that on your conscience?

*One last point - for decisions affecting Radnorshire and Breconshire, I feel that the councillors and officials representing those areas make the decisions, not Montgomeryshire, as it appears that the schools in the North have been mainly unaffected by the Powys cuts.

251 I am writing to object to the councils decision to merge Llandrindod and Builth Wells High Schools in a bid to improve standards and save money.

I understand that Llandrindod school has improved it's standards since their Estyn Inspection. Surely the upheaval for staff and pupils will not help them to continue to raise standards. Estyn are not convinced that the proposal will even maintain the present standards!

* The estimated saving of £123,000 (as mentioned at the Llandrindod public meeting) is not a good enough reason for this proposal. Also with Machynlleth to have £20 million spent on a new through school, this is a drop in the ocean.

* The teachers, particularly the leadership team, heads of year and subjects etc, will have a hugely increased workload if they are to cover both schools equally. How can they manage their work and commitments as they would on one site, with the travelling between sites, parent events etc and provide a fair provision to every child and parent? .

There aren't enough hours in the day to cope with the pressure, but as dedicated professionals, they will soldier on until they are unable to manage and will break under the strain. Where will the savings be then when supply teachers will need to be paid for?

* If the new school is just to have one 6th form in Builth, have the extra costs of transporting the Llandrindod students there daily been calculated amongst the savings, as well as time lost in travelling? I think not.

I urge you to reconsider your decision and take the common sense approach as if this goes ahead, it may well have a detrimental effect on the town and community of Llandrindod. Would you like to have that on your conscience?

*One last point - for decisions affecting Radnorshire and Breconshire, I feel that the councillors and officials representing those areas make the decisions, not Montgomeryshire, as it appears that the schools in the North have been mainly unaffected by the Powys cuts.

252 See Folder

253 I am writing to you in order to formally voice my objections to the proposed changes to secondary provision at Llandrindod Wells and Builth Wells high schools. These proposals are a massive step backwards for our local communities, how dare you mess with the future of our children?! The proposal is a cut in funding. How is this beneficial? How can it be argued that this is better for our schools?

Even Estyn are not convinced that the proposal will even at least maintain standards. This is disgraceful and this alone should deter you from making changes!! It will not improve the schools ability to increase the number of subjects taught. Sixth form provision is already a joke within Powys, with students travelling for miles just to receive an education! Now you are putting increased pressure on schools and limiting our children further.

It will not help teachers, who will have an increased workload, especially the leadership team, split across two campuses.

History will record this period of education within Powys as the darkest of times. You who support such changes are leaving behind a legacy of cuts, closures and failures. That's how you will be remembered, that is what your great grandchildren will read about you in the history books.

Why not fight?! Fight the Welsh Assembly for a better deal, Kirsty Williams WILL listen. Don't go down in history as the ones with no backbone, no vision, no care for the children of Powys. Make a difference! Make a stand, please! Listen to the people you represent, it is not complicated.

254 as number 13 - Standard response

In addition, as a retired teacher living near the school I should like to comment that I am very impressed with the behaviour and manners of the Llandrindod school pupils. They are a credit to the town and to the school and are essential to the future of Llandrindod

255 As number 13- standard response

256 As number 13- standard response

257 As number 13- standard response

258 As number 13- standard response

259 As number 13- standard response

260 As number 13- standard response

261 As number 13- standard response

262 As number 13- standard response

263 As number 13- standard response

Our children deserve to be schooled in their home towns in schools of the highest standard. This decision will not deliver that

264 As number 13 - standard response

265 As number 13 - standard response

266 As number 13 - standard response

267 As number 13 - standard response

268 As number 13 - standard response
269 As number 13 - standard response
270 As number 13 - standard response
271 As number 13 - standard response
272 As number 13 - standard response
273 As number 13 - standard response
274 As number 13 - standard response
275 As number 13 - standard response
276 As number 13 - standard response
277 As number 13 - standard response
278 As number 13 - standard response
279 As number 13 - standard response
280 As number 13 - standard response
281 As number 13 - standard response
282 As number 13 - standard response
283 As number 13 - standard response
284 As number 13 - standard response
285 As number 13 - standard response
286 As number 13 - standard response
287 As number 13 - standard response
288 As number 13 - standard response
289 As number 13 - standard response
290 As number 13 - standard response
291 As number 13 - standard response
292 As number 13 - standard response
293 As number 13 - standard response
294 See Folder
295 See Folder

296 I would like to register my objection to the decision made by the council cabinet to close Llandrindod and Builth Wells High Schools on 31st August 2018 and open one new school operating on the same two existing sites from 1st September 2018.

This decision has been made “to improve teaching standards” but with absolutely no evidence to back up its claim. It states the example of John Beddoes School being taken over by Newtown High School as its role model but this is an entirely different situation due to the differing sizes of schools, combined with the changing provision at Presteigne.

Both schools are currently in special measures after Estyn inspections and are having regular termly monitoring visits. This is obviously an increased stress placed on the teaching staff and time consuming trying to raise standards and come out of special measures. Estyn have said that they are not convinced this proposal will at least maintain standards. I have great difficulty understanding how the cabinet can disregard such a pertinent statement from an austere national body with such disdain.

There seems to be a lack of understanding of basic logic on behalf of the cabinet that having a school with two sites will make it possible to increase the number of subjects taught without a major movement of pupils from site to site and consequent associated transport costs. With the current proposal there will have to be three learning streams in each academic year; an english stream on both sites and a welsh stream in Builth Wells. This will involve three class groups and so using efficient class sizes of up to thirty pupils won't be possible. Whereas the proposal says more subjects will be able to be taught I would suggest it would reduce the number of subjects, which can be provided.

The teaching staff, and especially the senior leadership team, at Llandrindod are under great pressure at present. This is brought about by increased workload created from termly monitoring visits but also the pressure to provide the current curriculum. The low morale of this excellent staff is further undermined by this proposal, which creates uncertainty of future employment as well as immense difficulty in acquiring much-needed new staff to Mid Wales. Consequently this plan will massively increase the workload especially in the leadership team.

There is a reducing school population at present, although it is predicted to increase again within 10 years, and with this comes a reduction in capitation funding to schools. This proposal is a further cut to education spending in Mid Powys and I believe will lead to a fall in standards.

It is essential to keep high schools in both towns as the centre of education of learning of our young people and also to maintain a healthy mixed age population. These need to be managed locally to ensure good timely management in all areas and to improve the teaching provided our children.

The cabinet against the wishes of the council made this decision and I hope it can be reversed for the sake of the local population.

297 I am writing to you to express my wholehearted objection to the proposal to close both Llandrindod Wells and Builth Wells High Schools and re-open them as one school.

The whole idea of cutting funding to schools and education is entirely wrong in the first instance!! The money being talked about is a mere drop in the ocean in Powys's budget and I am sure such money could be saved elsewhere, rather than having a detrimental effect on the education of my children and the children of the other residents of both towns.

The whole concept that running one school on two sites with head teachers and heads of department being stretched between the two makes no sense! How can over worked staff and less money be better for our children's education? I thought that the key focus here is for improving our children's education not diminishing it! Estyn have themselves have reported that they are not convinced that standards will improve stating 'the proposal will at least maintain standards'. It will furthermore not improve the schools ability to increase the number of subjects on offer and further restrict our children's opportunities!

This all seems to be leading to the creation of one large school in the future, which makes no financial sense! The cost of the interest on a loan to build such a school will far exceed the money saved by keeping the current two schools separate, let alone then paying the actual loan back! On top of that there would be the additional cost of transporting all the children back and forth, the additional stress on the already busy lives of the parents who will have to deal with transporting their children further to after school activities and so on, and the detrimental effect on the town by not having a school. We will lose wages and money to the local economy and the town will also be far less appealing to people considering moving to the area. It would be a backwards step, when Llandrindod and its residents are trying and succeeding to improve the town.

298 As number 13 - standard response

299 As number 13 - standard response

Llandrindod Wells would go down hill, it not to good at this time. The park is like a wood. Do help put Llandrindod back on the map. Do not close Llandrindod Wells School "It is a good school" The best. We all would school in Llandrindod or Builth

300 as number 13 - standard response

301 as number 13 - standard response

302 as number 13 - standard response

303 as number 13 - standard response

304 as number 13 - standard response

305 as number 13 - standard response

306 as number 13 - standard response

307 as number 13 - standard response

308 as number 13 - standard response

309 as number 13 - standard response
310 as number 13 - standard response
311 as number 13 - standard response
312 as number 13 - standard response
313 as number 13 - standard response
314 as number 13 - standard response
315 as number 13 - standard response
316 as number 13 - standard response
317 as number 13 - standard response
318 as number 13 - standard response
319 as number 13 - standard response
320 as number 13 - standard response
321 as number 13 - standard response
322 as number 13 - standard response
323 as number 13 - standard response
324 as number 13 - standard response
325 as number 13 - standard response
326 as number 13 - standard response
327 as number 13 - standard response
328 as number 13 - standard response
329 as number 13 - standard response
330 as number 13 - standard response
331 as number 13 - standard response
332 as number 13 - standard response

333 I am writing to lodge my objection to the proposed merger of Builth Wells and Llandrindod High Schools. The rationale for this is that it will raise standards and save money.

I work as an educational consultant and an additional inspector in the post-16 sector in both England and Wales. I provide advisory services to a wide range of organisations including general further education colleges, sixth form colleges, independent specialist colleges, private training and several large national charities. I have written several reports and policy papers on education for the Welsh government.

There is no widespread empirical evidence that mergers improve standards.

The proposed savings are minimal.

This area is already suffering from economic deprivation. This proposal will not do anything to attract young families to the area leading to further decline.

I already know of a GP who has decided not to relocate to this area because of the proposed school merger.

Sharing staff across two sites will lead to additional expense in their travelling expenses and the cost of busing children around the county plus add to the burden of carbon emissions.

Children and the community will be deprived of services should this proposal lead to one school on one site in the future.

There is no evidence to prove that a merger will attract specialist teachers to the area.

Children are already leaving the area to attend sixth form college in Hereford due to the proposed merger.

I would like you to provide me with hard factual evidence backed up with three year trend statistical data (such as that used on inspection) to PROVE that a merger will lead to improved outcomes and standards.

I would like you to provide me with a monetary break down of how a merger can possibly make substantial and sustainable savings.

I would like to have your word that this is not the first phase of a plan to eventually built only one school on one site (leading to the death of the town which does not get the new build)

I would like you to confirm receipt of this email and provide responses to my requests

I am prepared to use my vote in any future council elections to express my concern for this proposed merger - only voting for those who see sense in this matter

334 as number 12 - standard response

335 as number 12 - standard response

336 as number 12 - standard response

337 as number 12 - standard response

338 I think the standards were poor - Huge bullying issues which were never addressed at Builth High School and left my child with severe anxieties. Poor school. Poor teachers. In experienced teachers. Good it is closing.

339 As number 13 standard response

340 I am writing to lodge my objection to the proposed merger of Builth Wells and Llandrindod High Schools. The rationale for this is that it will raise standards and save money.

There is no widespread empirical evidence that mergers improve standards

The proposed savings are minimal

This area is already suffering from economic deprivation. This proposal will not do anything to attract young families to the area leading to further decline.

Sharing staff across two sites will lead to additional expense in their travelling expenses

341 I am against the proposed merger for the following reasons

1 Although the school will operate on two sites this is obviously a precursor to closing one or both sites and merging the school physically into one school.

2 The idea that one super school will be better than the two we have at the moment is unproven and the same investment in the current school sites will be beneficial to the education of our children.

3 The schools have suffered due to a lack of investment, which has been a political decision taken some time ago to work towards a merger of schools

4 The idea of choice when it comes to choosing schools is important, when the schools merge our children will have no realistic choice but to go to the only school in the area, which will be in Builth

5 Schools are a positive for the local towns, people looking at moving to the area access the school provision and if there is none it could cause Llandrindod to stagnate. The town is currently going through a revival and something like this could put it back indefinitely

6 Time spent by children traveling to school should be minimized

7 Once the schools merge it will only be a matter of time until they close them and merge them physically into one school

8 Once the school in Llandrindod is closed it will never come back

A better idea in my opinion is to invest in the school separately and allow them to develop separately to allow us as parents some choice as to where our children go to school. Failing that allow us to access the money spent by Powys on our children so we can arrange for their own education.

(I've CC'd my current CC to represent my views in chamber. However I am about to move house to Hundred House)

342 Llandrindod Wells Town Council has previously put in a submission to the first consultation with regard to the closure of Llandrindod High School.

Below is the response to the current consultation prompted by the decision of Powys County Council to close both schools in August 2017 and re-open in September 2017 as one school on two sites.

Llandrindod Wells Town Council is totally opposed to this move for many reasons and below is some of the information which should be considered prior to making the final decision.

1. We understand that Estyn is not convinced that "the proposal will at least maintain standards." This statement in itself should ring alarm bells within Powys County Council who state that its intention is to provide the best possible standards of education for its pupils. If Estyn, governing body is not convinced that the standards will be maintained, we feel that improvement is extremely unlikely with the new model.

2. The Town Council feel that the proposal is merely a method to cut funding, however the travel costs to be incurred by parents does not seem to have been considered. Also the increased cost incurred for teachers travelling from one site to another will have a significant impact on the already stretched budget, therefore reducing the projected budget saving.

3. Llandrindod High School is an extremely good school and although it is currently in Special Measures, it is evident from recent reports that significant works have been carried out and the standard has improved greatly over the last few months. This is despite the fact that the teachers, staff and pupils are working under the threat of closure.

4. There is also a serious concern that the new model will not improve the ability to increase the number of subjects taught in either school. The children of our town and the surrounding area deserve the right to have choices and to have a better selection of courses available to them to give them the best possible opportunities in life.

5. The Town Council is also concerned about the well being of the teaching staff with the new model; they will have increased workloads, additional travel time and more pressure placed upon their already busy schedules. The introduction of one management time will, we feel, be a disaster and the pressure of increased workloads will lead to staff absences, sickness and is likely to leave to long term sickness, this will then have an additional cost to the County Council.

6. There is an underlying feeling that this decision is cut and dried and the greater plan is to carry forward this model and then build a new school within the Bwlth Wells area, and rumours of "done deals" and an element of corruption are rife within the community. Openness and transparency is crucial within the County Council and particularly for its members and officers. Llandrindod Wells Town Council urges Powys County Council to dismiss the idea of creating one school on two sites and continue with the existing model with a High School in both towns, particularly in Llandrindod Wells which is the County town of Powys and hosts the County Council headquarters.

343 Standard response

344 Standard response

345 Standard response

346 Standard response

347 Standard response

348 Standard response
349 Standard response
350 Standard response
351 Standard response
352 Standard response
353 Standard response
354 Standard response
355 Standard response
356 Standard response
357 Standard response
358 Standard response
359 Standard response
360 Standard response
361 Standard response
362 Standard response
363 Standard response
364 Standard response
365 Standard response
366 Standard response
367 Standard response
368 Standard response
369 Standard response
370 Standard response
371 Standard response
372 Standard response
373 Standard response
374 Standard response
375 Standard response

376 I am against the proposed merger of Llandrindod and Builth high schools.

1. Although the school will operate on two sites this is obviously a precursor to closing one or both sites and merging the school physically into one school
2. The idea that one super school will be better than the two we have at the moment is unproven and the same investment in the current school sites will be beneficial to the education of our children
3. The schools have suffered due to a lack of investment, which has been political decision taken some time ago to work towards a merger of schools
4. The idea of choice when it comes to choosing schools is important, when the schools merge our children will have no realistic choice but to go to the only school in the area, which will be in Builth
5. School are a positive for the local towns, people looking at moving to the area access the school provision and if there is non it could cause Llandrindod to stagnate. The town is currently going through a revival and something like this could put it back indefinitely
6. Time spent by children traveling to school should be minimized
7. Once the schools merge it will only be a matter of time until they close them and merge them physically into one school
- 8 Once the school in Llandrindod is closed it will never come back.

377 I am writing to lodge my objection to the proposed merger of Builth Wells and Llandrindod High Schools.

The rationale for this is that it will raise standards and save money

There is no widespread empirical evidence that mergers improve standards

The proposed savings are minimal

This area is already suffering from economic deprivation. This proposal will not do anything to attract young families to the area leading to further decline

Sharing staff across two sites will lead to additional expense in their travelling expenses and the cost of busing children around the county plus add to the burden of carbon emissions

Children and the community will be deprived of services should this proposal lead to one school on one site in the future

There is no evidence to prove that a merger will attract specialist teachers to the area.

Children are already leaving the area to attend sixth form college in Hereford due to the proposed merger.

I would like you to provide me with hard factual evidence backed up with three year trend statistical data (such as that used on inspection) to PROVE that a merger will lead to improved outcomes and standards

I would like you to provide me with a monetary break down of how a merger can possibly make substantial and sustainable savings

I would like to have your word that this is not the first phase of a plan to eventually build only one school on one site (leading to the death of the town which does not get the new build)

I would like you to confirm receipt of this email and provide responses to my requests

I am prepared to use my vote in any future council elections to express my concern for this proposed merger - only voting for those who see sense in this matter

378 I am writing to lodge my objection to the proposed merger of Builth Wells and Llandrindod High Schools.

The rationale for this is that it will raise standards and save money

There is no widespread empirical evidence that mergers improve standards

The proposed savings are minimal

This area is already suffering from economic deprivation. This proposal will not do anything to attract young families to the area leading to further decline

Sharing staff across two sites will lead to additional expense in their travelling expenses and the cost of busing children around the county plus add to the burden of carbon emissions

Children and the community will be deprived of services should this proposal lead to one school on one site in the future

There is no evidence to prove that a merger will attract specialist teachers to the area.

Children are already leaving the area to attend sixth form college in Hereford due to the proposed merger.

I would like you to provide me with hard factual evidence backed up with three year trend statistical data (such as that used on inspection) to PROVE that a merger will lead to improved outcomes and standards

I would like you to provide me with a monetary break down of how a merger can possibly make substantial and sustainable savings

I would like to have your word that this is not the first phase of a plan to eventually build only one school on one site (leading to the death of the town which does not get the new build)

I would like you to confirm receipt of this email and provide responses to my requests

I am prepared to use my vote in any future council elections to express my concern for this proposed merger - only voting for those who see sense in this matter

379 Standard response

380 Standard response

381 Standard response

382 Standard response

383 Standard response

384 Standard response

385 Standard response

386 Standard response

387 Standard response

388 Standard response

389 Standard response

390 Standard response

- 391 Standard response
- 392 Standard response
- 393 Standard response
- 394 Standard response
- 395 Standard response
- 396 Standard response
- 397 Standard response
- 398 Standard response
- 399 Standard response
- 400 Standard response
- 401 Standard response
- 402 Standard response
- 403 Standard response
- 404 Standard response
- 405 Standard response
- 406 Standard response
- 407 Standard response
- 408 Standard response
- 409 Standard response
- 410 Standard response
- 411 Standard response
- 412 Standard response
- 413 Standard response
- 414 Standard response
- 415 Standard response
- 416 Standard response
- 417 Standard response
- 418 Standard response
- 419 Standard response
- 420 Standard response
- 421 Standard response
- 422 Standard response

423 Standard response
424 Standard response
425 Standard response
426 Standard response
427 Standard response
428 Standard response
429 Standard response
430 Standard response
431 Standard response
432 Standard response
433 Standard response
434 Standard response
435 Standard response
436 Standard response
437 Standard response
438 Standard response
439 Standard response
440 Standard response
441 Standard response
442 Standard response
443 Standard response
444 Standard response
445 Standard response
446 Standard response
447 Standard response
448 Standard response
449 Standard response
450 Standard response
451 Standard response
452 Standard response
453 Standard response
454 Standard response

- 455 Standard response
- 456 Standard response
- 457 Standard response
- 458 Standard response
- 459 Standard response
- 460 Standard response
- 461 Standard response
- 462 Standard response
- 463 Standard response
- 464 Standard response
- 465 Standard response
- 466 Standard response
- 467 Standard response
- 468 Standard response
- 469 Standard response
- 470 Standard response
- 471 Standard response
- 472 Standard response
- 473 Standard response
- 474 Standard response
- 475 Standard response
- 476 Standard response
- 477 Standard response
- 478 Standard response
- 479 Standard response
- 480 Standard response
- 481 Standard response
- 482 Standard response
- 483 Standard response
- 484 Standard response
- 485 Standard response
- 486 Standard response

487 Standard response
488 Standard response
489 Standard response
490 Standard response
491 Standard response
492 Standard response
493 Standard response
494 Standard response
495 Standard response
496 Standard response
497 Standard response
498 Standard response
499 Standard response
500 Standard response
501 Standard response
502 Standard response
503 Standard response
504 Standard response
505 Standard response
506 Standard response
507 Standard response
508 Standard response
509 Standard response
510 Standard response
511 Standard response
512 Standard response
513 Standard response
514 Standard response
515 Standard response
516 Standard response
517 Standard response
518 Standard response

519 Standard response
520 Standard response
521 Standard response
522 Standard response
523 Standard response
524 Standard response
525 Standard response
526 Standard response
527 Standard response
528 Standard response
529 Standard response
530 Standard response
531 Standard response
532 Standard response
533 Standard response
534 Standard response
535 Standard response
536 Standard response
537 Standard response
538 Standard response
539 Standard response
540 Standard response
541 Standard response
542 Standard response
543 Standard response
544 Standard response
545 Standard response
546 Standard response
547 Standard response
548 Standard response
549 Standard response
550 Standard response

551 Standard response
552 Standard response
553 Standard response
554 Standard response
555 Standard response
556 Standard response
557 Standard response
558 Standard response
559 Standard response
560 Standard response
561 Standard response
562 Standard response
563 Standard response
564 Standard response
565 Standard response
566 Standard response
567 Standard response
568 Standard response
569 Standard response
570 Standard response
571 Standard response
572 Standard response
573 Standard response
574 Standard response
575 Standard response
576 Standard response
577 Standard response
578 Standard response
579 Standard response
580 Standard response
581 Standard response
582 Standard response

- 583 Standard response
- 584 Standard response
- 585 Standard response
- 586 Standard response
- 587 Standard response
- 588 Standard response
- 589 Standard response
- 590 Standard response
- 591 Standard response
- 592 Standard response
- 593 Standard response
- 594 Standard response
- 595 Standard response
- 596 Standard response
- 597 Standard response
- 598 Standard response
- 599 Standard response
- 600 Standard response
- 601 Standard response
- 602 Standard response
- 603 Standard response
- 604 Standard response
- 605 Standard response
- 606 Standard response
- 607 Standard response
- 608 Standard response
- 609 Standard response
- 610 Standard response
- 611 Standard response
- 612 Standard response
- 613 Standard response
- 614 Standard response

615 Standard response
616 Standard response
617 Standard response
618 Standard response
619 Standard response
620 Standard response
621 Standard response
622 Standard response
623 Standard response
624 Standard response
625 Standard response
626 Standard response
627 Standard response
628 Standard response
629 Standard response
630 Standard response
631 Standard response
632 Standard response
633 Standard response
634 Standard response
635 Standard response
636 Standard response
637 Standard response
638 Standard response
639 Standard response
640 Standard response
641 Standard response
642 Standard response
643 Standard response
644 Standard response
645 Standard response
646 Standard response

647 Standard response
648 Standard response
649 Standard response
650 Standard response
651 Standard response
652 Standard response
653 Standard response
654 Standard response
655 Standard response
656 Standard response
657 Standard response
658 Standard response
659 Standard response
660 Standard response
661 Standard response
662 Standard response
663 Standard response
664 Standard response
665 Standard response
666 Standard response
667 Standard response
668 Standard response
669 Standard response
670 Standard response
671 Standard response
672 Standard response
673 Standard response
674 Standard response
675 Standard response
676 Standard response
677 Standard response
678 Standard response

679 Standard response
680 Standard response
681 Standard response
682 Standard response
683 Standard response
684 Standard response
685 Standard response
686 Standard response
687 Standard response
688 Standard response
689 Standard response
690 Standard response
691 Standard response
692 Standard response
693 Standard response
694 Standard response
695 Standard response
696 Standard response
697 Standard response
698 Standard response
699 Standard response
700 Standard response
701 Standard response
702 Standard response
703 Standard response
704 Standard response
705 Standard response
706 Standard response
707 Standard response
708 Standard response
709 Standard response
710 Standard response

- 711 Standard response
- 712 Standard response
- 713 Standard response
- 714 Standard response
- 715 Standard response
- 716 Standard response
- 717 Standard response
- 718 Standard response
- 719 Standard response
- 720 Standard response
- 721 Standard response
- 722 Standard response
- 723 Standard response
- 724 Standard response
- 725 Standard response
- 726 Standard response
- 727 Standard response
- 728 Standard response
- 729 Standard response
- 730 Standard response
- 731 Standard response
- 732 Standard response
- 733 Standard response
- 734 Standard response
- 735 Standard response
- 736 Standard response
- 737 Standard response
- 738 Standard response
- 739 Standard response
- 740 Standard response
- 741 Standard response
- 742 Standard response
- 743 Standard response

744 Standard response
745 Standard response
746 Standard response
747 Standard response
748 Standard response
749 Standard response
750 Standard response
751 Standard response
752 Standard response
753 Standard response
754 Standard response
755 Standard response
756 Standard response
757 Standard response
758 Standard response
759 Standard response
760 Standard response
761 Standard response
762 Standard response
763 Standard response
764 Standard response
765 Standard response
766 Standard response
767 Standard response
768 Standard response
769 Standard response
770 Standard response
771 Standard response
772 Standard response
773 Standard response
774 Standard response
775 Standard response
776 Standard response

- 777 Standard response
- 778 Standard response
- 779 Standard response
- 780 Standard response
- 781 Standard response
- 782 Standard response
- 783 Standard response
- 784 Standard response
- 785 Standard response
- 786 Standard response
- 787 Standard response
- 788 Standard response
- 789 Standard response
- 790 Standard response
- 791 Standard response
- 792 Standard response
- 793 Standard response
- 794 Standard response
- 795 Standard response
- 796 Standard response
- 797 Standard response
- 798 Standard response
- 799 Standard response
- 800 Standard response
- 801 Standard response
- 802 Standard response
- 803 Standard response
- 804 Standard response
- 805 Standard response
- 806 Standard response
- 807 Standard response
- 808 Standard response

809 Standard response
810 Standard response
811 Standard response
812 Standard response
813 Standard response
814 Standard response
815 Standard response
816 Standard response
817 Standard response
818 Standard response
819 Standard response
820 Standard response
821 Standard response
822 Standard response
823 Standard response
824 Standard response
825 Standard response
826 Standard response
827 Standard response
828 Standard response
829 Standard response
830 Standard response
831 Standard response
832 Standard response
833 Standard response
834 Standard response
835 Standard response
836 Standard response
837 Standard response
838 Standard response

839 Standard response
840 Standard response
841 Standard response
842 Standard response
843 Standard response
844 Standard response
845 Standard response
846 Standard response
847 Standard response
848 Standard response
849 Standard response
850 Standard response
851 Standard response
852 Standard response
853 Standard response
854 Standard response
855 Standard response
856 Standard response
857 Standard response
858 Standard response
859 Standard response
860 Standard response
861 Standard response
862 Standard response
863 Standard response
864 Standard response
865 Standard response

866 Standard response
867 Standard response
868 Standard response
869 Standard response
870 Standard response
871 Standard response
872 Standard response
873 Standard response
874 Standard response
875 Standard response
876 Standard response
877 Standard response
878 Standard response
879 Standard response
880 Standard response
881 Standard response
882 Standard response
883 Standard response
884 Standard response
885 Standard response
886 Standard response
887 Standard response
888 Standard response
889 Standard response
890 Standard response

891 Standard response
892 Standard response
893 Standard response
894 Standard response
895 Standard response
896 Standard response
897 Standard response
898 Standard response
899 Standard response
900 Standard response
901 Standard response
902 Standard response
903 Standard response
904 Standard response
905 Standard response
906 Standard response
907 Standard response
908 Standard response
909 Standard response
910 Standard response
911 Standard response
912 Standard response
913 Standard response
914 Standard response
915 Standard response
916 Standard response
917 Standard response
918 Standard response
919 Standard response
920 Standard response
921 Standard response
922 Standard response
923 Standard response
924 Standard response

925 Standard response
926 Standard response
927 Standard response
928 Standard response
929 Standard response
930 Standard response
931 Standard response
932 Standard response
933 Standard response
934 Standard response
935 Standard response
936 Standard response
937 Standard response
938 Standard response
939 Standard response
940 Standard response
941 Standard response
942 Standard response
943 Standard response
944 Standard response
945 Standard response
946 Standard response
947 Standard response
948 Standard response
949 Standard response
950 Standard response
951 Standard response
952 Standard response
953 Standard response
954 Standard response
955 Standard response
956 Standard response
957 Standard response
958 Standard response
959 Standard response
960 Standard response
961 Standard response

- 962 Standard response
- 963 Standard response
- 964 Standard response
- 965 Standard response
- 966 Standard response
- 967 Standard response
- 968 Standard response
- 969 Standard response
- 970 Standard response
- 971 Standard response
- 972 Standard response
- 973 Standard response
- 974 Standard response
- 975 Standard response
- 976 Standard response
- 977 Standard response
- 978 Standard response
- 979 Standard response
- 980 Standard response
- 981 Standard response
- 982 Standard response
- 983 Standard response
- 984 Standard response
- 985 Standard response
- 986 Standard response
- 987 Standard response
- 988 Standard response
- 989 Standard response
- 990 Standard response
- 991 Standard response
- 992 Standard response
- 993 Standard response
- 994 Standard response
- 995 Standard response
- 996 Standard response
- 997 Standard response
- 998 Standard response

999 Standard response
1000 Standard response
1001 Standard response
1002 Standard response
1003 Standard response
1004 Standard response
1005 Standard response
1006 Standard response
1007 Standard response
1008 Standard response
1009 Standard response
1010 Standard response
1011 Standard response
1012 Standard response
1013 Standard response
1014 Standard response
1015 Standard response
1016 Standard response
1017 Standard response
1018 Standard response
1019 Standard response
1020 Standard response
1021 Standard response
1022 Standard response
1023 Standard response
1024 Standard response
1025 Standard response
1026 Standard response
1027 Standard response
1028 Standard response
1029 Standard response
1030 Standard response
1031 Standard response
1032 Standard response
1033 Standard response
1034 Standard response
1035 Standard response

1036 Standard response
1037 Standard response
1038 Standard response
1039 Standard response
1040 Standard response
1041 Standard response
1042 Standard response
1043 Standard response
1044 Standard response
1045 Standard response
1046 Standard response
1047 Standard response
1048 Standard response
1049 Standard response
1050 Standard response
1051 Standard response
1052 Standard response
1053 Standard response
1054 Standard response
1055 Standard response
1056 Standard response
1057 Standard response
1058 Standard response
1059 Standard response
1060 Standard response
1061 Standard response
1062 Standard response
1063 Standard response
1064 Standard response
1065 Standard response
1066 Standard response
1067 Standard response
1068 Standard response
1069 Standard response
1070 Standard response
1071 Standard response
1072 Standard response

1073 Standard response
1074 Standard response
1075 Standard response
1076 Standard response
1077 Standard response
1078 Standard response
1079 Standard response
1080 Standard response
1081 Standard response
1082 Standard response
1083 Standard response
1084 Standard response
1085 Standard response
1086 Standard response
1087 Standard response
1088 Standard response
1089 Standard response
1090 Standard response
1091 Standard response
1092 Standard response
1093 Standard response
1094 Standard response
1095 Standard response
1096 Standard response
1097 Standard response
1098 Standard response
1099 Standard response
1100 Standard response
1101 Standard response
1102 Standard response
1103 Standard response
1104 Standard response
1105 Standard response
1106 Standard response
1107 Standard response
1108 Standard response

1109 Standard response
1110 Standard response
1111 Standard response
1112 Standard response
1113 Standard response
1114 Standard response
1115 Standard response
1116 Standard response
1117 Standard response
1118 Standard response
1119 Standard response
1120 Standard response
1121 Standard response
1122 Standard response
1123 Standard response
1124 Standard response
1125 Standard response
1126 Standard response
1127 Standard response
1128 Standard response
1129 Standard response
1130 Standard response
1131 Standard response
1132 Standard response
1133 Standard response
1134 Standard response
1135 Standard response
1136 Standard response

1137 Standard response
1138 Standard response
1139 Standard response
1140 Standard response
1141 Standard response
1142 Standard response
1143 Standard response
1144 Standard response
1145 Standard response
1146 Standard response
1147 Standard response
1148 Standard response
1149 Standard response
1150 Standard response
1151 Standard response
1152 Standard response
1153 Standard response
1154 Standard response
1155 Standard response
1156 Standard response
1157 Standard response
1158 Standard response
1159 Standard response
1160 Standard response
1161 Standard response
1162 Standard response
1163 Standard response
1164 Standard response
1165 Standard response
1166 Standard response
1167 Standard response
1168 Standard response
1169 Standard response
1170 Standard response
1171 Standard response
1172 Standard response
1173 Standard response
1174 Standard response

- 1175 Standard response
- 1176 Standard response
- 1177 Standard response
- 1178 Standard response
- 1179 Standard response
- 1180 Standard response
- 1181 Standard response
- 1182 Standard response
- 1183 Standard response
- 1184 Standard response
- 1185 Standard response
- 1186 Standard response
- 1187 Standard response
- 1188 Standard response
- 1189 Standard response
- 1190 Standard response
- 1191 Standard response
- 1192 Standard response
- 1193 Standard response
- 1194 Standard response
- 1195 Standard response
- 1196 Standard response
- 1197 Standard response
- 1198 Standard response
- 1199 Standard response
- 1200 Standard response
- 1201 Standard response
- 1202 Standard response
- 1203 Standard response
- 1204 Standard response
- 1205 Standard response
- 1206 Standard response
- 1207 Standard response
- 1208 Standard response
- 1209 Standard response
- 1210 Standard response
- 1211 Standard response
- 1212 Standard response

1213 Standard response
1214 Standard response
1215 Standard response
1216 Standard response
1217 Standard response
1218 Standard response
1219 Standard response
1220 Standard response
1221 Standard response
1222 Standard response
1223 Standard response
1224 Standard response
1225 Standard response
1226 Standard response
1227 Standard response
1228 Standard response
1229 Standard response
1230 Standard response
1231 Standard response
1232 Standard response
1233 Standard response
1234 Standard response
1235 Standard response
1236 Standard response
1237 Standard response
1238 Standard response
1239 Standard response
1240 Standard response
1241 Standard response
1242 Standard response
1243 Standard response
1244 Standard response
1245 Standard response
1246 Standard response
1247 Standard response
1248 Standard response
1249 Standard response

1250 Standard response
1251 Standard response
1252 Standard response
1253 Standard response
1254 Standard response
1255 Standard response
1256 Standard response
1257 Standard response
1258 Standard response
1259 Standard response
1260 Standard response
1261 Standard response
1262 Standard response
1263 Standard response
1264 Standard response
1265 Standard response
1266 Standard response
1267 Standard response
1268 Standard response
1269 Standard response
1270 Standard response
1271 Standard response
1272 Standard response
1273 Standard response
1274 Standard response
1275 Standard response
1276 Standard response
1277 Standard response
1278 Standard response
1279 Standard response
1280 Standard response
1281 Standard response
1282 Standard response
1283 Standard response
1284 Standard response
1285 Standard response
1286 Standard response

1287 Standard response
1288 Standard response
1289 Standard response
1290 Standard response
1291 Standard response
1292 Standard response
1293 Standard response
1294 Standard response
1295 Standard response
1296 Standard response
1297 Standard response
1298 Standard response
1299 Standard response
1300 Standard response
1301 Standard response
1302 Standard response
1303 Standard response
1304 Standard response
1305 Standard response
1306 Standard response
1307 Standard response
1308 Standard response
1309 Standard response
1310 Standard response
1311 Standard response
1312 Standard response
1313 Standard response
1314 Standard response
1315 Standard response
1316 Standard response
1317 Standard response
1318 Standard response
1319 Standard response
1320 Standard response
1321 Standard response
1322 Standard response
1323 Standard response

1324 Standard response
1325 Standard response
1326 Standard response
1327 Standard response
1328 Standard response
1329 Standard response
1330 Standard response
1331 Standard response
1332 Standard response
1333 Standard response
1334 Standard response
1335 Standard response
1336 Standard response
1337 Standard response
1338 Standard response
1339 Standard response
1340 Standard response
1341 Standard response
1342 Standard response
1343 Standard response
1344 Standard response
1345 Standard response
1346 Standard response
1347 Standard response
1348 Standard response
1349 Standard response
1350 Standard response
1351 Standard response
1352 Standard response
1353 Standard response
1354 Standard response
1355 Standard response
1356 Standard response
1357 Standard response
1358 Standard response
1359 Standard response
1360 Standard response

1361 Standard response
1362 Standard response
1363 Standard response
1364 Standard response
1365 Standard response
1366 Standard response
1367 Standard response
1368 Standard response
1369 Standard response
1370 Standard response
1371 Standard response
1372 Standard response
1373 Standard response
1374 Standard response
1375 Standard response
1376 Standard response
1377 Standard response
1378 Standard response
1379 Standard response
1380 Standard response
1381 Standard response
1382 Standard response
1383 Standard response
1384 Standard response
1385 Standard response
1386 Standard response
1387 Standard response
1388 Standard response
1389 Standard response
1390 Standard response
1391 Standard response
1392 Standard response
1393 Standard response
1394 Standard response
1395 Standard response
1396 Standard response
1397 Standard response

1398 Standard response
1399 Standard response
1400 Standard response
1401 Standard response
1402 Standard response
1403 Standard response
1404 Standard response
1405 Standard response
1406 Standard response
1407 Standard response
1408 Standard response
1409 Standard response
1410 Standard response
1411 Standard response
1412 Standard response
1413 Standard response
1414 Standard response
1415 Standard response
1416 Standard response
1417 Standard response
1418 Standard response
1419 Standard response
1420 Standard response
1421 Standard response
1422 Standard response
1423 Standard response
1424 Standard response
1425 Standard response
1426 Standard response
1427 Standard response
1428 Standard response
1429 Standard response
1430 Standard response
1431 Standard response
1432 Standard response
1433 Standard response
1434 Standard response

1435 Standard response
1436 Standard response
1437 Standard response
1438 Standard response
1439 Standard response
1440 Standard response
1441 Standard response
1442 Standard response
1443 Standard response
1444 Standard response
1445 Standard response
1446 Standard response
1447 Standard response
1448 Standard response
1449 Standard response
1450 Standard response
1451 Standard response
1452 Standard response
1453 Standard response
1454 Standard response
1455 Standard response
1456 Standard response
1457 Standard response
1458 Standard response
1459 Standard response
1460 Standard response
1461 Standard response
1462 Standard response
1463 Standard response
1464 Standard response
1465 Standard response
1466 Standard response
1467 Standard response
1468 Standard response
1469 Standard response
1470 Standard response
1471 Standard response

1472 Standard response
1473 Standard response
1474 Standard response
1475 Standard response
1476 Standard response
1477 Standard response
1478 Standard response
1479 Standard response
1480 Standard response
1481 Standard response
1482 Standard response
1483 Standard response
1484 Standard response
1485 Standard response
1486 Standard response
1487 Standard response
1488 Standard response
1489 Standard response
1490 Standard response
1491 Standard response
1492 Standard response
1493 Standard response
1494 Standard response
1495 Standard response
1496 Standard response
1497 Standard response
1498 Standard response
1499 Standard response
1500 Standard response
1501 Standard response
1502 Standard response
1503 Standard response
1504 Standard response
1505 Standard response
1506 Standard response
1507 Standard response
1508 Standard response

1509 Standard response
1510 Standard response
1511 Standard response
1512 Standard response
1513 Standard response
1514 Standard response
1515 Standard response
1516 Standard response
1517 Standard response
1518 Standard response
1519 Standard response
1520 Standard response
1521 Standard response
1522 Standard response
1523 Standard response
1524 Standard response
1525 Standard response
1526 Standard response
1527 Standard response
1528 Standard response
1529 Standard response
1530 Standard response
1531 Standard response
1532 Standard response
1533 Standard response
1534 Standard response
1535 Standard response
1536 Standard response
1537 Standard response
1538 Standard response
1539 Standard response
1540 Standard response
1541 Standard response
1542 Standard response
1543 Standard response
1544 Standard response
1545 Standard response

1546 Standard response
1547 Standard response
1548 Standard response
1549 Standard response
1550 Standard response
1551 Standard response
1552 Standard response
1553 Standard response
1554 Standard response
1555 Standard response
1556 Standard response
1557 Standard response
1558 Standard response
1559 Standard response
1560 Standard response
1561 Standard response
1562 Standard response
1563 Standard response
1564 Standard response
1565 Standard response
1566 Standard response
1567 Standard response
1568 Standard response
1569 Standard response
1570 Standard response
1571 Standard response
1572 Standard response
1573 Standard response
1574 Standard response
1575 Standard response
1576 Standard response
1577 Standard response
1578 Standard response
1579 Standard response
1580 Standard response
1581 Standard response
1582 Standard response

1583 Standard response
1584 Standard response
1585 Standard response
1586 Standard response
1587 Standard response
1588 Standard response
1589 Standard response
1590 Standard response
1591 Standard response
1592 Standard response
1593 Standard response
1594 Standard response
1595 Standard response
1596 Standard response
1597 Standard response
1598 Standard response
1599 Standard response
1600 Standard response
1601 Standard response
1602 Standard response
1603 Standard response
1604 Standard response
1605 Standard response
1606 Standard response
1607 Standard response
1608 Standard response
1609 Standard response
1610 Standard response
1611 Standard response
1612 Standard response
1613 Standard response
1614 Standard response
1615 Standard response
1616 Standard response
1617 Standard response
1618 Standard response
1619 Standard response

1620 Standard response
1621 Standard response
1622 Standard response
1623 Standard response
1624 Standard response
1625 Standard response
1626 Standard response
1627 Standard response
1628 Standard response
1629 Standard response
1630 Standard response
1631 Standard response
1632 Standard response
1633 Standard response
1634 Standard response
1635 Standard response
1636 Standard response
1637 Standard response
1638 Standard response
1639 Standard response
1640 Standard response
1641 Standard response
1642 Standard response
1643 Standard response
1644 Standard response
1645 Standard response
1646 Standard response
1647 Standard response
1648 Standard response
1649 Standard response
1650 Standard response
1651 Standard response
1652 Standard response
1653 Standard response
1654 Standard response
1655 Standard response
1656 Standard response
1657 Standard response

1658 Standard response
1659 Standard response
1660 Standard response
1661 Standard response
1662 Standard response
1663 Standard response
1664 Standard response
1665 Standard response
1666 Standard response
1667 Standard response
1668 Standard response
1669 Standard response
1670 Standard response
1671 Standard response
1672 Standard response
1673 Standard response
1674 Standard response
1675 Standard response
1676 Standard response
1677 Standard response
1678 Standard response
1679 Standard response
1680 Standard response
1681 Standard response
1682 Standard response
1683 Standard response
1684 Standard response
1685 Standard response
1686 Standard response
1687 Standard response
1688 Standard response
1689 Standard response
1690 Standard response
1691 Standard response
1692 Standard response
1693 Standard response
1694 Standard response
1695 Standard response

1696 Standard response
1697 Standard response
1698 Standard response
1699 Standard response
1700 Standard response
1701 Standard response
1702 Standard response
1703 Standard response
1704 Standard response
1705 Standard response
1706 See Folder

1707 I wish to register my objection to the decision to close Builth Wells High School and to merge it with Llandrindod High School as one school on two sites. I object on these points:

1: I believe that this proposal is not about increasing the level of education but is merely a matter of money saving;

2: As I believe that the proposal is savings driven I am of the opinion that it will not improve the ability to increase the number of subjects taught;

3: Teachers will have an increased workload, especially the leadership team;

4: There is an obvious lack of morale amongst the staff at Builth High School. I believe it is time that Powys acknowledged its role in contributing to this due to the uncertainty over the last few years.

5: I fear that if this proposal comes to fruition Builth will be forced to become a solely Welsh Medium school against the wishes of the majority of the schools catchment area;

6: Estyn are not convinced that "the proposal will at least maintain standards". Surely even Powys should not consider closing Builth High School when it is the 8th best school in Wales with regards to GCSE and A level Results;

7: Perhaps the local Councillors should try and listen to their electorate and I hope they remember elections are coming up.

1708 See Folder

1709 See Folder

1710 As a parent of students at Llandrindod High School I must protest in the strongest possible terms to the planned merger of these schools. Powys has stated that it aims to save money and improve standards by this merger:

There has been no evidence put forward or proposals as to how standards are to be improved. ESTYN has clearly stated that they are not convinced that the proposal will at least maintain current standards.

It will not save money! The projected cut in funding of £123,000 is insignificant on a joint budget of over £4.2 million. This “saving” will be eroded by increased transport costs and duplication of senior management in the run up to September 2018.

The whole process is creating a great deal of uncertainty for staff and students. We have already lost one fantastic teacher and more will follow. Significant numbers of year 11 are looking at out of county or private options for their sixth form. Please stop this process now and support our schools rather than undermine them. Your actions are harming the education of thousands of young people.

1711 I wish you to note my objection to the closure of Llandrindod High school.

I feel strongly that until the whole plan has been made clear to the pupils and the public there is insufficient evidence upon which to base the hoped for improvements in the standards in education.

The expectation that both schools will be expected to manage with less budget and less senior managers leaves great uncertainty on the way ahead.

The forward planning for the 6th Form provision is a crucial element for our current and future pupils. Until this is open and clear many pupils are unable to choose their options and feel engaged in planning their future education within Powys. Given the length of time this matter has been under discussion it is understandable that many youngsters feel disadvantaged and let down by the education offered to them by Powys County Council.

The lack of possible other options do not seem to have been considered; for example the possible educational benefits for pupils by developing through schools in both towns linking their high school with the main feeder primary schools.

Is there a plan to develop a reliance upon other establishments such as Hereford 6th form College to provide subjects which are not available within Powys, or is there a plan to develop resources to meet the needs of all our pupils?

Given the proximity of Rhayader children to Llanidloes High School, what is the plan going ahead for this High School, will it offer the same provision or offer different opportunities.

It may be that some of these options have been considered but not shared this is unfortunate.

- 1712 1. Two schools in special measures will be better served by two management teams that can adequately meet each community's distinct education requirements.
2. The proposal is a cut in funding. Our children and families here in Powys already have less access to services than more populated areas. At the very least the Council should provide children with an education in their own community in order to successfully access extra curricular activities to bridge this gap.
3. It will not improve the schools ability to increase the number of subjects taught. Specialist teachers that excel in their field will not be attracted to Powys whilst the council facilitate a shutdown of services in the area. Lack of services, job insecurity and an inability to commute elsewhere are not attractive to career professionals.
4. Teachers will have an increased workload, especially the leadership team. Staff morale is already at an all time low due to this instability. Powys County Council and Schools Service need to open up constructive dialogue with the Schools that support good learning environments. Powys County Council needs to consider that stability could potentially offer more than transformation. The council needs to hone its people management skills to inspire positive change instead of forcing our teachers to undergo the humiliation of reapplying for their jobs.
5. The council need to put the children's needs first and this involves listening and representing all the families that have objected to this merger.

I would like a receipt for my response,notification of when the objection report will be available and the objection meeting.

1716 I am writing to object to the Statutory Notice to close Builth Wells and Llandrindod High Schools and to open a new dual-sited school in September 2018. I understand Powys County Council needs to make savings, but the proposed changes will not save very much at all and there is no guarantee that these minimal savings will result in even the maintenance of current standards.

I am particularly concerned about:

- The confusing consultation process and changes to the proposal
- The lack of consideration of standards or evidence for improved standards.

Estyn's response cites:

- i. Lack of consideration of how the reorganisation would have a positive impact on the standards achieved by pupils at any key stage
 - ii. No evidence to demonstrate how the proposed reorganisation would lead to improved standards of teaching, or how these potential benefits would link to improved outcomes for pupils
 - iii. No consideration of the impact that the reduction in overall funding to a single school will have on the school's ability to deliver its curriculum
 - iiii. No clarity about how the proposal will result in improvements in the quality of leadership and management
- Lack of information and clarity on how Welsh Medium education will be developed or at least maintained, including:
 - i. The uncertainty around the future of Welsh Medium provision in Brecon and how that impacts the proposed merger here
 - ii. A much smaller percentage of Welsh Medium learners resulting in more dilution of the Welsh language
 - iii. The potential impact of the merger on the distribution, recruitment and retention of Welsh Medium teachers and leaders

I believe the two schools could work together to deliver sixth form provision. This would mean a wider choice of subjects, moving nearer the Learning and Skills Measure, and less travelling between many schools. It would help to stop the loss of so many post 16 pupils to Hereford College. I also believe that consideration should be given to delivering Welsh Medium on one site and English Medium on the other, ideally as two separate schools, one being a category 2A Welsh Medium Secondary School. Such a school would enhance provision and encourage take up of Welsh Medium education. It would also provide parity with the proposed category 2A school in North Powys.

1717 This proposed merger should not go ahead. Both schools are important to both communities. Whilst I no longer live in Builth Wells I had three children who went to this truly wonderful school. A merger is unacceptable.

1718 I don't agree with the merger, too many miles traveled by too many children.

1719 Standard response

1720 As a young person currently revising for my GCSEs at Builth Wells High School, I would like to state (as I am sure you will have anticipated) that I oppose the proposed merging of the Llandrindod and Builth high schools.

There will be many people having contacted you with countless good reasons as to why they share my beliefs, however, I think it would be appropriate to regurgitate some tired reasoning in order to prevent you from assuming my opinion is formed from some sort of childish loyalty. I hope you enjoy once more reading that:

- The financial benefits hypothesized are negligible, and have been reducing, which is a sure sign that you the council have pretty much no idea what you're doing.
- There is no evidence that it will improve standards. None.
- Estyn have expressed doubts about it, and seeing as most schools seem to care more about their opinion than the actual well being and education of their pupils, we might as well trust them.
- "The proposer does not consider the impact that the reduction in overall funding to a single school will have on the school's ability to deliver its curriculum."
- "The proposer identifies appropriately that the transition to the new school will provide substantial additional workload for the shadowing governing body and appointed leadership team, and how the council aims to support this process. However, the proposer is less clear about how the proposal will result in improvements in the quality of leadership and management once the new school is established."
- Do we really want department heads running around between two schools constantly? Do we? Truly? Will that be anything short of a nightmare?
- I'm afraid we really do not need additional funding cuts!
- The cost of introducing a new uniform may not be much, but it's honestly a lot of bother for what is very little reason.
- Shamelessly I repeat myself: it's honestly a lot of bother for what is very little reason.

So I'm probably the thousandth person to write to you about this and I am not sure if this will even be read. I am aware that this is largely a hopeless pursuit, but I am expressing my opinion anyway, because I am a narcissist.

1721 Standard response

5. Until the schools show they are capable of leaving special measures I do not see how we can move forward

1722 I am writing to object to the proposed merger of Llandrindod and Builth High Schools. I am somewhat disappointed that you have allowed things to progress this far, but given the poor quality of the biased and mistake-riddled questionnaire that was used as part of the “consultation” process, unfortunately I am not surprised.

To me, it is quite clear that the ineptitude of Powys officials has allowed yourself, and the cabinet, to be hoodwinked into thinking the proposed merger will be a success. Have you any evidence for this? During the consultation process, I asked Ian Roberts directly what differences my 9-year-old would be able to see in two year’s time – Ian Roberts was not able to answer the question. I asked him how the funding of transport was to be organised – he was not able to answer the question. I asked him on what site individual subjects would be taught - he told me that this would be decided by the governing body, i.e. he didn’t know and was hoping that someone else could decide for him!

For a saving of a few thousand pounds, that will be swallowed up by the Headteacher’s pay that has not been budgeted for and the expenses of the actual merger, (new identity, new paperwork, new signage, etc.), never mind the damage done to the communities themselves and the heartache and stress that it has caused and is still causing, Powys County Council is proposing this disaster. The staff themselves at the schools are already having to deal with the difficulties the uncertainty is causing and the pupils are suffering as neither school can plan ahead. It is indeed laughable that Powys are asking for budget proposals for the next three years - does the accounting dept not realise there is a proposal to merge the schools?! Yet again, it shows the lack of joined up thinking that exists at PCC and you, as chief executive, must take responsibility for that.

It will take a strong person to go against these proposals, Mr Patterson, and I hope that person is you. I trust that you have taken the time to actually look at the proposals and to look at the effects that they will cause. Like you, I have a child that will be directly affected by this proposal. If it was to make the education better and to provide an improved service, I would welcome it with open arms and applaud PCC for their forward-thinking. However, this proposal is not about improving education – it is about saving money. Unfortunately, to every one apart from PCC, it is clear that it will not save money. Transport costs, location of subjects, location of sixth form, potential movement of staff – none of these have been considered nor budgeted for. Everyone knows that transport of pupils is a huge cost and yet potential movement between sites has not been considered. Builth have five one hour lessons per day, Llandrindod have six fifty minute lessons – how is this to be resolved? Each school starts and ends at a different time and has different lunchtimes, etc. It is all well and good for Ian Roberts to state that the governing body will decide “the details” but these are non-paid volunteers and most do not understand the intricacies of the school day.

Mr Patterson, I implore you to stop this proposal. It is ill thought-out and not truly costed. It will not improve the education of our youngsters.

1723 Standard

On a personal note, I wish to add that Llandrindod Wells is a good place to bring up children and my three children who went to Llandrindod Wells High School – in their words – “had a fantastic childhood”. I wonder how many children would say that if this planned merger was to take place? In the words of my 23 year old son “they want to take Llandrindod off the map” – how sad.

1724

1725 I wish to register my objection to the proposals to close Builth Wells and Llandrindod High schools and to reopen them as a dual site school in 2018 I object on the following grounds:

Estyn have clearly stated that they are not convinced 'the proposal will at least maintain standards', let alone improve them. As the education and training inspectorate for Wales, their view should be critical to this decision.

It will not improve the ability to increase the number of subjects taught

Teachers will have an increased workload, especially the leadership team

This is a cut in funding which will actually reduce the ability of the new school to deliver an effective and improved curriculum.

It does not have the needs, best interests or wishes of real people at heart, especially the young people of the future of either town.

1727 I am writing to voice my objections to the proposed merger and closure of Llandrindod and Builth Wells High Schools. As a former student of Llandrindod High School who finished sixth form in 1997 and a parent of a two year old who will be requiring quality secondary education I am worried about the implications of the proposals.

It appears that the primary reason for the proposals is to provide a cut in funding. Surely the only reason to merge or close a school should be to provide pupils with a better education. I cannot understand how issues such as less funding, increased workloads for teachers, less senior teachers, and increased travelling for pupils can lead to anything but a detrimental effect on a pupil's education. The Council should take notice of the fact that Estyn were not convinced that 'the proposal will at least maintain standards'.

When I was a pupil of Llandrindod High School as well as benefiting from some truly excellent teaching I was lucky enough to take part in many extra curricular activities such as the school hockey team, choir and orchestra. As well as being concerned about the effect on education I am also concerned about the effect on extra curricular activities that can make a big difference to a pupils life and even improve future career prospects etc. I am concerned that teaching staff with an increased work load and increased stress will not be able to commit to extra curricular activities. I am also concerned that if pupils have to travel a much greater distance to get to school then many will struggle to take part in such activities out of school hours. It would be a great shame if an aspiring sportsperson or musician for example does not reach their full potential because they cannot get home after their extra curricular activities.

I am also concerned about the effect on the local community of closing a high school. A town without a high school will attract less young people especially young professionals with young families to the area. It will effect house prices, and lead to a general deterioration of the town.

Please take these concerns into consideration. Your decisions have such a great consequence on the future of our children and our communities.

1728 See Folder

1729 I am dismayed to learn of the recent Statutory Notice issued by Powys County Council to close Builth Wells and Llandrindod High Schools and open a new school on two sites. Please consider this letter a formal objection to the Council's proposal.

I grew up in Builth Wells and attended Builth Wells High School from 1991 to 1998. This school provided me with an excellent educational bedrock; it gave me the skills and confidence to excel at University in Manchester and York and my school experiences have continued to shape a successful professional career in the United States. The proposal for a new dual-sited school jeopardizes the type of educational environment that i took for granted. It places an unnecessary travel burden on students and staff, loosens the local community ties with each school site, and potentially deters students from certain subject and extra-curricular selection. Ease of access to quality, local secondary education is an essential pre-requisite for future success in life, but i am not convinced that the Council's proposals satisfy this condition

1730 I am writing to object to the decision to merge Llandrindod Wells and Builth Wells High Schools in September 2018. This is a matter of great concern to my family and my friends, as well as the community of Builth Wells as a whole.

From a personal perspective, my daughter should be starting her secondary school education in Builth Wells High School in September 2017. I am extremely worried about the implications that this merger will have on the quality of the education that she will receive. I do not think that merging two schools, which are both in special measures, will raise the standard of educational provision in Builth. It will increase stress levels in the teaching team in Builth and Llandrindod, reduce already depleted morale and create more uncertainty; not provide the opportunity for developing skills, capacity, leadership and expertise as is required. Instead, very precious energy and resources will be taken up with planning and dealing with the merger.

Whilst I appreciate that there are financial restrictions in the current economic climate, I believe there are other alternatives for reducing budgets. Estyn themselves do not consider that the proposal will maintain standards and in my experience, staff going through organisational change do not perform to the highest standards, but they do go off sick and become stressed and de-moralised.

As a parent of a child who has undertaken her primary education through the medium of Welsh, I see no way in which this proposal will increase the number of subject teachers who will be able to teach through the medium of Welsh.

The impact that these changes are already having on the community of Builth Wells is huge. The lack of clarity on the future of secondary education in the town makes it a less attractive place to live or move to for people who have children.

I urge you and your cabinet to re-consider your decision and instead find other ways to support our local schools and communities that they support.

1731 See Folder

1732 I wish to affirm my objection to the decision to close Builth and Llandrindod High Schools, to be merged as one school on two sites. I write with particular reference to the view expressed by Estyn that it is not convinced that 'the proposals will at least maintain standards'. Raising standards at both schools is clearly a priority for all stake-holders since both Builth and Llandrindod were recently placed in "special measures".

Between 1996 and 2007, I worked as a Registered Inspector for Estyn. During that period I inspected over one hundred schools in all parts of Wales. The secondary schools I inspected ranged from under 400 to over a 1000 on roll. As evidenced in my reports and other Estyn reports that I have read, there is no correlation between the size of the school and standards achieved. This has been confirmed by Estyn when asked to comment on the proposed merger of Gwernyfed and Brecon High Schools as well as Builth and Llandrindod High Schools.

Powys County Council has also expressed the view that Builth and Llandrindod High Schools are no longer viable in order to deliver a broad and balanced curriculum. As I indicated, some of the schools I inspected were below 400 on roll. Many of these are in Gwynedd and have received commendable reports from Estyn. Ysgol Dyffryn Ogwen with just over 400 on roll (11-18) was judged as "excellent" in its most recent report. If schools in Gwynedd are able to achieve good and excellent standards, it should be achievable in Powys.

From my experience of discussions with parents at pre and post inspection meetings during the inspection cycle, uppermost in parents' minds are the standards achieved by pupils. It follows that the prime duty of every education authority is to ensure that all schools under its jurisdiction achieve the highest possible standards. I trust that the Education Authority in Powys will give due consideration to the overwhelming objection to these proposals as expressed in a recent public meeting held at the school and overturn its decision to close both schools and merge them as one school on two sites

1733 My name is Daniel Bywater and I am in year 7 in Llandrindod High School. I am writing to ask you NOT to go ahead with your plans to merge Llandrindod and Builth High Schools. I am asking you this because I understand it is to save the council money by reducing the funding to the school. Now Mr Patterson i like school but i don't really find my class work easy, i really struggle. I currently get extra lessons and help with numeracy and literacy. This as you know is very very important for me. I am very worried that if funding it cut there won;t be money left to fund this extra help that i really need - and then where will i be?

I hear adults talking about this merger everywhere i go and the adults all say the same things - its a ridiculous idea. How is it going to improved the kids education and results? Its just another one of Powys' stupid ideas. Everyone is against the merger except you.

I dont full understand about Estyn but i do know they are very important in education in Wales in that they give advice and guidance to improve the running of schools and their results. Even Estyn are not convinced the proposal will at least maintain standards. If you are not going to listen to those who give advice and guidance how can you expect kids to? Mr Patterson, please don't merge our schools

1734 Whilst we fully appreciate that Powys County Council faces difficult decisions on the future of education in the county, the proposal to close both Llandrindod High School and Buith Wells High School and establish a single sited school on two sites is something which we both strongly object. In the whole consultation process, financial and quite possibly political reasons seem to outweigh the educational reasons for such a decision. There are a number of concerns that we have;

At no point in the process has anyone explained fully, supported the empirical evidence, that one school over a split site will improve educational standards for a generation of school children in Radnorshire

Rumours continue to abound that a potential site in Buith has been investigated - are you able to confirm definitely whether any preliminary investigations or discussions with landowners have taken place between representatives of Powys County Council and owners of potential sites?

With the temporary removal of the Radnorshire Children's Services Team, the clear establishment of a North and South Powys Hub for Neath Port Talbot College, and now a proposal to have just one secondary school in the area, it does appear that mid Powys is fast becoming the forgotten region of the county

The consultation document had a number of flaws in it, some of them quite significant. It raises an issue of confidence for us parents in the whole process, if something as important as a consultation document is not totally accurate.

Neither of us opposes progress and it is laudable that the county council wants to raise standards. With the scrapping, however, of the proposed Brecon-Gwernyfed merger and the reversal of proposals to shut several primary schools, we are left with the feeling that the merger between Buith and Llandrindod has to go ahead in order for the council to appear to "be doing something".

Quite simply, there has to be valid and proven educational argument for such a change; we along with many others that we have spoken to, have not been provided with such an argument. Therefore we are left with the conclusion that the driving force is to save money; that quite simply is not good enough when the future of thousands of children is at stake.

1735 See Folder

1736 We wish to register our objection to the decision to close Llandrindod and Builth High Schools in 2018 and merge to form 1 school over 2 sites. We would like to strongly object of the following grounds:

1. The proposal would be a cut to the funding of High School children in Llandrindod and Builth.
2. Both schools are currently in Estyn Special Measurers and therefore both have individual Action Plans that have been set out by Estyn and the Local Authority and it is the duty of the County Council's Education Department to see that both schools complete their action plans in order to increase the educational standards of both schools. Each school needs their SLT to be working on these plans in order to increase the standards for the children currently within the system. This cannot be done whilst merging the school and removing a number of senior management from each school.
3. Estyn have state they are not convinced "the proposal will at least maintain standards" in either school therefore are we not jeopardising the education of our children on this proposal without any indication that it will raise standards which has been given as the primary objective for this move.
4. If you merge the 2 school's you will be removing both school's from special measurers therefore removing any additional support and funding that they are currently receiving in order to help improve standards. This therefore would be a cut in funding that Estyn have clearly stated that both schools currently need to improve their overall standards.
5. Whilst you do not move pre 16 children between the 2 campuses the classes sizes will remain the same therefore you are not changing the critical mass of learners. As the critical mass of learners in pre 16 education will not change this will not improve the ability to increase the number of subjects taught.
6. The senior leadership team of the new school will have an increased workload, without having the in-depth knowledge of the school or their teams in order to raise standards.
7. The time and money spent on transporting staff between campuses will increase the costs to the school budget without additional income to cover this.
8. The consultation process is inherently flawed and therefore does not give the ability for an open discussion/dialogue to find the best possible outcome to the problems that the local authority is facing regarding budget cuts in education.
9. It has been stated that this project would save £130,000 but the consultation documents sent out did not give the details of how this was going to be done and gave a false impression of the financial situation for each school currently therefore it is impossible for the cabinet, the council and the community to come to an informed decision on the proposals.
10. By ring-fencing jobs this will give the new school the inability to get the best people for the jobs. You only have 1 standing head therefore there is no ability to get the best person for the job.

1737 Standard

It it wrong to close an almost new building and build yet another new one. New doesn't mean better!! Think of the children and the distance they have to travel

1738 Standard response

1739 Standard response

1740 Standard response

1741 Standard response
1742 Standard response
1743 Standard response
1744 Standard response
1745 Standard response
1746 Standard response
1747 Standard response
1748 Standard response
1749 Standard response
1750 Standard response
1751 Standard response
1752 Standard response
1753 Standard response
1754 Standard response
1755 Standard response
1756 Standard response
1757 Standard response
1758 Standard response
1759 Standard response
1760 Standard response
1761 Standard response
1762 Standard response
1763 Standard response
1764 Standard response
1765 Standard response
1766 Standard response
1767 Standard response
1768 Standard response
1769 Standard response
1770 Standard response
1771 Standard response
1772 Standard response
1773 Standard response

1774 Standard response

1775 Standard response

1776 Standard response

1777 Standard response

1778 Standard response

1779 As a business based in Llandrindod Wells we would like to strongly object to the amalgamation of Llandrindod High School with Builth High School.

We have been based here in the town for 90 years and during that time we have employed 100's of local people. The business has expanded over the last few years and the staff we require are now not only lorry drivers, but administrative staff and mechanics. This means it is essential to keep a successful school within the town. As Estyn has stated they are not even convinced that this planned amalgamation will at least maintain standards, how can this be right for the youngsters of our town. We all owe them an education that will give them the best start to their life and this plan obviously wont.

When bussiness's like ours are looking to recrute staff it is already a struggle, if there is no school or a poor school within our town the younger people we require to fill our positions, those with children, will move to other areas and this will make employment much more difficult and therefore put off prospective bussiness's from locating here.

As someone who lives in our town you must surely be able to see that this proposal is not to the benefit of the town, its residents and most importantly its children.

What we cant understand is that Powys have spent a fortune on consultants and have asked the people of Powys for their opinions and have obviously been in contact with Estyn who have also made their views known but at the end of the day have ignored everything they have been told and have gone ahead with their initial proposal. This is not democracy in any way. It is very easy for the cabinet who are mainly made up of Montgomeryshire Councillors to hit the Brecon & Radnor schools with no effect on their career whatsoever but surely when even the majority of Councillors voted agaianst this proposal when asked for their opinion and that is not taken into account either, something is very wrong with you present system.

We urge you to re think this proposal and to ask the County Coucillors to think about what their constituents want before making their final decision on what could be the final stroke for our town.

1780

1781 An extraordinary meeting of Builth Wells Town Council was held on Tuesday 6th December 2016 to discuss the proposed closure of Builth Wells High School in August 2018. County Councillor Avril York was in attendance at the meeting and was given permission by the Mayor/Chair to participate in the debate, and to provide relevant information relating to the proposed school closure from her perspective as a Powys County Council cabinet member.

In view of recent public meetings held in Builth Wells, where the opinions of participants has overwhelmingly been against any closure of Builth High School and merger with Llandrindod High School, the Town Council attempted to evaluate all, or indeed any, hard facts that are available from Powys CC, the governing body, the public consultation process, the Estyn report, parents and teachers that may give weight to the claim that teaching standards and exam results will improve after the closure and merger in 2018

The town council resolved to register a strong objection to the proposed closure of Builth High School based on the following conclusions:

1. The Estyn inspectorate for Education and Training in Wales does not concur with the Powys County Council assumption that teaching standards and exam results will improve as a result of the proposals to close and merge Builth and Llandrindod schools as one school on two campuses
2. The proposals are a gamble and not based on hard facts, with the result that the education of a number of cohorts of pupils in both schools is being put at risk during the inevitable prolonged reorganisation process and settling in period. Teacher morale will also be affected, resulting in further adverse disruption to educational standards and student outcomes.
3. The information provided by Powys County Council with reference to the future of both schools has been drip-fed to the communities over a period of time, much of it appearing to be anecdotal and rumor. The Town Council concluded that there are still too many unresolved possibilities in relation to future provision of A Levels and Welsh medium education for example, and on which campus, to enable a reasoned opinion based on fact to be decided
4. It will be difficult to make comparisons with the John Beddoes/Newtown merger as all schools are different. It is not obvious that the experience of that merger is relevant to the Builth/Llandrindod proposed merger.
5. There is no evidence of a medium/long term plan. We had no assurance that the school would still exist in ten years time.
6. If the educational outcomes are doubtful then surely the aim is economic
7. It is not obvious that other options are being explored - such as closer co-operation between both schools AND staff to present a wider curriculum and to save money enhancing the educational opportunities

1782

1783

1784

1785 I wish to register my objection to the decision to close Llandrindod and Builth High Schools and merge then and reopen them as one school on two sites. I believe that this process would prove highly detrimental to educational standards for a variety of reason.

The logistics of transporting pupils and teachers between the sites have not be adequately addressed. The current transport provision which exist for the sixth form consortium, in which both schools participate, is unsatisfactory. Pupils are frequently late for lessons on both sites and there have been many instances when the transport has simply not materialised and parents have had to step in to rescue stranded children. This does not bode well for a school based on two remote sites.

Estyn are not convinced that "the proposal will at least maintain standards" were the schools to merge. Nor are they convinced that Powys County Council have addressed the possibililty that parents may, in the future, choose not to send their children to the new split site school

Powys County Council claim that a model for improved educational standards can be found in the recent merger of Newtown High School and John Beddoes School in Presteigne but this assertion is flawed as the circumstances are not similar to the merger proposal involving Llandrindod and Builth High Schools. Both these schools are in Special Measures whereas only John Beddoes school was in Special measures not Newtown High School and thereforre an increase in educational standards is unlikely.

Powys County Council claim that the school merger must occur in order to make financial savings. However, the initial proposed saving of £123,000 does not take into consideration the salary of the new head teacher which is directly proportional to the size of the new school. A dual site school would also necessitate a large increase in inter-site transport costs. Provision for this increase does not seem to have been taken into account.

A merger will not offer the pupils of the new school a greater choice of subjects. To achieve this, an increase in funding must be implemented, not a cut. The new school would have to attract specialist teachers who would expect a greater job security, promotion prospects and more competitive salaries. As the closure and merger of the existing high schools only reprents the first phase of Powys County Councils long terms plans for education, the uncertainty surrounding the future of the dual site school is unlikely to attract specialist candidates.

A merger would place an additional burden on any new leadership team which is likely to result in an immediate decrease in standards and logistical chaos.

1786 I am very disappointed that you and your team believe that closing Llandrindod and Builth High Schools and reopening them as one school on two sites, is the way forward and education in Powys. I therefore object to this proposal

It was clear from the start of this process that the information considered in the making of this decision was flawed and inaccurate. You team visited Llandrindod High School to answer questions. The staff spent the whole session highlighting the many inaccuracies in the facts contained in the questionnaire. The staff were told these inaccuracies would not be corrected. Straight away this sent out the message that you are not prepared to listened to anyone. If teachers persisted in teaching inaccurate information and refused to correct it, i am sure you would view this as a problem and seek to correct it and yet you don't when it comes from your own council.

Secondly, the questionnair was a perfect example of a biased questionnarie. Pupils are taught at KS3 and in GCSE mathematics, hwo to write an unbiased questionnaire. Your questionnaire will be the perfect resource for them to use in future, when highlighting problems with questionnaires. Perhaps the person who wrote the questionnaire needs to attend Maths lessons and take a GCSE in Maths, to ensure they know how to write an unbiased questionnaire.

Thirdly, a group of children from primary school, one whom was my son, were taken to a meeting to canvas their views. They were asked not to think of anything negative about the proposed changes, before their views were taken. I was appalled at this, once again Powys forcing their biased views on our children by telling the young people what to think.

Fourthly, the proposal has not been costed fully or accurately and so the supposed financial savings will not occur, if anything cost will rise not fall, when all cost are factored in.

Finally and perhaps most importantly, it is very clear to me that Powys does not care about the standards of education in these schools; especially as it ignores Estyn's advice stating that it was not convinced that the proposal would even maintain standards. So, you are putting inaccurate financial considerations ahead of our children's education.

Overall this proposal will damage education standards and young peoples life chances in Powys and as a parent, a Powys resident and tax payer, i am mortified by this. I hope that you are able to see the damage you are causing to education by doing this and throw out this proposal

1787 I wish to register my objection to the decision to close Llandrindod and Builth High Schools to be merged and reopened as one school on two sites. I object on the following grounds:

The proposal is cut in funding

Estyn are not convinced the proposal will at least maintain standards

It will not improve the ability to increase subjects taught

Teachers will have an increased workloads

I am 9 years old and don't want a lower standards of education than my brother who is in high school

This page is intentionally left blank

Num Response

14 I wish to object to the statutory notice to close Llandrindod High School and Builth Wells High School, and to reopen a new school on two sites. It is my view that the proposed merger of the two schools does not fulfil the desired aims of PCC, and that it will have a negative impact on the education of children, particularly at the Llandrindod site. These are the reasons for my view:

1. Evidence for improved standards - part 1

Estyn reported that 'the consultation document does not offer enough evidence to support PCC's conclusion that the proposal would improve educational quality and standards' and they are also 'of the view that the possibility of the new school failing to improve standards has not been considered appropriately'. This means that PCC has failed in its duty to meet the recommendations of the Welsh Assembly School Organisation Code, which states that relevant bodies should:

- place the interest of learners above all others
- give paramount importance to the likely impact of the proposal on the quality of outcomes
- take into account what impact the proposal will have on educational attainment among children from economically deprived backgrounds

take into account whether proposals will lead to an improvement in the educational or training achievements of persons who are above compulsory school age but below the age of 19

Given that Estyn states that there is not enough evidence in the consultation to support PCC's conclusions, the proposal should be sent back to officers to collect evidence. And I am very surprised that Cabinet allowed the proposal to proceed, if the evidence did not satisfy Estyn.

14 2. Evidence of improved standards - part 2

PCC provided the following evidence to support its view that the merger would improve standards: the correlation between improved leadership and raised standards; and the recent improvement of standards at the Newtown/John Beddoes school.

The suggestion that a merged school will be able to select the strongest leaders at all levels, and therefore standards will improve has two problems: it assumed that the new school will be able to select the strongest leaders, and it assumes that the strongest leader when operating within their current leadership team at a single site school will also be the strongest leader when operating within their current leadership team at a dual site school. There is no guarantee that either is true. Leaders may choose to move to another school, once the merger becomes a certainty (we have already seen a drop in staff morale and an increase in staff turnover at Llandrindod High School due to the merger process). And strong leadership has a high dependency on teamwork - in many cases it is better to build up an existing team that is working well than to create a new one by bringing in stronger people.

It is true that the merged Newtown/John Beddoes school has improved its examination results. But three observations must be noted:

- the merger at Newtown was executed very differently to the proposed Llandrindod/Builth Wells merger, as the leadership team at Newtown was more or less left intact - it should be described as a takeover rather than a merger

- the improved examination results at the merged Newtown school still are not as good as results at Llandrindod High School - Estyn rated

Newtown as excellent before the merger, but only satisfactory after the merger - the same drop under the new framework as that recorded at Llandrindo (good to special measures).

14 3. Post-16 education

The proposal from PCC includes a recommendation that post-16 education be limited to one of the two new sites. Given that the proposal is part of a longer term process of moving secondary education to Builth, it makes sense that post-16 will be sited at Builth. This will mean some senior teacher time that is currently allocated at Llandrindod will move to Builth, including a strong possibility of moving some of the the subject leaders. Thsi move will mean (according to PCC's own logic a drop in standards at Llandrindod High School. Given that Llandrindod has a higher concentration of children from economically deprived backgrounds than Builth does, this means that the merger again does not satisfy the recommendations of the Welsh Assembly School Organisation Code (see above.) The only way to satisfy the recommendations is to either leave things as they are, or to move post-16 education to Llandrindod.

14 KS4

The proposed merger will not improve the ability of either site to increase the number of subjects taughtat KS4, unless pupils are moved between sites. But it is also PCC's view that the current movement of KS5 pupils between sites is a reason to merger the two schools. This does not make sense. Either the aim of the merger is to reduce pupil movement, or itis to increase pupil movement - it cannot be both at the same time.

14 Reasons for change

As the proposal leaves the same children occupying the same school buildings, the proposed merger can have no impact on the following 'reasons for change' specified by PCC: - falling pupil numbers

- low numbers in some year groups making it difficult to provide the full curriculum
- too many surplus places
- difficult to provide an equitable range of subjects through the medium of Welsh

The other reasons for change were:

- Limited post 16 education (mentioned twice, so it must be important). Currently, the two school collaborate on post-16 education, together with other schools in South Powys. The proposed merger will have little impact on both the total range of subjects taught and on the quality of the teaching, and most of the benefits of a merger could be implemented with closer collaboration and sharing of best practices rather than a school merger.

- The significant forecast deficit budget at Llandrindod High School, unless action is taken. Action has been taken, and there is now no significant budget deficit forecast. - The Estyn '

special measures' status of both schools. Again, the proposed merger will have little impact on the Styn status - the new school will continue to be monitored. And if it is Estyn's view that there is not enough evidence to support the view that standards will at least be maintained by the merger, their current position must be that the new school would also be considered, at least in the minds of the inspectors, as still in special measures.

14 Effect on leadership

The proposed merger of the two schools includes a merger of the two sets of leaders. One headteacher, one senior leadership team, one set of subject leaders, and one governing body. However, because the number of pupils will remain the same, the number of staff will only slightly reduce, and the same buildings will be used, the total amount of work that the new leadership will be required to do will be only slightly smaller than it is now. This will nearly double the workload of most of the leadership team (with the possible exception of the governing body). Additional travel time between the two sites means that the workload of some of the leaders will more than double. For example, the new head of maths would be looking after twice as many teachers and will also have to share his/her time between the two sites. No allowance has been made in the proposal for supporting this additional workload. No research has been done to predict the effect of reducing teaching time of senior leaders in order for them to increase their management time.

If, on the other hand, workload is not reduced by keeping the same number of leaders, the merged school would not be able to operate within its new budget. Again, PCC has made no proposals how the new governing body and SLT would be able to run the new school within the predicted new budget. It has just stated that this is their job and not the job of PCC.

14 7. Funding cut

The proposed budget for the new merged school is in fact a cut in the funding of education in both Llandrindod Wells and Builth Wells. It does not accurately reflect the actual costs of running the two sites. Given the general funding cuts filtering down from Westminster to Cardiff, and from Cardiff to Powys, there is general sympathy towards PCC finding ways to save money. However, this merger is not the way to do it, for the following reasons:

- It actually saves the council very little money in the medium term. The annual projected savings have already fallen from £166,000 to £123,000 and these savings still do not take into account additional travel costs that may be incurred by post-16 students, by KS4 students, by staff and by governors.
- It will (and has) cost the council in the short term. For example, the consultation process has already cost a large amount of money (in terms of paying OSS, of staff resources producing documentation and doing research, etc). And there are interim costs associated with the merger, such as employing a new head teacher, supply costs for leadership resources taken out of school during the new school set up, clerking and training costs for the shadow governing body, etc.

There are better ways of saving this relatively small amount of money than merging two schools.

14 8. Conclusion

Given that the limited benefits of a school merger (small saving cost, and post-16 education on one site) could be achieved in other ways, and given the large risk of the merger to the quality of the education in mid Powys, I urge you to overrule the decision by PCC cabinet (which was made against the wishes of the full council) and instruct the council officers to look at alternative arrangements with lower risk and greater benefits.

85 As a teacher in Llandrindod Wells CP school I thought a great deal about my response to your proposal and have made the decision to respond on my own behalf and also on behalf of my family. Currently, my son Rhys is in Year 12 in Llandrindod Wells High School and commencing his A level studies, my son Daniel attended Llandrindod Wells High School and my husband Steve has been a school Governor and therefore I feel that we will provide an informed and balanced response. Having read all the evidence provided for the consultation we understand and accept and fully agree with the fact that we must not be resistant to change and should always strive to improve standards and offer our young people the best possible education to enable them to achieve their potential. With this in mind it is difficult to understand why Llandrindod Wells High School should face closure when evidence shows that standards are improving and results this year were among the best in Powys. Estyn have stated that they are not convinced the changes will improve standards or even maintain them so why fix something that is not broken. Llandrindod High School has had problems but it is now moving forward and should be supported in this rather than pushed aside.

85 Secondly, Llandrindod Wells is the County Town of Powys and has two larger feeder Primary schools which really does cause us to really question why the High School should face closure, especially as it is the only High School in Radnorshire. Both Primary Schools are at capacity in several year groups and are looking for ways to increase capacity to accommodate the admission requests they received. Llandrindod Wells has a larger population than Builth. Why is Builth the better option?

85 We have a Powys County Council as opposed to the historical shires (Radnorshire, Breconshire and Montgomeryshire) so, why is it that the current education review has only looked at schools in Radnorshire and Breconshire?

A great deal has been said about the heavily weighted Cabinet which favours Montgomery area, is it co-incidental then that Montgomery schools are not under review currently. Furthermore, the full council voted against the school proposals yet the Cabinet continue to support the decision and this does not sit well with any of us. If a review of education is needed in Powys, then it should be reviewing the whole county at the same time in order to see the whole picture and then make a balanced and fully informed decision reflecting the needs and recommendations involving everything in the whole of Powys. The sceptical amongst us may be thinking that the Montgomery based Cabinet members are thinking ahead to the elections in May next year!

85 Although we are told that closure is not simply a budget issue surely there are many adverse budgetary implications if Llandrindod Wells High School were to close. Transport costs of the pupils would be quite substantial and the school day would be greatly increased for many pupils. The distance from the High School for many pupils could have a great impact on attendance at extra-curricular activities which are an important part of pupil development in many areas. In fact after school clubs and groups have proved to be beneficial not just for the subject area they are linked to but also for the self-esteem of pupils increased motivation and achievement in other areas.

85 Closure of Llandrindod Wells High School would inevitably result in fewer people with families moving to the area as schools are often a strong decision maker. This could then have an adverse effect on the two Primary schools. In addition to this Llandrindod Wells will no doubt suffer a negative impact on businesses and trade and the positive new initiatives and businesses that have emerged and are planned may not survive. Llandrindod Wells is beginning to reenergise and closure of its High School will slow down and could even kill the town completely.

85 There are many more minor points that could be added to this letter. We, like many others fell very strongly about this and I am sure that Builth residents will be reacting in a similar fashion to support their High School. We accept that change may be needed but without evidence to provide that closing Llandrindod Wells High School will be the best option we fail to understand how this has got as far as it has. Surely this is a very short sighted plan that may be financially a good idea at present but the long term implications are far more wide reaching. The pupils of Llandrindod Wells High School deserve the best and in our opinion that is:

- Keep Llandrindod Wells High School open

- Listen to the pupils and think of their future and their community - do not think of things in isolation.

Support the staff to ensure that Teaching and Learning standards are good to excellent.

- Work with the Governors and Leadership Team to keep moving the school forward.

- Invest in the future of Llandrindod Wells High School based in Llandrindod and invest in Llandrindod the town.

85 In conclusion, we ask you to really listen to everyone who responds. Please do not push all this aside and have the mind-set that the decision has been made and this is what is going to happen. If Brexit can be re-looked at, then surely the future of Llandrindod Wells High School can be given the same respect the priority.

86 I attended Llandrindod High School from the years 2003 - 2010 and owe my excellent academic achievements to it. Since then I have gone on to receive a first class honours degree at the University of Liverpool as well as PGCE in Secondary Music from Manchester Metropolitan University (Distinction). I now work as music Teacher in a Boys' Grammar School in Bebington, Wirral. Having read your published Secondary School Reorganisatino Programme from 27 September 2016, I am particularly dubious about the practical reality of 'improved leadership at all levels'. It is on this point (which seems to constitute the primary advantage of your proposal) that I wish to discuss in this letter. As your programme reads:

'When streamlinign the leadership structure following the joining of two schools into one split site secondary school, the newly appointed governing body are able to place the strongest leaders (...) - those who have the best track recorde of securing high outcomes and delivering the highest levels of care - leading school improvement across the two sites'.

The underlying assumption behind this statemenet is that the strongest leaders will *undeniably be available to handle the management of a dual-sited school and that this is a guaranteed way of improving performance, and subsequently learning of pupils, in the local catchmenet area. The expectation you are putting on these members of the leadership team and teaching staff to not only lead and teach on two sites, but to also travel between campuses in order to provide mentoing opportunities for colleagues, is incredibly high. In the volatile situation of the two current schools and their 'Unsatisfactory' status as labelled by Estyn, I believe that stability would be more beneficial to the improvement of the schools' pereformance as opposed to the potentially risky decision to merge.*

- 86 The likelihood of a successful dual-sited school emerging from September 2018 is very dependent on leadership personnel, as you have acknowledged in the report. However, I am unsure that the governing body of the new school will be guaranteed to have every current staff member at their disposal for the formation of a new leadership team. I can only imagine that the morale amongst staff members is currently very low and after your announcement to create the dual-sited school, a large proportion will be looking elsewhere for work. Therefore it could be assumed that you are going to indirectly cause the relocation of a number of teaching professionals from Powys, and this could possibly include your 'strongest leaders'. On top of the economic consequences of forcing out working professionals, you are also likely to discourage others from moving to the area, and this could well contribute to the on-going demise of the local economy.
- 86 Another consideration that doesn't seem to have been made thoroughly is the practicality of staff members travelling between sites. You assert that it is essential for time to be made for teachers to do this but the reality of not having consistency of personnel on one campus at all times is incredibly risky. The various needs of pupils create issues that a leadership team is responsible for dealing with, and in a school these happen on a daily basis. These can include bad behaviour incidents, SEN issues or pastoral difficulties based on students' home lives. The best leadership teams are not just those that use good policies but those that enforce these policies accurately and consistently. I am concerned that the location of personnel over two campuses will make the application of such systems very challenging. Day to day issues cannot be timed according to travel schedules and if the strongest leaders of the dual-sited school are not on hand to immediately deal with an incident, it could escalate into a much larger issue, which could then become quite a considerable barrier to learning.
- 86 As I have asserted, the educational situation in Powys is currently volatile, and making such a drastic change as you have suggested is likely to bring about a number of practical issues. I thank you for reading this letter and hope that you consider some of the points that I have brought forward.

- 87 1. I believe that the pupils' education will suffer due to the fact that the teachers workloads will include, especially the management and Heads of Department. The workload at present is immense without reducing the timescale in half and increasing the workload with managing it over the two schools.
2. Each town has its unique identity and the High Schools being part of that. If you merge the schools what is the point of having separate named towns.
3. Increased cost to parents for new uniform under the new name of the 'merged High School'.
4. The proposal is a cut in funding. This will be detrimental to the pupils and schools.
5. Wales Online published a report that out of 12 High Schools in Powys, Llandrindod was at the top of the results. How can you justify closing a school that at the top for learning.
6. A report from Estyn states that it is not convinced that this proposal will at least maintain standards therefore you need to produce solid evidence that merging the schools will increase the standards.
7. It will not improve the ability to increase the number of subjects taught.
8. To merge the two schools you believe there will be a saving of £128,000 which first started off at £166,000. £128,000 is not a substantial amount of savings to justify closing both High Schools and reopening of one High School. Savings could be made of this amount elsewhere within Powys County Council. Here are some suggestions:
- Charge employees of Powys County Hall to park their carpark. PCC is one of the only carparks within the town that do not charge. Gwalia workers have to pay for a permit if they wish to park in the High street car park. Yet you have the audacity to say that PCC is a private car park and for permit holders only even though it is funded by us tax payers. If your employees have a permit to use that carpark then they should for it yearly.
 - Reduce the workforce in each department. No other company has several stages of management from line managers to Head of Departments. Depending on the size of the department one line manager and one Head of Dept should be sufficient, making a saving of thousands!
 - Stop using these consultancy firms to make decisions for Powys County Council. You employ people

252 We are writing to you to express our strong objection to the decision by the cabinet to proceed with the closure of both schools and to open back up a dual-sited bi-lingual school.

As a local business owner and Chair and Press and Promotions Officer of the Chamber of Trade and Tourism we understand the importance of a local school to a local economy. We have seen the strength of opposition at the public meetings and know how important it is the stability and long term prospects for the area and most parents are understandably very concerned at what they see as knee jerk reactions and short term solutions. As parents with a child recently gone up to the High school we are very concerned that the schools in both towns deliver better educational standards which we believe has already been adversely affected by the absence of heads over a prolonged period, until recently. We maintain that not filling these roles quickly pushed both into special measure and exacerbated the ability of both to deliver good results. We maintain that it was the council's tardiness in replacing heads that made it difficult for the schools to get back on track and intentionally or unintentionally allowed the cabinet to take the decision it has done.

252 We urge PCC to allow both schools to demonstrate their ability to deliver better standards for a period of time before any action is taken against them. We do say 'against them' as we feel there has been little attempt at cooperation, just a directive. There is no guarantee that your proposal will raise standards but will put added pressure on teachers to transition to a new format when that time should be better spent on the educational standards. We urge the schools to focus on core academic subjects and encourage the pupils to take as many GCSEs as possible in order to give them the best chance of excelling in further education. We believe that the expectations for pupils and the outcome for the schools will be more favourable. We know Ms Asplin focused the pupils minds on excellence and having met many of our sons teachers recently, believe that there are very good teachers already working hard, and with more time, both schools can perform well.

252 We fail to see an economic rationale of your proposal that will deliver for the schools and would be extremely disappointed if you pressed forward through to your ultimate aim of one school. We urge you to stop, reconsider, allow the schools breathing space to focus on their achievement targets and ensure that education spend is protected for the benefit of all.

It is also our understanding that the cabinet made this decision not the full council who were over-ruled. This gives us great concern not just for the future of our schools but for the fairness of our democratic system within PCC.

294 I am writing as a parent of a child in Y7 of Llandrindod High School with two younger siblings tight behind her. I am very sorry to hear the Members' decision to merge Builth and Llandrindod High Schools and I understand that this is our time to ask that you reverse the decision. I am VERY aware that neither Builth or Llandrindod (and sadly many other schools in Powys) are much good in terms of academic achievements, and as a tax payer I am expecting that major efforts should be made to improve standards in all schools in Powys - and particularly Llandrindod High School with its position firmly in Special Measures. However, I am very concerned that the merger is at best a sticking plaster and at worst a plot to make the schools fail even further so that the ultimate plan of a super school can be built. (Parents have been reliably informed that a bid for £17m had gone to the Welsh Assembly to build the super school at Builth Road, and a little honesty would be appreciated.)

294 I believe that any efforts made to change a school should be made purely to improve academic standards - particularly when standards are as poor as they currently are. I fail to see, therefore, when Estyn state they believe PCC is planning to do something they believe 'will not even maintain standards' why on earth the proposal was considered let alone was passed. If PCC is serious about improving standards, I cannot see why decision makers are being so bullish about pushing through something that even the experts have said will not improve the situation - it clearly makes NO sense. We also need to face reality and realise that Powys does not have a good track record of making its schools good - therefore Estyn's opinion has my confidence a great deal more than PCC's does.

294 Bearing the above in mind, I can therefore only conclude that there is a different reason for pushing through the proposal when the experts have clearly stated that it's a bad idea: it must be financial. We understand that PCC are seeking to remove £123,000 from the merged budget. £123,000 is a piffling sum in the great PCC scheme of things and seeing as it's already dropped from approximately £160k, confidence is very low to think that it might be accurate and achievable.

294 I am acutely aware that local government has had cuts and is facing more. That is a problem that we must all deal with and accept that there may be cuts in our standards of service. However - the public are heartedly sick of the choices that PCC make with the money they have.

For example, on the day our village's primary school was informed that further cuts would result in the loss of invaluable teaching assistants, I looked at the jobs page on the PCC website and saw an advert for a Media Officer, salary £32,000. How on earth PCC can value a Media Officer above teaching assistants (or social workers or any of the other statutory responsibilities) it is beyond the comprehension of most of the public. We don't want our money to be spent on PR and media: we want it to be spent on our statutory responsibilities.

The public are also sick of PCC employing consultants when they are unable to make a decision themselves. PCC have many fantastic (and well paid) officers and yet we seem to be afraid of allowing them to make and consider decisions, preferring instead to employ consultants to make those decisions on our behalf - madness when our officers supply them with the very information they use to base their decision on.

PLEASE can PCC use the money they pay consultants with to actually fund our schools? Maybe then we would have money to fund our services rather than paying to take these responsibilities that come with difficult decision-making away from our Members. I appreciate it's politically far easier to simply adopt the recommendations of a consultant who has been paid, but it NOT what we pay our Members a very good salary for.

294 Therefore, in coming back to the proposals for the merger of our schools, I can imagine Members thinking 'why aren't parents behind the efforts to improve their schools?' (remembering that Estyn doesn't think that they will even maintain standards). In my opinion, it is for this reason: my daughter is at school NOW. She goes to a school that is in Special Measures. The plan is to merge that poor school with another poor school. My presumption is that if PCC and teaching staff are struggling to pull the existing schools out of the doldrums, how on EARTH are they going to organise the improvement of a merged school whilst making the practical circumstances even harder?

This is not an excellent school taking a poor school under its wings. It's a poor school merging with a poor school. I appreciate that the Heads of both schools are working very hard to improve standards and I have faith that - in time - they will do so. Each school has had a difficult past few years and I understand that turning things around is tough. Surely the last thing those members of staff need is the additional challenge of merging schools on separate sites? What they surely need are resources, support, stability and more support.

I can imagine what the disruption would look like: staff spending their time worrying about the proposal rather than focusing on improving their teaching. Good staff looking to for new jobs rather than risk losing their existing ones. I'm particularly concerned about losing the staff who are currently Heads of Dept - 50% of them are going to lose their position - they'd be mad to sit and wait for it to happen. Those who get up and go - exactly the staff we want - will probably get up and go. Heads who are currently fighting to pull things together and improve standards will spend their time considering which one of them is going to lose their position - the Head of Llandrindod has already disappeared, leaving us with an (albeit very good) acting Head with all the problems and instability that the situation provides both for her and the school.

The successful Head - bearing in mind that she is currently struggling to improve a failing school - will then be given another several hundred pupils and their parents, dozens of extra staff - some of whom will no doubt be very dispirited - another office several miles away, and then be told (against Estyn's warning) that she has to improve standards. Talk about a poisoned chalice....

294 In conclusion, THAT is why I am asking that you overturn your previous decision. Provide staff and pupils with some stability, get standards up and resilient, resource them properly. Resource them by ditching all non-essential staff at PCC: ditch any staff that you would feel uncomfortable explaining to the public whose taxes you spend. Ditch the Media Officers, the statisticians, the monitoring officers, the people who oversee the work of others and yet who aren't those peoples' line managers. The public do NOT want these staff and place no value upon them.

When those schools are performing as well as they should do, THEN you might be forgiven to try and improve them further with Estyn's blessing. The parents whose children are at these schools NOW will not thank you for spending their taxes on fiddling around with the structures: we all know that good teachers provide good education, so let's just concentrate on that.

I am therefore asking that you reverse your decision to merge Builth and Llandrindod High Schools, and start trying to improve them in a way that Estyn think will work. Put the effort and resources that you were going to put into the merger - and the money that you are allegedly happy to spend to service a £17m debt - into education for the children who are there NOW. They are our future, they deserve better than this.

295 As 294.

295 Can I ask what rate of interest would be payable on this loan of £17m? From my very basic understanding of finance I would assume a rate of around 5% for arguments sake. This would therefore require a monthly interest payment of around £120k per month. That's a figure of £120k per month when you are looking to save £123k a year, I cannot see the logic? Can you explain this to me?

295 If you were the CEO of a private company and were overseeing such ludicrous measures your job would be terminated. Yet in local government we are seeing less and less decision making and more use of consultants. As the chief executive your role is to understand how the different parts of the council (the business) work together in order to satisfy the common goal of fulfilling their ambitions. Can you not see the impact of taking away a school from both the Llandrindod and Builth communities? jobs, hopes, community functions? I hope you did the right thing and make both schools viable for long term success, rather than the shortsighted vision of a new school without a heart and at great long term cost to both communities.

1706 1. The proposal brings about a reduction in funding, not a saving, of over £100,000 which is the equivalent of one Senior Leadership team. So the reduction in the number of Senior leaders required would not free up money in the budget for the governors to employ additional specialist teaching staff, improve resources or increase support staff to help improve standards. The appointed Senior leaders would also be on a higher salary range because of the larger school.

1706 2. This effective reduction in funding would also make it impossible for the governing body to increase the range of subjects on offer without making further redundancies from the existing staff at both schools. Redundancy has a catastrophic effect on staff morale and is not cost negative. There is also a cost in restructuring the middle management team, to morale and protected salaries for those losing TLR's - not to mention the potential for increased costs as TLR holders would have responsibility for more staff and pupils so may be on a higher point. Has the authority considered the actual staffing required in order to be able to deliver to pupils split across 2 sites.

- 1706 3. Most concerning is the feedback from Estyn that the proposal will not at least maintain standards. Despite the portfolio holder's assertion that this comment only referred to the fact that Powys had not included sufficient evidence of how standards would be improved, a recent comment from an Estyn inspector seems to confirm that their concern was indeed that the proposal would not at least maintain standards, as Llandrindod governors understood, and that they were surprised that Powys was going ahead. If Powys is so concerned about the schools currently being in special measures why are they prepared to jeopardise the excellent progress made so far to improve standards just so that they can be seen to be 'doing something'.
- 1706 4. Sharing of good practice, resources and staff can contribute to a continued improvement in standards at both schools without the distraction and added pressure to governors and staff of effecting the merger. At two or more Cabinet members justified their support for the proposal against the amendment passed by full council by stating that the schools had already been working collectively and had not improved standards, so did not deserve 'another chance'. This was either a deliberate distortion of the truth or those members were seriously misled or misinformed. The collaboration was not just between Builth and Llandrindod. I believe the collaboration to which they were referring was the 14 - 16 and post-16 collaboration between the college and schools across Powys, which was intended to increase the number of subjects on offer to pupils and to give access to vocational subjects too.
- 1706 5. It is not clear if any consideration has been given to the effect of increased workload and the time and cost of travel between sites for middle and senior leaders. Neither is it clear if the implications for staff time and travel costs have been considered if teaching or support staff have to move between sites.
- 1706 6. Keeping the merged school on 2 sites negates many of the potential economies of scale. The merged school still has the same area of buildings and grounds to maintain, which are still in the same condition as before the merger. Pupil numbers on each site remain the same, except possibly for 6th form, so there are no potential savings from creating a 'critical mass' of learners, either to staffing or provision of resources.
- 1706 7. The continuing debate about Welsh Medium education in Brecon and the review of Llanidloes High School also have potential to impact on the merger of Builth and Llandrindod. In the case of the Brecon decision, this would be a negative impact. I do not believe this has been properly risk assessed.
- 1706 8. The Newtown/John Beddoes merger is cited as justification and evidence that standards are improved by merger but their results are still not as good as Llandrindod's and in their recent inspection they dropped from Excellent to Satisfactory/Adequate which is the same drop of 3 categories as Builth/Llandrindod dropping from Good to Special Measures. Hardly convincing evidence.
- 1706 There is a need for change but this proposal risks the improvements already made by the two schools and should be rejected because it is not based on any quantitative evidence that standards will improve.

- 1708 I have studied the Formal Consultation Document issued on the 6th April 2016, the Addendum issued on the 12th April and the Consultation Report and responses documents published in August 2016 in great detail and I remain deeply concerned at the lack of depth and clarity of what is being proposed. In addition, the fact that the Formal Consultation Document that is central to this consultation states that there will be a second stage that will 'aim to establish the New School on a single site...' suggests that secondary education in Mid Powys will be in a state of flux for many years which is a distraction that the schools, the wider community and most importantly a generation of pupils can do without. When set against the council's own Corporate Improvement Plan 2016 - 2019, which has the strap line 'Stronger Communities in the Green Heart of Wales', the proposal to close the schools is at odds with the guiding principles set out on p10 and 11 of the plan. I do hope that Cabinet will pay careful attention to the sustainable development principle of 'involvement' described on p11 and take note of what I suspect will be an overwhelming number of objections from the community when compared to the number of people declaring their support for the Cabinet's decision.
- 1708 The Well-being of Future Generations (Wales) Act 2015 sets a goal of having 'A Wales of cohesive communities' and PCC must work towards that. In rural communities, schools are central to making communities attractive, viable, safe and well connected. Anything that threatens the existence of schools in such communities will increasingly come under scrutiny from the Auditor General and Future Generations Commissioner for Wales.
- 1708 I also share many of the concerns which have been well documented by others including Estyn in their 4 page response to the proposal. The overwhelming support from the county councillors who voted (32 votes to 9 with 3 absentions) to abandon the proposal for a period of up to 2 years at the full Council meeting on the 8th September 2016, and the representations made by many of those at the Cabinet meeting on the 27th September are also noteworthy. In the case of Builth Wells High School, the most recent performance data for the school and the progress the school is making against the Estyn recommendations following the 2015 inspection are clearly demonstrating that the school is capable of improving standards without merger.
- 1708 I am also concerned that this decision by Cabinet was taken at a time when several other consultations were about to start that each have a direct impact on what is detailed in the statutory notice dated 17th October 2016 and the business case linked to it. The Brecon High School Welsh-medium stream consultation, the Welsh in Education Strategic Plan (WESP) for 2017 - 2020 consultation and Scheme for Financing Schools are all factors that will affect secondary education provision in Builth Wells and Llandrindod.
- 1708 I would like to seek clarification from you that, as Director for Education, you are confident and content that each and every member of the Cabinet has given this decision the time and attention it deserves. I look forward to receiving your response.

1709 I would like to object to the closure of Builth Wells High School followed by the reopening of one high school on two sites.

I dispute the following points that were stated as reasons for closure at your cabinet meeting on the 27th September where you passed the motion to close Builth Wells high school.

The portfolio holder Arwel Jones stated from the report that the closure would:

1. Improve leadership at all levels
2. This would lead to improved teaching
3. This would lead to improved coaching and mentoring
- 4, There would be less duplication of subjects
5. There would be greater choice fo subjects for pupils
- 6, There would be no proposed change to the sixth form
7. There would be investment in the Llandrindod site

I dispute these points that you used to justify your vote to close the schools because:

1. There were no reasons given why points 1 - 5 would happen?
2. Why do the schools need to close to improve leadership?
3. Why would this lead to improved teaching?
4. I cannot see how there would be less duplication of subjects or more choice if there are two sites?
5. Why do the schools need to close in order to invest in the Llandrindod site?

I also dispute these points the following statements which the Builth Wells County Councillor and Builth High School Governor Avril York made at this meeting before she seconded the motion to close Builth Wells high school

She stated:

1. We are failing youngsters
2. The results are ok but they are not good enough
3. We are failing the whole cohort going through Builth schools at the moment
4. John Bedodes and Newtown schools had merged and results at both school had improved
5. We have got to improve the options at GCSE and A level

1709 There were no reasons given for these statements and I dispute the decision to close Builth Wells high school that has been made by the cabinet after hearing these statements because: 1. Builth Wells high school is not failing it's youngsters. In 2016 65.5% of our pupils in Year 11 achieved grade C or better in English/Cymraeg, maths and science. We are also teh 8th best school in Wales when you look at A* to A grades at GCSE for 2016.

2. These results are not ok. They are to be celebrated!

3. We are not failing the whole cohort. this statement is wrong and has misled the cabinet. We recognise there are improvements to be made with a small and sometimes challenging part of the cohort and teh school's Estyn report has made 7 recommendations which have guided the school in putting in place a rigorous and robust school improvement plan which has seen the English Grade C pass rate improve by 4.7 percentage points and maths grade C pass rate improve by 10.7 percentage points since 2014.

4. It is not correct to compare us to John Beddoes and Newtown as those schools were not closed.

5. Avril stated 'we have got to improve options at GCSE and A level. How will closing the school and reopening it improve options at GCSE and A level. How will closing the school and reopening it improve options at GCSE. Also the proposal is that there is no change to sixth form provision. So how will the closure of the school provide more options at A level?

6. Avril stated 'Have to stop leakage to other schools and to Hereford sixth form college' but again, the proposal is that there is no change to sixth form provision. So how will the closure of the school stop leakage to other schools and Hereford sixth form?

7. As for Avril's last statement ' We need one head with one governing body and one vision' , I completely agree, but why does Builth Wells High School have to close for this to happen?

1709 In summary Mr Patterson, I believe the cabinet voted on misleading and incorrect information on the 27th September and unless you can answer me very relevant and urgent points I have stated above than I dispute the closure of Builth Wells High School and ask the Cabinet to instead:

- Support Builth Wells high school as we continue to make excellent improvement
- Facilitate the continued co-operation between Builth Wells and Llandrindod Well high school
- Conduc a full review of sixth form provision in the two schools with all stakeholders so we can address Avril's and her constituents very real concerns about improving options for our pupils post-16 provision.

1713 On behalf of the Governors of Llandrindod High School I would like to object to the proposal to close Builth Wells High School and Llandrindod High School on 31 August 2018 and to open a new dual-sited school from 1 September 2018.

The School Organisation Code says PCC 'must consider whether there are any other related proposals'. It is PCC's School Transformation Policy to review all primary and secondary schools in the county. One of the criteria to be used to determine which schools would be reviewed is PCC's aspiration for all its secondary schools to have a minimum of 600 pupils in KS3 and KS4 and over 150 pupils in each sixth form. This must mean that the future of Llanidloes High Schools is to be reviewed. This would have an impact on the proposals for Builth Wells High School and Llandrindod High School and the new school 'in the locality of Builth Wells' should go ahead. Many students from Rhayader who presently attend Llandrindod High School live closer to Llanidloes High School and if this were to close it would have an impact on the number of places needed at Llandrindod under the present formal proposal and at the New School under the second stage ' which aims to establish the New School on a single site in the locality of Builth Wells' . We would suggest that the review of Llanidloes High School is a related proposal and therefore must be considered as stated in the School Organisation Code.

1713 In addition, there is a review of Welsh-medium provision in north Powys. This will include the Welsh-medium provision at Llanidloes and therefore may also effect the Welsh-medium provision at Builth Wells. This is a related proposal and must be considered at the same time as the proposals for Builth Wells High School and Llandrindod High School.

1713 There is also a formal consultation on the closure of Welsh-medium provision at Brecon High School with the pupils there transferring to Builth Wells High school. Again, this is a related proposal and must be considered at the same time as the proposals for Builth Wells High School and Llandrindod High School.

1713 One other major objection is that the proposal does not clearly show how standards at the two schools would improve. The
 School Organisation Code says that PCC 'should place the interest of learners above all others' In addition, ' they should give paramount importance to the likely impact of the proposals on the quality of
 - outcomes (standards and wellbeing);
 - provision (learning experiences, teaching, care support and guidance, and learning environment);
The words in bold above are in bold in the School Organisation Code.
Placing the interest of learners above all others should mean that the views of Estyn on the proposals should lead Powys County Council to reject the current proposal. Estyn
commented on the financial aspect of the proposal as follows:
' Significantly, the proposer does not consider sufficiently well the impact on provision and outcomes of a reduced budget'. In their
comments on the the Educational Aspects of the Proposal, Estyn state:
' Overall, the proposer has not sufficiently considered the impact of the proposal on the quality of outcomes, provision and leadership and management' Overall, the
proposer does not demonstrate how the reorganisation would have a positive impact on the standards achieved by pupils at any key stage'. Estyn's unambiguous
conclusion in their response to the Consultation is:
'However, the proposal does not sufficiently consider standards currently achieved at both schools or demonstrate how the changes will lead to improved standards or provision or the impact on teaching and curricular arrangements or the leadership and management of the new school.'
' As a result, it is Estyn's opinion that it is not possible to establish whether standards will be at least maintained by the proposal.' The
 governors of Llandrindod High School wish to see high standards and do not wish to see them jeopardised by these proposals which in Estyn's words do not show 'standards will be at least maintained'.

1714 I would like to object to the proposal to close Builth Wells High School and Llandrindod High School on 31 August 2018 and open a new dual-sited school from 1 September 2018. My
 principal objection is that the proposal does not clearly show how standards at the two schools would improve and indeed puts the present standards at risk. Same as
 1713

1715 I would like to strongly object against the closure of Llandrindod Wells and Builth Wells High Schools and the opening of a dual school in their place. My grandchildren are, and will be, pupils at these schools.
 After watching the consultation meetings at the schools I cannot see how the proposals will help either school to raise educational standards, quite the contrary. Morale amongst teachers is at an all time low as it is and I believe that having only one headteacher, one management team and one board of governors between two schools will put added stress on everyone involved and be detrimental to pupil's education. Our position and this proposal is not the same as Newtown High and John Beddoes!! At both meetings it seemed that
 the school governors, management team and staff are already stretched and stressed so I believe that if the new governors/management team and headteacher have to cover two schools this will bring added problems and impossible workloads, resulting in loss of drive to improve the schools.

1715 If the movement of Welsh medium education from Brecon to Builth Wells fails to materialise then there will not be enough additional funding to fall back on to enable more choice of subject to be offered as promised through both English and Welsh streams as detailed in the consultation. A lot seems to be resting on 'ifs' and not concrete evidence.

- 1715 I feel the Council is playing down the amount of disruption to school days with the inevitable movement of pupils between sites and more so the movement of staff which I feel may cause too much disturbance to a pupil's education as a whole.
- 1715 Surely we should be postponing these closure now and allowing both schools time to carry on working hard as they are at present to raise standards, to give them time to improve. The savings of £123,000 are minimal in my view, equivalent to at the most, two Senior Manager posts within Powys and it is not justifiable to ruin our children's education for this sum. I work for Powys County Council and frequently see the waste of money by the Council in many areas which angers me when the proposed small amount of savings to be made at both Llandrindod and Builth is mentioned. This is about our children and grandchildren's future in education and their future paths in life, NOT money. It is obvious to me that this proposal will mean a cut in funding as despite what council officers say there will not be enough courses offered across the two schools, (especially if the Welsh Medium stream is kept at Brecon High School) to attract additional funding.
- 1715 Furthermore, Estyn's report has clearly said they are not convinced that the proposal will 'at least maintain standards' surely this is a very important point. We should be listening to Estyn's observations, they are far more specialised in education standards etc. than County Councillors and Council Officers.
- 1715 Although at both meetings it was denied that it is a foregone conclusion that the Council have a plan for just one new school on a new site in Builth Wells in the near future, I believe this to be true. I was in a conversation with a staff member whose aunt is a portfolio holder within Powys CC and she assured me that the new school will be going ahead and knew where it will be sited. Also on the focused changes to the LDP the school site at Llandrindod is shown as being a housing development! I was totally flabbergasted at this especially after the denial by officers. This proposal is just a cover up for a real plan to close Llandrindod Wells High School and site one totally new school in Builth Wells. It came as no surprise then to find that Councillor York didn't consult her constituents and chose to vote for the proposal.
- 1715 Finally, Llandrindod Wells is the county town, has Powys County Hall within it, it would be nonsense to take away Llandrindod Wells High School and then undoubtedly the leisure centre, we are already losing the Youth Services, this is the County Town!!
Why is it that Council's don't stand firm and tell the Welsh Assembly and Parliament that we cannot cut services any more and we need more money to fund these services, not less. Pass the problem back to the governments.
Please leave our High Schools alone in Builth Wells and Llandrindod Wells.
- 1717 This proposed merger should not go ahead. Both schools are important to both communities. Whilst I no longer live in Builth Wells I had three children who went to this truly wonderful school. A merger is unacceptable.
- 1728 I am writing to express and register my objection to the decision to close Builth Wells high school and Llandrindod High Schools; to then merge and re-open as one school on two sites. The initial PCC cabinet consultation was focused on improving educational standards. As you are fully aware the All Wales school inspectorate - Estyn responded to the consultation proposal and stated that Estyn was NOT convinced that standards will at least be maintained within the consultation process and this fact is fundamental to ensure the school children's welfare and community welfare. The merger of schools will not improve standards as per Estyn statement and by taking the special measures and releasing us from Estyn assessment for two years this fact will not help standards.

1728 The Code on School Organisations report (2013) emphasis is on the quality impact of any school organisation proposal. I have not been able to establish any evidence from PCC to 'demonstrate quality impact positively' with the proposed closure of the two schools and the re-opening of one school. PCC continue to use the recurring example of the mergers of Newtown School with Presteigne High School (HS) as good examples to support the proposals to date. Prior to the merger Newtown HS has been assessed by Estyn as excellent and Presteigne HS was in special measures and an interim team was about to be brought in to run the school. Newtown HS had an excellent standard and therefore it made perfect sense for them to utilise their proven effective standards to support and mentor Presteigne HS to improve their Estyn assessment. Following the merger further Estyn inspection put Newtown HS into satisfactory category. Builth and Llandrindod High Schools are in an unknown situation; both schools are in special measures. The two schools require support to improve their standards and the merger will not improve standards, in fact standards and quality will not improve as Estyn have stated; PCC are unable to evidence improvement in quality. I will be contacting the Children's Commissioner of Wales shortly to express my concerns that PCC have failed to demonstrate the quality impact of this merger and PCC are detrimenting our children by re-organising with no demonstrable quality improvement. My great personal concern is that my child will be commencing her GCSE's in 2018 and will be exposed to the massive change to the restructuring of staff and processes; this will affect my daughter's standard of education and therefore her academic achievements in 2020 will be detrimented.

1728 My great concern is that the community of Builth Wells and the surrounding community have been misrepresented by both County Councillors and this can be evidenced by previous filmed council meetings. The majority of the Builth Wells community DO NOT support the proposals, which is contrary to what the County Councillors for our area have stated in Council chambers. There has been a failure to engage with the community and presumptions have been made by the County Councillors due to their lack of engagement despite community members attempting to communicate with them. Following a PCC announcement 7/12/16, I understand Cllr York has now resigned from her cabinet post and I wonder if her vote for and second vote to support the merger now still stands in council chambers?

1728 Throughout the consultation there are no figures to evidence the day to day running costs of the two merged schools. The figure of £122k only represents the closure of both schools. PCC are unable to demonstrate the day to day cost savings of the running costs of the schools. I also have great concern that the Governing body for the one school on two sites will have the power to make significant changes without consultation for example, the power to close buildings or the power to separate pupils according to language with no re-dress.

1728 To create critical mass of learners does not guarantee improvement in standards. In fact, why are PCC isolating Builth and Llandrindod High School as appropriate for the changes and have dropped the proposals for Brecon community? There is no evidence that creating a critical mass of students will drive standards up. I am also concerned that each school will lose their heads of subject teaching time due to the heads managing people in both schools. The merger will cut funding to one of the schools and therefore further detriment standards.

1728 Alternative Option

I feel it is not unreasonable for you to support the proposal of Cllr Maureen Mackenzie who proposed an all council amendment and an overwhelming democratic expression was made by Council to delay the closure proposals by a realistic and prescribed time for both schools:

' For proposals to be made by the both schools to improve standards and to support senior leadership teams'.

This would give the schools an opportunity to use their expertise to improve standards collaboratively and work with Estyn inspectors. A model of collaboration which takes place for post-16 education can be adopted for both schools to address their challenges and for them to drive up standards without having to be distracted by the closure agenda proposed by PCC Education Cabinet.

Please please do not close Builth Wells High School.

1731 I am writing to you on behalf of the newly formed RhAG Canolbarth Powys (Parents for Welsh Medium Education in Mid Powys) to formally object to the Statutory Notice to close Builth Wells High School and Llandrindod High School and to reopen them in September 2018 as a dual-sited school (henceforth referred to as the planned merger). Whilst

understanding the serious financial situation that PCC finds itself in, as a group of parents we have a number of concerns with the planned merger in relation to Welsh Medium provision. These concerns especially relate to lack of clarity and the inconsistency we feel has been present during the consultation process undertaken in 2016. In particular, we are concerned about:

1. Incorrect Impact Assessments

The consultation documents Draft Welsh Language Impact Assessment and Draft Equality Impact Assessment available on your website do not address the impact on Welsh Medium education as a result of the planned merger, instead only focusing on the impact from the potential closure of the Welsh Medium stream in Brecon High School, which is still undergoing consultation.

As an example of this, in the Draft Equality Impact Assessment Section 8 (Areas for Improvement), question iii) 'Will Welsh speakers be affected?' the only conclusion is that 'there will be a positive impact for Welsh speakers as the school will have a larger Welsh-medium stream with an enhanced range of provision'. We would argue that there is no evidence that the planned merger would result in a larger Welsh stream with an enhanced range of provision.

These documents were referred to in the Consultation Document relating to the planned merger, including the line 'the Proposal provides positives for the Welsh Language and Welsh-medium education through improved linguistic progression and opportunities for pupils through all key stages of education' on page 31, again seemingly referring to the separate proposal to close Brecon High School's Welsh-medium stream.

We would argue that the pre-assumption that Brecon High School's Welsh stream will close apparent in these documents should mean that the planned merger should not take place and that potentially a new consultation would have to be undertaken with the correct impact assessment in place so that a fair picture of the impact on Welsh Medium education can be addressed.

1731 2. Response to questions around the impact of a 'more English' school

During the consultation period, the question was asked 'what will be the effect of injecting more English medium pupils into the school by a merger?' (Consultation Report, page 27 4.3.1. The only response given to this and other concerns regarding the impact on the 'vision of a fully bilingual school in Mid Wales' was that 'the proposal is for the Welsh stream to remain on the Builth Wells site of the new dual-sited school' and that 'the new governing body and senior leadership team would be required to develop a strong Welsh ethos across both sites'.

We feel that this does not address the questions for two reasons:

1. As yet, there is no clarity about the future of the Welsh Medium stream in Builth Wells.

While the statutory notice states that 'pupils who wish to access Welsh-medium provision will be allocated places at the Builth Wells campus of the New School', this seems to contradict responses given during the consultation process. It was suggested that it would be the governing body of the New School who would eventually have the power to decide which classes were delivered in which locations.

If the governing body did decide to move some delivery e.g. if KS4 English Medium classes were only delivered in Llandrindod, there is little clarity over where the burden of transport costs would fall. We are also concerned that where the governing body of a 'more English Medium' school could be under increasing financial pressure to make savings, this would potentially impact on the availability of Welsh provision in the 'more expensive' Welsh stream.

ii) As the need to have a strong Welsh ethos' is present for every bilingual school, no matter the ratio between English Medium and Welsh Medium learners, we feel this does not address the real concerns about extra pressures put on a proportionally smaller Welsh stream in this environment.

1731 3. Impact on Welsh Medium Teaching

We are concerned that the potential impact of the merger on the distribution of Welsh Medium teachers has not been fully explored. While there is uncertainty over the leaderships structure of the new school, we assume that various leadership roles will be split over the two sites. If a Welsh medium teacher from Builth Wells wishes to seek one of these leadership roles, this will take them away from their Welsh Medium delivery, as there will be a greater proportion of English Medium involved in split roles.

As it is already difficult to cover lessons for some Welsh Medium classes due to the availability of appropriate teachers, and there is no guarantee of extra Welsh learners in the school we believe this situation will exacerbate the problem. This may also dissuade ambitious Welsh Medium teachers from applying for leadership positions in the new school and encourage them to seek opportunities elsewhere.

We feel that this last point is a key example of how throughout this process there has been little to no consideration as to how the Welsh Medium provision can be maintained, enhanced or developed following the planned merger. Instead, we would argue, there has been a reliance on assuming that there will be more Welsh Medium learners due to the closure of Brecon High School's Welsh Medium stream.

1731 Despite our objections to the planned merger, we would also like to state our willingness to work together with you on future development of Welsh medium education in Mid Powys. In particular we are pleased to see that in the draft WESP (Welsh Education Strategic plan) there is a proposed review of primary provision in Mid Powys and exploration of late immersion provision as important steps on the journey towards a Category 2A Welsh Medium secondary school.

In light of this, we would like to state our preferred model in Mid Powys as the development of a Category 2A Welsh Medium High School for the many positive reasons you laid out on page 76 and 77 of the Consultation Document.

We would argue that the many positives of this model warrant formal exploration, particularly in relation to the assumptions made around costings. It has been shown that in other areas that if Category 2A Welsh Medium secondary provision is made available, then the demand for that provision will grow significantly. This will have an impact on assumptions around transport costs and provide a real incentive for young people from the Brecon and Sennybridge areas to attend the Mid Powys school.

A Category 2A school would address the concerns regarding the 'dilution' of the Welsh stream and the impact on teaching that would be present in the planned merger and it would attract more high-calibre teachers to the area.

We also wish to state our desire for equality of choice and parity of provision in Mid Powys in relation to any proposals being developed in North Powys. If in the future there is a Category 2A Welsh Medium school established in the North, then we would argue that it would be a fundamental issue of equality that equivalent linguistic provision be offered to learners in both Mid and South Powys.

1731 In summary, we object to the planned merger for the following reasons:

- The impact assessments and the main consultation document only considered the impact on Welsh Medium education of the closure of Brecon High School Welsh Stream. As this process is still under consultation, it is improper that a decision to proceed with the planned merger was made on this basis.

- The question over impact of the planned merger in terms of a smaller ratio of Welsh to English medium pupils was not properly addressed in the consultation response.

- The potential impact on Welsh Medium teaching has not been sufficiently explored.

- Therefore, there has been little consideration given as to how Welsh Medium provision can be maintained, enhanced or developed as the result of the planned merger/

However, we would like to reiterate that we look forward to working with you and others in the local authority on the promotion, availability and take-up of Welsh Medium education in Powys, in particular the journey towards an equitable offer of secondary education for all our young people.

1735 My daughter currently attends Builth High School and is a Year 8c pupil. I am writing to register my objection to the decision made by PCC Cabinet to close Builth Wells and Llandrindod High Schools in 2018 and to establish a new school on two sites.

There are a number of issues that concern me regarding the proposed merger which are as follows:

First Stage - One School on two sites:

The practicalities of having one school on two sites has not been well thought through as a first stage proposal. Should the Cabinet decide to go ahead with a merger in 2018, this will result in approximately 18 months of limbo for both schools whereby existing teaching staff will look for new jobs and the recruitment of new staff will be increasingly difficult. This is also set against the backdrop of both schools having to work particularly hard to raise standards in order to get out of their 'special measures' category.

In September 2018, one school on two sites will lead to a loss of further teaching staff with the appointment of one headteacher and one leadership team (with redundancies of existing staff an almost certainty). On a day to day basis, will staff members be expected to travel the 14 mile round trip between the 2 campuses to attend appointments, teach pupils and undertake extra-curricular activities? A teacher's already stretched workload will almost certainly be unmanageable with travel time being scheduled in. The main losers will be the children that attend the school. They will not have easy access to teaching staff due to their absence to another campus and will feel quite strongly that a raising of standards against this backdrop will be extremely difficult if almost impossible.

Both Builth and Llandrindod schools are in special measures, this is recognised, but both are working hard and making progress. It is my view that both schools are capable of improving standards without a formal merger. Both schools can endeavour to work more closely together and share best practice but a merger which would result in one headteacher and one leadership team over two sites is a backwards step and will ultimately impact upon the pupils of a merged school.

Second Stage - A single school on one site:

The formal Consultation Document that is central to this consultation states that there will be a second stage that will 'aim to establish the New School on a single site...'. This suggests to me that secondary education in mid Powys will be in a state of flux for many years to come, which will be a major distraction that the schools, the wider community and most importantly a generation of pupils can do without, particularly as they work to raise standards as required by Estyn.

The Council should be looking to put all of its resources into supporting both Builth and Llandrindod schools to raise standards now and not to push forward with a scheme that ultimately does not even have the support of Estyn (as noted by Estyn in their 4 page response to Powys Council's proposal).

Getting out of Special Measures:

I note that today (7th December 2016) Brecon High School has been officially removed from Special Measure by Estyn as a result of their most recent inspection between the 8th and 10th of November 2016. The school's website states that 'the school has demonstrated the progress required for the school to be removed from this category and is the culmination of 2 years work'. Builth and Llandrindod High Schools are both striving for an upward trend of improvement in standards and this is likely to take a period of time, similar to that of Brecon High School's journey (approximately 2 years). I would request that Powys Council's Cabinet members allow the schools to carry out the work that is required to get the schools out of 'special measures' and allow the governors, leadership teams, staff, pupils and parents from both schools to succeed without adding the pressure of a schools merger into the mix.

The impact to the local economy:

It is well documented that in rural communities, schools are central to making communities viable, safe and prosperous. In towns such as Builth Wells and Llandrindod Wells, the high schools are an important draw to new businesses and families moving into the area. Would innovative companies such as 'riversimple' look to expand their businesses in a town that does not have an educational establishment for the children of their growing number of staff?

The view to 'establish a new school on a single' site during the second stage will have a wide impact on the local economies of both Builth Wells and Llandrindod Wells ultimately affecting community facilities and economic growth. Towns such as Builth and Llandrindod have their schools at the
1735 hearts of their communities and their loss would have far reaching impacts.

Views of the local communities

I have attended consultation meetings and Action Group meetings in Builth Wells and have listened to the views of many local business people and parents. The overwhelming feeling is that the local community do not wish for the schools to merge believing that each school can raise standards without a merger. I urge the Cabinet to take on board the views of the local community and not to
1735 press ahead with the proposal.

New Director of Education

It is my understanding that a New Director of Education is to be appointed in due course. I would urge the Cabinet to allow this appointment to be made and for the new Director to oversee the decision making process. Surely the new Director of Education would want to have a say in such an important
1735 decision?

I urge the Council's Cabinet to take on board the views of the local communities of both Builth Wells and Llandrindod Wells and listen to the views of parents, teachers and local business people who
1735 understand the likely impacts that this will have on their towns.

Language initiative) to formally oppose the Statutory notice to close Buith Wells and Llandrindod High Schools and re-open them in September 2018 as one school over two sites.

As a Welsh Language initiative, we aim to create and strengthen Welsh speaking communities in South Powys. We empower and support local communities to plan a develop opportunities for Welsh speakers and learners of all ages. Because of this aim, the initiative opposes the Statutory Notice to unite the tow high schools on the basis of two specific points:

1. Assessments to measure the effect on the Welsh Language

We do not consider that the assessments to measure the effect within the consultation document is a fair reflection of the effect that mergin the two schools would have on the Welsh stream. We feel that the document takes for granted that the Welsh stream in Brecon High School will close, as it mentions a higher number of pupils in the school on two sites. Of course, the Welsh stream hasn't closed, and its future is uncertain as yet, therefore a higher number of pupils should not be taken for granted.

2. Effect on the Welsh Ethos of the school

We strongly believe it would be very difficult to sustain, never mind expanding the Welsh ethos in a school where the Welsh stream is marginally smaller than it currently is in Buith Wells High School. The Welsh Ethos can be vulnerable in bilingula schools, but the school currently has a strong attitude and Welsh ethos which nurtures pupils pride in teh language and culture. We believe that merging the two schools would endanger this situation due to the change in percentage of pupils studying through the medium of Welsh. We foresee that merging that two schools would dilute the Welsh ethos of the school and possible make it diffcult to recruit and retain teachers. We are concerned on teh long term effect of merging the two schools, not only on the current pupils, but also on the ability of schools with Welsh medium streams to attract new families to Welsh education.

The initiative would like to see the Council establishing a categroy 2A school in Mid Powys, as we 1788 believe this is the best way of developing our pupils linguistic skills, developing confidence and

C38- 2017

CYNGOR SIR POWYS COUNTY COUNCIL

CABINET 28th February 2017

REPORT AUTHOR: County Councillor Arwel Jones
Portfolio Holder for Education

SUBJECT: Schools Service Asset Management Plan

REPORT FOR: Decision

1. Summary

Following approval of Section A (Pupil projections, capacity and sufficiency) of the Schools Service Asset Management Plan by Cabinet in April 2016 (C64-2016), officers have continued to prioritise works in the following areas:

- (i) The commissioning of a number of updated condition assessments for primary and secondary schools, the outcomes of which are summarised in **Appendix A**;
- (ii) A review of the impact on primary school admissions due to the change to the age of admission from September 2017, together with the identification of possible additional spaces required to deliver enhanced early years provision from school sites, as summarised in **Appendix B**;
- (iii) The establishment of a list of potential works required in relation to the change in the age of admission for inclusion in the Schools Service Major Improvements Programme 2017-18 and 2018-19;
- (iv) The identification, establishment, prioritisation and ranking of potential capital works that are eligible for capital funding via the Major Improvements budget;
- (v) The development of a Major Improvements Programme for the 2017-18, 2018-19 and 2019-20 financial years, which is the subject of a separate report at today's meeting;
- (vi) A review of the scoring matrix to prioritise investment in the Major Improvements Programme;
- (vii) Following Cabinet approval in February 2016 (C23-2016) regarding schools contributions towards the cost of any approved works included in the Major Improvements Programme, an analysis of individual school expenditure on Repairs and Maintenance over the 5 year period up to 31st March 2016 compared to the sums delegated to schools over the same period, together with budgeted expenditure for the 2016-17 financial year (see **Appendix D**);

Provisional school contributions totalling £44k towards the cost of capital works, based on schools contributing the difference between actual spend and 80% of the delegated budget over the 5 year period 2011-12 to 2015-16 as detailed in **Appendix D**, have been included in the proposed Major Improvements Programme 2017-2020, which is the subject of a separate report at today's meeting;

- (viii) An analysis of the number of mobile classrooms on school sites where:
 - (a) in the primary sector, there is greater than 30% surplus capacity;
 - (b) in the secondary sector, there is greater than 30% surplus capacity or 150 surplus placesas detailed in **Appendix E**;
- (ix) The identification of works required over the next 2/3 years to meet the needs of children with SEN where adaptations may be required either when they start primary school or on transfer to secondary school.

2. Proposals

- (i) That approval is given to a budget of up to £50k per annum from the Major Improvements budget being included in the 2017-18 and 2018-19 financial years within the Major Improvements Capital Programme for the development of a number of Stage 1 designs for Business Justification Cases (BJCs);
- (ii) That officers undertake work to quantify the impact of the 21st Century Schools and Major Improvements Programmes on the level of backlog maintenance works. Requirements will continue to be monitored against the requirement to bring all schools up to a minimum of condition A/B over a period of time;
- (iii) That any identified works required following the change in the age of admission to school are included and ranked within the Major Improvement Programme 2017-2019;
- (iv) That approval is given to minor changes to the scoring matrix (see **Appendix C**) to ensure that all projects are ranked fairly based on the risk to the Authority and to ensure Service continuity, as recommended by the Schools Capital & Revenue Programme Officers Group;
- (v) That those schools who have not spent 80% of their delegated Repairs and Maintenance budget on repairs and maintenance over a 5 year rolling period are required to make a contribution of up to 80% of their unspent delegated Repairs and Maintenance funding towards the cost of any project, including major improvement works;
- (vi) That the Authority commence discussions with schools identified in **Appendix E** around the removal of mobile classrooms due to surplus capacity, with the cost of removal being funded using funding currently

delegated to schools through the premises elements of the formula. Removal to be considered on a case by case basis through Portfolio Holder report.

3. One Powys Plan

'Transforming Learning and Skills' is a key priority within the One Powys Plan and the Authority's aim is to ensure that 'all children and young people are supported to achieve their potential'. The Plan states that the Authority needs to 'reorganise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity' and this paper supports the achievement of this aim.

The education of our children and young people impacts on the whole county in relation to our economy as well as families and local communities.

The Authority also has the long term aim of all children and young people being taught in buildings that are assessed as condition A or B in terms of overall building condition.

4. Options Considered/Available

- (1) To continue to use historic data for decisions around capital investment.
- (2) To receive and approve the proposals in respect to the updated Schools Service Asset Management Plan and apply the revised data to the investment process.

5. Preferred Choice and Reasons

The preferred choice is to approve the works undertaken and recommendations as detailed, as this will support the authority in the planning of a sustainable network of schools to meet the projected demand for pupil places in each school. The revised policy will align with the Schools Transformation Policy/Programme.

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

The development of a revised SSAMP will support the authority in the planning of a sustainable network of schools to meet the projected demand for pupil places in each of its schools with the schools being brought up to a minimum of condition B over a period of time.

The plan will also take account of the expected demand for both Welsh and English medium provision in line with the Welsh in Education Strategic Plan.

7. 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 wellbeing for children and young people.

8. Local Member(s)

This paper applies equally to all members of the Council.

9. Other Front Line Services

The recommendations have been developed in conjunction and through joint work with officers from the Regeneration, Property and Commissioning Service and information from the Authority's primary and secondary schools.

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

Finance: The Capital and Financial Planning Accountant supports the recommendations in the report.

The Professional Lead-Legal supports the recommendation proposed in this report and confirms that the Legal Services will assist where and where required.

Strategic Property have supported Schools Services to undertake their Asset Management Plan. The works identified are supportive of their Asset Management Plan and will ensure that these schools are fit for purpose for the future. We look forward to seeing the finalised SSAMP itself. Schools Service should note that we are taking our Strategic Asset Management Plan to Cabinet shortly.

HR: The recommendations in the report do not impact on HR as there are no direct staffing implications

11. Public Service Board/Partnerships/Stakeholders etc

Not applicable for this report.

12. Corporate Communications

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

13. Statutory Officers

The Strategic Director Resources (S151 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.”

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.

15. Future Status of the Report

Members are invited to consider the future status of this report and whether it can be made available to the press and public either immediately following the meeting or at some specified point in the future.

The view of the Monitoring Officer is that:

Recommendation:	Reason for Recommendation:
(i) That approval is given to a budget of up to £50k per annum from the Major Improvements budget being included in the 2017-18 and 2018-19 financial years within the Major Improvements Capital Programme for the development of a number of Stage 1 designs for Business Justification Cases (BJCs);	(i) To prioritise Band B projects under the 21 st Century Schools Programme;
(ii) That officers undertake work to quantify the impact of the 21 st Century Schools and Major Improvement Programmes on the level of backlog maintenance works for consideration by Cabinet in Autumn 2017;	(ii) To identify the level of backlog maintenance works for inclusion in the Schools Service Asset Management Plan;
(iii) That any identified works required following the change to the age of admission to school are included and ranked within the Major Improvement Programme 2017-2019;	(iii) To ensure funding is identified to meet any works required;
(iv) That approval is given to minor changes to the scoring matrix used to prioritise investment in the Major Improvements	(iv) To ensure a transparent and fair allocation of capital funding;

<p>Programme, to ensure that all projects are ranked fairly based on the risk to the Authority and to ensure Service continuity;</p> <p>(v) That the Authority commence discussions with schools identified in Appendix E around the removal of mobile classrooms due to surplus capacity in readiness for the 2018-19 financial year;</p> <p>(vi) That the cost of removal is funded using funding currently delegated to schools through the premises elements of the formula; removal to be considered on a case by case basis through Portfolio Holder report.</p>	<p>(v) To reduce the level of surplus capacity in schools</p>
--	---

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

Relevant Local Member(s):	All
----------------------------------	------------

Person(s) To Implement Decision:	Gareth Jones Senior Manager: Central Support Services
Date By When Decision To Be Implemented:	1 st April 2017

Contact Officer Name:	Tel:	Fax:	Email:
Gareth Jones	01597 826429		gareth.jones@powys.gov.uk

Background Papers used to prepare Report:

***School Transformation Policy
2016 Welsh Government capacity return***

Appendix A - Updated Condition Assessments - Schools identified for the 1st Year of rolling programme

Powys CC Surveys - Nov/Dec 2016

Primary Schools	Building Code	Previous Overall Condition	Overall Condition (includes Community hall)*	Suitability					Sustainability	Dec RATING
				Health & Safety	Size & Shape of space	Flexibility	Location & Accessibility			
Hafren Junior School	6065	C	D	D	B	B	A	B	B	
Ladywell Green Nursery & Infants	6066	C	C	C	B	A	A	B/C	C	
Llanelwedd C in W School	5038	C	C	C	B	B	B	B	B	
Llanfair Caereinion C.P.	6040	B/C	B	A	B	A	A	B	C	
Llanfyllin C.P.	6043	C	C	B	B	B	A	C	C	
Llangatock C in W Aided	4052	A/B	B	B	B	B	A	B	C	
Llansantffraidd C in W Aided	6047	B	B	B	B	B	B	B	C	
Montgomery C in W	6059	B/C	B	B	A	B	B	B	B	
Mount Street Infants	4006	B	C	C	A	B	B	B	B	
Mount Street Junior	4007	B	C	B	A	B	B	B/C	B	
Rhayader C in W	5060	B	C	C	B	B	C	B/C	C	
Sennybridge C.P.	4301	B	C/D	B	A	B	B	C	B	

High Schools	Building Code	Previous Overall Condition	Overall Condition (includes Community hall)*	Suitability					Sustainability	Dec RATING
				Health & Safety	Size & Shape of space	Flexibility	Location & Accessibility			
Newtown High - John Beddoes Campus	5119	C	C	B	B	C	B	B/C	B	
Ysgol Uwchradd Caereinion	6110	B	C	B	A	B	C	B/C	B	
Llanfyllin High School	6111	B	C	C	B	B	A	B/C	C	

Welsh Government Surveys - August 2016

Primary Schools	Building Code	Previous Overall Condition	Overall Condition (includes Community hall)*	Suitability
Arddleen C.P.	6001	C	C	B
Penygloddda C.P.	6067	A/B	C	B
Llandinam C.P.	6037	C	C+	B
Llanelwedd C in W	5038	C	C+	C
Ladywell Green Infants	6066	C	C-	B
Leighton C.P.	6034	C	C+	B
Llanidloes C.P.	6045	C	C+	B
Ysgol Bro Cynlaith	6023	B	C-	B

High Schools	Building Code	Previous Overall Condition	Address	Suitability
Newtown High School	6120	C	C+	B
Llanidloes High school	6112	C	C	B

This page is intentionally left blank

Appendix B - Identification of possible additional spaces required to deliver enhanced early years provision from September 2017

Primary School	Capacity 2013/14 (MCSW)	Capacity of Nursery 2013/14	Total Capacity incl. Nursery 2015/16	Revised Capacity following change in Age of Admission	Identified Early Years Area	Area of room/s m2
Bro Hyddgen catchment						
Ysgol Bro Hyddgen Primary Campus	213	30	243	223	A007 & A013	96.9
Ysgol Carno	49	7	56	58	None	0
Ysgol Glantwymyr	84	12	96	99	None	0
Ysgol Llanbrynmair	53	7	60	55	A003	47.99
Caereinion catchment						
Banw C.P. School	72	10	82	54	A009a	57
Castle Caereinion C in W Schoo	58	8	66	60	C001	58
Llanerfyl C in W School	44	5	49		Not Changing Age of admission	
Llanfair Caereinion C.P. Schoo	167	23	190	205	B001	50
Ysgol Pontrobert	58	8	66	52	None	0
Ysgol Dafydd Llwy	162	23	185	210	A026	50.26
Ysgol Dafydd Llwy	91	13	104	77	A029	35.58
Ysgol Meifod	146	21	167	142	C001	63
Ysgol Rhiw Bechan					A023	47.4
Llanfyllin catchment						
Brynhaflen CP Schoo	82	11	93	77	B002	36.19
Carreghafa C.P. School	115	16	131	109	A007	77
Llandysilio C in W School	116	16	132	112	C001	45.6
Llanfyllin C.P. School	172	25	197	190	E008	56
Llanfechain C in W School	47	6	53	52	None	
Llangedwun Controlled Schoo	41	5	46	47	None	
Llanhaeadr-ym-Mochnant C.P. School	85	12	97	108	None	
Llansantffraid C in W School	97	14	111	112	A002	53
Ysgol Bro Cynllaith	48	7	55	50	A015	46.9
Ysgol Pennant	78	11	89	89	None	
Newtown catchment						
Abermule C.P. School	92	13	105	80	E002	48.2
Ladywell Green Nursery & Infants School	90	56	146	146	A038	74.8
Maesyrhandir C.P. School	208	29	237	222	C002	54.4
Penygloddfa C.P. School	304	43	347	318	C010	65.9
St Michael's C in W School	140	19	159	140	C006, C007, C008	88.6
St. Mary's Catholic School	117	17	134		A034	41.9
Treowen C.P. School	172	25	197	171	Not Changing Age of admission	
					A045	58
Maesdyderwen catchment						
Ysgol Bro Tawe	233	30	263	233	A040	44.46
Ysgol Gymraeg Dyffryn y Glowyr	274	39	313	270	A061 & A055	121.9
Ysgol Goleg Y Dwm	210	30	240	210	A030	57.29
Ysgol Y Cribarth	157	22	179	150	A047	64.56
Crickhowell catchment						
Crickhowell C.P. School	237	30	267	237	A058	78.7
Llanbedr C in W School	57	8	65		Not Changing Age of admission	
Llangattock C in W School	104	14	118	113	None	
Llanynidr C.P. School	150	21	171	141	A019/A023	75.5
Builth Wells catchment						
Builth Wells C.P. School	260	38	298	283	A053	69.57
Franksbridge C.P. School	41	5	46	46	None	
Irfon Valley C.P. School	90	12	102	79	A021	48.43
Llanewydd C in W School	90	12	102	101	None	
Newbridge on Wye C in W School	107	15	122	120	A044	41.55
					Hall?	153.3
Ysgol Dolafon	69	9	78	83	A021	31.96
Llandrindod catchment						
Crossgates C.P. School	162	23	185	208	Early Years mobile	
Llanbister C.P. School	45	6	51	47	A006	49.35
Llandrindod Wells C.P. School Cefnlllys	258	37	295	276	None	
Llandrindod C in W School Trefonnen	181	26	207	210	A040	52.2
					A045	51.12
Llanfihangel Rhydithon C.P. Schoo	36	5	41	42	None	
Rhayader C in W School	183	26	209	199	C001	47.72
					A52/A54/A56	54.31
Brecon catchment						
Cradoc C.P. School	176	25	201	181	A021 & A022	84.23
Llanfaes C.P. School	205	29	234	205	A008	67.6
Mount St Infants School	135	45	180	183	A21 - A28	80
Prion C in W School	140	20	160	136	A016	54.15
Senni-bridge C.P. School	102	16	118	134	C002	86.7
Ysgol-y-Bannau	182	26	208	178	A042	68.4
Gwernyfed catchment						
Archdeacon Griffiths C in W School	120	17	137	138		
Bronllys C.P. School	54	7	61			
Clyro C in W School	110	15	125	128		
Hay-on-Wye C.P. School	172	25	197			
Llangors C in W School	133	19	144	153		
Talgarth C.P. School	93	13	106			
John Beddoes campus						
Glacstry C in W School	53	7	60	60	None	
Knighton C in W School	249	21	270	243	F001	94.51
Presteigne C.P. School	224	32	256	215	A009	59
Radnor Valley C.P. School	97	13	110	113	None	
Welshpool catchment						
Ardlefen C.P. School	94	13	107	110	None	
Archwyn Nursery & Infants Schoo	72	23	95	80	A006	53.9
Berriew C.P. School	104	14	118	84	E002	53
Buttington/Treowen C.P. Schoo	147	24	171	185	A009	70.4
Churchstoke C.P. School	87	12	99	73	B001	54
Forden C in W School	88	12	100	102	None	
Gulfsfield C.P. School	157	22	179	149	C004	78
Gunsron Infant Schoo	77	25	102	103	A003 & A005	89.29
Leighton C.P. School	91	12	103	73	A002 / A003	72
Montgomery C in W School	116	16	132	113	A007	40.71
Oldford Infants Schoo	64	21	85	85	D002	42.05
Llanidloes catchment						
Caerws C.P. School	102	14	116	107	A027	71.9
Llanidnam C.P. School	53	7	60	60	A009	38.11
Llanidloes C.P. School	269	38	307	287	G001a & G005	113.44
Ysgol Dyffryn Trannor	144	21	165	144	A046 & A051	98.1

This page is intentionally left blank

Appendix C - Schools Service proposed project scoring, weighting and ranking criteria

Status: For approval

CATEGORY

CRITERIA

Health & Safety and Statutory legislation	CRITERIA TO MEET AND/OR PREVENT:	Total Score	Score	Weighting
Very High	Very High - Danger to Life / Property / Structure	70	70	1
High	High - Imminent closure of property / loss of asset service continuity / inadequate and/or not fit for purpose operation accommodation if the project is not undertaken or risk to users	20	20	1
Medium	Medium - Further deterioration of asset / reduction in service delivery/ restrictive operational accommodation and risk to users if the project is not undertaken	10	10	1
Low	Low - Minor deficiencies with operational accommodation and little or no impact on service delivery if the project is not undertaken	2	2	1
Not applicable	Not applicable	0	0	0

Overall Condition (Grading) of School Building & Site

CRITERIA TO RESOLVE:	Total Score	Score	Weighting
D - Life Expired	10	10	1
C - Poor	3	3	1
B - Satisfactory	2	2	1
A - Good	1	1	1
Not applicable	0	0	0

Overall Condition (Priority) of Building Element at School Building & Site

CRITERIA TO RESOLVE:	Total Score	Score	Weighting
1 - Urgent Work to prevent closure of premises	10	10	1
2 - Essential work required within 2 years	5	5	1
3 - Desirable work required within 3-5 years	2	2	1
4 - Long term work outside the 5 year period	1	1	1
Not applicable	0	0	0

Sufficiency

CRITERIA TO RESOLVE:	Total Score	Score	Weighting
Inadequate teaching space (for either Early Years, Primary, Special or Secondary school) to deliver curriculum within 12 months	30	30	1
Inadequate teaching space (for either Early Years, Primary, Special or Secondary school) to deliver curriculum within 24 to 36 months	22.5	15	1.5
Inadequate teaching space (for either Early Years, Primary, Special or Secondary school) to deliver curriculum within 48 months	15	15	1
Inadequate non-teaching space to support the delivery of curriculum (for either Early Years, Primary, Special or Secondary school) and operation of school	15	15	1
Surplus teaching & non-teaching space	30	30	1
Not applicable	0	0	0

Suitability

CRITERIA TO RESOLVE UNSUITABLE :	Total Score	Score	Weighting
Environmental controls and systems (boilers, cylinders etc.) and to ensure minimum temperatures are met in accordance with Regulations and design guidance	20	20	1
Primary energy source and infrastructure systems (statutory undertakers for electric, gas, water, BT, biomass etc.)	20	20	1
DDA & SEN facilities	30	30	1
Safeguarding / Security	25	25	1
Unsuitable toilets for under 8 year olds	25	25	1
Kitchen facilities to meet EHO, design guidance and Food Act requirements	25	25	1
Unsuitable toilets for over 8 year olds	20	20	1
Unsuitable Teaching space and associated facilities (including ICT infrastructure)	15	15	1
Unsuitable non-teaching areas	10	10	1
Statutory Team Game Playing field to meet The Schools	10	10	1
Not applicable	0	0	0

**Sustainability - Welsh Government &
Powys CC policy and key Capital Funding
Criteria**

CRITERIA TO DELIVER:	Total Score	Score	Weighting
Annual reductions of CO ₂ emissions between 1-3%	1	1	1
Annual reductions of CO ₂ emissions between 4-10%	4	4	1
Annual reductions of CO ₂ emissions between 11-20%	8	8	1
Annual reductions of CO ₂ emissions between 21-25%	12	12	1
Annual reductions of CO ₂ emissions greater than 25%	16	16	1
Generation of energy from renewable sources (resulting in annual revenue savings/possible external grant income)	16	16	1
Welsh Government - Target Hardening grant or equivalent. Other external grant funding directly to schools over 90 % grant contribution	35	35	1
Welsh Government - Target Hardening grant or equivalent. Other external grant funding directly to schools over 75 % grant contribution	30	30	1
Welsh Government - Target Hardening grant or equivalent. Other external grant funding directly to over 50 % grant contribution	20	20	1
Welsh Government - Target Hardening grant or equivalent. Other external grant funding directly to schools over 25 % grant contribution	10	10	1
Not applicable	0	0	0

Last updated:
By:
Version
Cabinet approval date:

16/12/16
David Thompson
2.0
03/03/15

Current Schools Service project scoring, weighting and ranking criteria

CATEGORY	CRITERIA	Score	Weighting
Health & Safety and Statutory legislation	CRITERIA TO ENABLE THE PROJECT TO MEET AND/OR PREVENT:		
	High - Imminent closure of property / loss of asset / inadequate & not fit for purpose operation accommodation if the project is not undertaken or risk to users	10	2
	Medium - Further deterioration of asset / reduction in service delivery/ restrictive operational accommodation and risk to users if the project is not undertaken	5	2
	Low - Minor deficiencies with operational accommodation and little or no impact on service delivery if the project is not undertaken	2	1
	Not applicable	0	0
Overall Condition (Grading) of School Building & Site	CRITERIA TO ENABLE THE PROJECT TO RESOLVE:		
	D - Life Expired	5	1
	C - Poor	3	1
	B - Satisfactory	2	1
	A - Good	1	1
Not applicable	0	0	
Overall Condition (Priority) of Building Element at School Building & Site	CRITERIA TO ENABLE THE PROJECT TO RESOLVE:		
	1 - Urgent Work to prevent closure of premises	5	1
	2 - Essential work required within 2 years	3	1
	3 - Desirable work required within 3-5 years	2	1
	4 - Long term work outside the 5 year period	1	1
Not applicable	0	0	
Sufficiency	CRITERIA TO ENABLE THE PROJECT TO RESOLVE:		
	Inadequate teaching space (for either Early Years, Primary or Secondary school) to deliver curriculum within 12 months	30	1
	Inadequate teaching space (for either Early Years, Primary or Secondary school) to deliver curriculum within 24 months	15	1
	Inadequate teaching space (for either Early Years, Primary or Secondary school) to deliver curriculum within 36 months	10	1
	Inadequate teaching space (for either Early Years, Primary or Secondary school) to deliver curriculum within 48 months	5	1
	Inadequate non-teaching space to support the delivery of curriculum (for either Early Years, Primary or Secondary school) and operation of school	15	1
	Not applicable	0	0
Sustainability - Welsh Government & Powys CC policy and key Capital Funding Criteria	CRITERIA TO ENABLE THE PROJECT TO DELIVER:		
	Annual reductions of CO ₂ emissions between 1-3%	1	1
	Annual reductions of CO ₂ emissions between 4-10%	4	1
	Annual reductions of CO ₂ emissions between 11-20%	8	1
	Annual reductions of CO ₂ emissions between 21-25%	12	1
	Annual reductions of CO ₂ emissions greater than 25%	16	1
	Generation of energy from renewable sources (resulting in annual revenue savings/possible external grant income)	16	1
	Not applicable	0	0

This page is intentionally left blank

Appendix E - Schools with mobile classrooms where there is significant surplus capacity

Information taken from the June 2016 Welsh Government Return

Primary Schools with surplus capacity of more than 30%

Sch. No.	School Name	High School Catchment	NOR (exc. Nursery & Special Classes)	MCSW Capacity	Surplus Capacity (No. Places)	Surplus Capacity (% Places)	No of Mobiles Situated at School	Identified Block in school	Overall school Condition	Condition of Mobiles
2002	Abermule	Newtown	60	92	32	34.8%	2	D,E	B	B
2005	Berriew	Welshpool	72	104	32	30.8%	1	E	B	B
2053	Brynhafren	Welshpool	54	82	28	34.1%	2	D,E	B	N/A
2054	Churchstoke	Welshpool	46	87	41	47.1%	1	B	C	C
2115	Cradoc	Brecon	113	176	63	35.8%	3	C,D,E	B	B,B,A
2123	Bronllys	Gwernyfed	37	54	17	31.5%	1	C	B	B

Page 279

Secondary schools with surplus capacity of more than 30% or 150 surplus places

Sch. No.	School Name	NOR (exc. Special Classes)	MCSW Capacity	Surplus Capacity (No. Places)	Surplus Capacity (% Places)	No of Mobiles Situated at School	Identified Block in school	Overall school Condition	Condition of Mobiles
4002	Llanidloes High School	528	692	164	23.7%	4	M,P	C	C+

This page is intentionally left blank

C39- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE

Date 28th February 2017

REPORT AUTHOR: County Councillor Arwel Jones Portfolio Holder for Education

SUBJECT: Schools Service Major Improvements Programme 2017-20

REPORT FOR: Decision

1. Summary

- 1.1 Included in the overall Schools Service Capital Programme is the annual Major Improvements Programme. The purpose of this programme is to carry out a range of improvement, refurbishment and upgrading works to support the School Modernisation Programme and assist the Authority in making its schools fit for purpose as detailed in the Schools Service Asset Management Plan (SSAMP) and required by the Welsh Government.
- 1.2 The Authority has in the past drawn up an annual programme but has now developed a three year programme to assist with long term forward planning and design and to provide schools with an indication as to when the Authority will be in a position to carry out projects which are required on their buildings and premises.
- 1.3 The indicative annual budget for financial year 2017/18 2018/19 and 2019/20 have been increased to £2,000,000 (CC19-2016).
- 1.4 In developing the programme consideration has been taken of the level of investment made through a schools individual delegated Repairs and Maintenance budget compared to the funds allocated for repairs and maintenance.

That any school whose expenditure on Repairs and Maintenance is less than 80% of the delegated budget for Repairs and Maintenance over a 5 year period is required to make a contribution to the total cost of any capital works included in any Major Capital Works Programme. The level of a school contribution be set at both the maximum of the difference between actual expenditure on Repairs and Maintenance and 80% of the Repairs and Maintenance delegated budget over a 5 year period.

Based on the above there are secured school contributions totalling £44,000 which have provisionally been included in this programme in 2017/18. The final figure will be agreed with the schools following the closure of the 2016-17 revenue accounts.

- a. Hafren CP secured contribution of £34,000 to re-roofing works in 2017/18
- b. Newtown PRU secured contribution to external informal social area £10,000 in 2017/18
- c. Buttington C.P. unsecured contribution of £12,000 in 2018/19 and future years for boiler replacement works

In addition there are commitments and secured contributions totalling £120,000 summarised below. These are subject to the project proposals being agreed by key parties.

- a. Llangattock C in W extension and alterations works to provide Early Years accommodation and improvements to teaching and toilet spaces:
 - A £80,000 school contribution in 2017/18.
 - A £40,000 Church in Wales secured contribution - £20,000 in 2017/18 and £20,000 in 2018/19.
- b. Llanidloes High School replacement of sports pitch – within the programme there is £70,000 commitment by the authority split over financial years 2017/18 £20,000 and 2018/19 £50,000. There is to be no expenditure of authority funding until a formalised agreement is put in place which potentially secures a wind farm developers contribution towards the total costs of this project.

- 1.5 This programme beginning in financial year 2017/18 is based on the Schools Service Asset Management Plan (SSAMP) which draws on asset condition, safeguarding, health and safety, school priorities, statutory works, environmental health requirements, suitability and sufficiency data. The Schools Service Asset Management Plan report which underpins the prioritisation and ranking of works within the Major Improvements programme from 2017/18 onwards is the subject of a separate report at today's meeting.
- 1.6 The Schools Service Capital Programme is managed by an Officer group chaired by the Senior Manager – Central Support Services and includes Officers from Property, Buildings, Finance and others. **Appendix A** outlines the proposed Major Improvements Programme for the financial year 2017-18 recommended by the Officer group.
- 1.7 **Appendix A** also shows proposed programmes and proposals for financial years 2018-2019 and 2019-20, these remain provisional and incomplete and are intended to give an indication to Schools as to when the Authority may be able to address their particular needs. These proposals are still provisional and will be subject to amendment/addition depending on changes in circumstances, priorities and available budgets.
- 1.8 A sum of £173,050 has been retained at this stage in financial year 2017/18 and in subsequent financial years an indicative sum of £200,000 in 2018/19

and 2019/20 as a contingency to cover for emergencies, unforeseeable and legislative requirements and budget fluctuations.

2. Proposal

- 2.1 The Major Improvements Programme for financial year 2017-18 as attached in **Appendix A** be approved.

3. One Powys Plan

- 3.1 The proposed Major Improvements Programme will support the corporate improvement plan priority of ensuring learning opportunities for all and this priority has been encompassed within the learning in the community improvement priority of the One Powys Plan.

4. Options Considered/Available

4.1 RE: FIT programme

This report and programme has been developed in conjunction with the Corporate Property Energy Officer and the RE: FIT programme as referenced in C239-2015.

The authority is engaging in a procurement process with RE: FIT Cymru to procure a contractor to deliver energy efficiency works in selected county offices and schools. It is envisaged there will be a number of phases where energy consumption improvements will be made to the most inefficient buildings. Viable projects will require a justifiable and affordable payback through the REFIT scheme and it is anticipated the first phase of work will be identified by August 2017.

The proposals being funded in the Major Improvements programme for financial year 2017/18 and future financial years may in some instances overlap with the RE: FIT programme and it is proposed that a further paper is brought to the Cabinet when appropriate to approve any changes to the programme in Appendix A.

4.2 Business Justification Case to Welsh Government

There are two schemes being considered in the programme by the Schools Service for Business Justification Case (BJC) through the 21st Century Schools and class size funding streams. These schemes are:

1. Llangattock V.A. School – extension and alterations works to provide Early Years accommodation and improvements to teaching and toilet spaces by September 2018.
2. Llanelwedd C in W School – New Early Years accommodation by September 2017.

If BJC projects are successfully funded, then projects planned for 2018/19 in Appendix A will be brought forward including:

- Upgrading the existing shared Llanidloes C.P. and Llanidloes High School kitchen and dining facilities accommodation to provide separate dining and kitchen facilities on each school site.
- Phase 1 - Refurbishment of infant toilets at Treowen C.P. School

5. Preferred Choice and Reasons

- 5.1 Implementation of the programme to progress the School Modernisation agenda and improve the quality of the Authority's school buildings.

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

- 6.1 Wherever practicable, projects within the programme will meet current sustainability standards. Those projects with a focus on heating and other energy consuming areas will contribute to the Authority's targets for CO₂ reduction.

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

- 7.1 The projects in this programme will contribute towards improving the physical environment in which children/young people are taught and ensuring, as far as possible, that school buildings comply with all relevant regulations, health and safety standards and respond to safeguarding issues.

8. Local Member(s)

- 8.1 The Major Improvements Programme is intended to apply with equal force across the whole county.

9. Other Front Line Services

- 9.1 Any proposals within the programme which affect or impact on front line services have been the subject of officer discussion and agreement will be reached to ensure a viable and justifiable business case.

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

- 10.1 The Capital and Financial Planning Accountant supports the allocations in the Programme. The budgets are included in the Capital Strategy recommended to the Council on 7th February 2017.

10.2 Legal comments the recommendations can be acceptable from a legal point of view.

10.3 Corporate Property comments that Strategic Property have supported school services to undertake their Asset Management Plan. The works identified are supportive of their Asset Management Plan and will ensure that these schools are fit for purpose for the future.

11. Public Service Board/Partnerships/Stakeholders etc.

11.1 Not applicable.

12. Corporate Communications

(The views of the Senior Communications Manager must be set out here)

12.1 Communications comments the report is of considerable public interest and requires use of proactive news release and use of appropriate social media to publicise the recommendation and decision.

13. Statutory Officers

(The views of both the Strategic Director Resources (Section 151 Officer) and the Monitoring Officer **must** be set out below)

13.1 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. Members' Interests

(To be completed by the Monitoring Officer)

14.1 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:
1. That the Major Improvements Programme for financial year 2017-18 as set out in Sections 1.4, 1.8, 2.1 and Appendix A be approved.	To progress the School Modernisation Programme and meet Welsh Government fit for purpose objectives
2. That the Portfolio holder for education in consultation with the Head of Schools has delegated authority to make changes to the Major Improvements Programme	

that are within budget.	
-------------------------	--

Relevant Policy (ies):	School Modernisation and Schools Service Asset Management Plan		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Not applicable
----------------------------------	-----------------------

Person(s) To Implement Decision:	David Thompson and Schools Capital & Revenue Programme Officers group
Date By When Decision To Be Implemented:	From 1 st April 2017 onwards

Contact Officer Name:	Tel:	Fax:	Email:
Gareth Jones and David Thompson	01597 826429 01597 826543		gareth.jones@powys.gov.uk david.thompson@powys.gov.uk

Background Papers used to prepare Report:

CC19-2016 – approval of £1m additional funding to the Schools Major Improvements programme in financial years 2017/18 to 2019/20.

C239-2015 RE: FIT programme

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
LLANIDLOES H.S.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New replacement of unserviceable gas main from incoming supply in Block H to boiler room (Block F) around existing school to Gym (Block B)		£ 40,000			£ 40,000	Health & Safety risk, Condition grading 1D & reduced CO2 emissions	120
MOUNT STREET INFANTS	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement plant room doors and 20No. x fire doors to ensure compliance		£ 26,100			£ 26,100	Health & Safety risk, Condition grading 1D & unsuitable non-teaching spaces	115
NEWTOWN H.S - JOHN BEDDOES CAMPUS	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New Fire alarm block D (main school & four storey teaching block)		£ 39,500			£ 39,500	Health & Safety risk, Condition grading 1D & unsuitable teaching space	115
CRADOC C.P.	External Access & Fencing (paths, roads, parking etc.)	CAPITAL	New car, bus and delivery parking and access improvements	£ 50,000	£ 145,000			£ 195,000	Health & Safety risk, Condition grading 1C, insufficient and unsuitable external access	108
NEWTOWN H.S	Building fabric (Roofs, windows etc.)	CAPITAL	Radon improvement works to meet statutory requirements		£ 15,600			£ 15,600	Health & Safety risk, Condition grading 1C & unsuitable teaching spaces	108
LLANFYLLIN H.S.	DDA & SEN adaptations	CAPITAL	Design of DDA works to accommodate pupil needs Sept 2018 to: <ul style="list-style-type: none"> Gymnasium area access Upgrade Disabled toilet facilities Access door to ALN room Phase 1 Design £10,000 in 2017/18 Phase 2 Construction Phase £TBC in 2018/19		£ 10,000	£ To be confirmed		£ 10,000	Health & Safety risk, Condition grading 2C & unsuitable and insufficient DDA facilities	103
HAFREN C.P. JUNIOR and LADYWELL GREEN NURSERY & INFANTS	External Access & Fencing (paths, roads, parking etc.)	CAPITAL	Improvements to HGV and bus access/egress to main school : Phase 1 - Pedestrian and main access road way improvements £40,000 in 2016/17 with £30,000 carried forward into 2017/18 for construction works Phase 2 - New access/circulation works design and construction works £80,000 in 2018/19	£ 40,000		£ 80,000		£ 120,000	Health & Safety risk, Condition grading 1D, insufficient and unsuitable external access & Safeguarding and Security	100
YSGOL MAESYDDERWEN	External works - school sports facilities	CAPITAL	New bunding to prevent flooding on school grass playing field spreading onto adjacent domestic bungalows		£ 30,000			£ 30,000	Health & Safety risk, Condition grading 1D & unsuitable Statutory Team Game area	100
LLANGATTOCK VA School	Building adaptations & additional accommodation	CAPITAL	New extension and alteration to resolve unsuitable teaching areas, toilets and to provide Early Years accommodation by Sept 2018: Design, Tender & Enabling works £149,000 in 2017/18 Construction £400,000 in 2018/19 (POTENTIAL BID TO WG FOR BJC 21ST CENTURY SCHOOLS AND CLASSSIZE FUNDING)		£ 149,000	£ 400,000		£ 549,000	Health & Safety risk, Condition grading 1C, insufficient and unsuitable teaching and non-teaching space & reduced CO2 emissions	99
WELSHPOOL H.S.	DDA & SEN adaptations	CAPITAL	Phase 1 - DDA adaptation and alterations to provide new accessible ramps, doors to teaching and gym areas by Sept 2017 £82,500 in 2017/18 Phase 2 - DDA adaptations to meet pupil needs by Sept 2018 £TBC in 2018/19		£ 82,500	£ to be confirmed		£ 82,500	Health & Safety risk, Condition grading 2C & unsuitable and insufficient DDA facilities	98
VARIOUS SCHOOLS	Building adaptations & additional accommodation	CAPITAL	BUSINESS JUSTIFICATION CASE (BJC) - DESIGN AND DEVELOPMENT FOR 'BAND B' SCHEMES		£ 10,000	£ 50,000	£ 50,000	£ 110,000		85
YSGOL PENMAES	Building adaptations & additional accommodation	CAPITAL	Alterations to increase KS4 toilet provision and additional screened corridor doors (safeguarding) to meet pupils needs		£ 30,000			£ 30,000	Health & Safety risk, insufficient and unsuitable, non-teaching space & Safeguarding/Security	84

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
SENNYBRIDGE C.P.	DDA & SEN adaptations	CAPITAL	Phase 1 - New accessible WC including associated works £20,000 in 2017/18 Phase 2 - New front entrance doors and safeguarding works to relocate the main school reception including alterations to external pathways, fencing and gates (main school) £40,000 in 2018/19		£ 20,000	£ 40,000		£ 60,000	Health & Safety risk, insufficient DDA and unsuitable, non-teaching space & Safeguarding/Security	83
SENNYBRIDGE C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New replacement boilers, controls and re-wiring including asbestos removal Design & Enabling works £18,000 in 2016/17 Construction works £78,000 in 2017/18	£ 18,000	£ 78,000			£ 96,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	76
YSGOL DYFFRYN Y GLOWYR	DDA & SEN adaptations	CAPITAL	Adapt existing DDA toilet facilities to accommodate pupil needs Sept 2018			£ 10,000		£ 10,000	Health & Safety risk, unsuitable and insufficient DDA facilities	77
FRANKSBRIDGE C.P.	Kitchens & associated facilities	CAPITAL	Replacement unserviceable conventional cooker including all alterations to services		£ 15,600			£ 15,600	Health & Safety risk, Condition grading 1D & to meet EHO requirements	76
IRFON VALLEY C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Replacement BMS controls, re-wire and new pumps, blocks A and B (main school)		£ 26,000			£ 26,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	76
LLANELWEDD C in W	Building adaptations & additional accommodation	CAPITAL	Refurbish a surplus mobile from Gwernyfed Catchment. Relocate mobile class base, toilets and cloakroom for new Early Years accommodation at Llanelwedd C in W School (POTENTIAL BID TO WG FOR BJC 21ST CENTURY SCHOOLS AND CLASSIZE FUNDING)		£ 130,000			£ 130,000	Health & Safety risk, insufficient and unsuitable teaching and non-teaching spaces & reduced CO2 emissions	76
MONTGOMERY C IN W	Kitchens & associated facilities	CAPITAL	Replacement unserviceable conventional cooker including all alterations to services		£ 15,600			£ 15,600	Health & Safety risk, Condition grading 1D & to meet EHO requirements	76
MOUNT STREET JUNIOR	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New replacement boilers, pumps and control panels including asbestos removal and associated works to main school		£ 60,000			£ 60,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	76
YSGOL LLANBRYNMAIR	Kitchens & associated facilities	CAPITAL	Replacement unserviceable conventional cooker including all alterations to services (Possible inclusion in BJC to be submitted by Schools Service)		£ 15,600			£ 15,600	Health & Safety risk, Condition grading 1D & to meet EHO requirements	76
NEWTOWN H.S - JOHN BEDDOES CAMPUS	External Access & Fencing (paths, roads, parking etc.)	CAPITAL	Safeguarding - New boundary/security fencing with the Old School House boundary		£ 22,000			£ 22,000	Health & Safety risk, Condition grading 1D, unsuitable non-teaching areas & Safeguarding and Security	75
VARIOUS HIGH SCHOOLS	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Local Exhaust Equipment improvements works to High School Design & Technology workshop equipment: Phase 1 - Llanfyllin H.S. £20,000 in 2017/18 Phase 2 - Caereinion H.S. £20,000, YSGOL BRO HYDDGEN H.S £20,000 & Gwernyfed H.S. £20,000 in 2018/19 Phase 3 - ETBC in 2019/20 and future years		£ 20,000	£ 60,000		£ 80,000	Health & Safety risk, Condition grading 1D, unsuitable environmental controls, teaching and non-teaching spaces	75

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
ARDDLEEN C.P.	Kitchens & associated facilities	CAPITAL	Replacement of unserviceable dishwasher including condensing hood and rinse sink including all associated services alterations to kitchen		£ 15,600			£ 15,600	Health & Safety risk, Condition grading 1D & to meet EHO requirements	75
KNIGHTON C in W	Kitchens & associated facilities	CAPITAL	Replacement of unserviceable dishwasher including condensing hood and rinse sink including all associated services alterations to kitchen		£ 15,600			£ 15,600	Health & Safety risk, Condition grading 1D & to meet EHO requirements	75
LLANFAIR CAEREINION C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Replacement of leaking mains water supply to meter on trunk road		£ 20,000			£ 20,000	Health & Safety risk, Condition grading 1D, unsuitable primary infrastructure services	75
CARREGHOFA C.P.	Building adaptations & additional accommodation	CAPITAL	Extension to provide adequate accommodation (including staff): Design £17,000 in 2016/17 Enabling and construction works £131,250 in 2017/18	£ 17,000	£ 131,250			£ 148,250	Health & Safety risk, insufficient and unsuitable, non-teaching space & Safeguarding/Security	75
IRFON VALLEY C.P.	DDA & SEN adaptations	CAPITAL	DDA improvements to existing toileting and access pathway & external equipment to meet pupil needs	£ 11,000	£ 10,000			£ 21,000	Health & Safety risk, unsuitable and insufficient DDA facilities	75
LLANIDLOES H.S.	External works - school sports facilities	CAPITAL	New 3G Pitch - Repair sports ground - very uneven and dangerous and upgrade red gras pitch (subject to agreement of possible developer contribution): Design works £10,000 in 2017/18		£ 10,000	£ To be confirmed		£ 10,000	Health & Safety risk, Condition grading 1D & unsuitable Statutory Team Game area	75
CRADOC C.P.	Building adaptations & additional accommodation	CAPITAL	Refurbishment of existing mobile teaching accommodation and link , block C		£ 85,000			£ 85,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	69
HAFREN C.P. JUNIOR	Building fabric (Roofs, windows etc.)	CAPITAL	Phased replacement of roofing: Phase 1 New Flat roof replacement (main school) Block B including associated internal works £90,000 Phase 2 New flat and pitch roof replacement to main school and hall including associated internal works £150,000		£ 90,000	£ 150,000		£ 240,000	Health & Safety risk, Condition grading 1D, unsuitable non-teaching spaces and reduced CO2 emissions	69
LLANFAIR CAEREINION C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	Re-roofing including underlay, guttering, downpipes and roof lights, flashing including all associated works: Phase 1 - Re-roofing to South-West elevation £67,000 in 2017/18 Phase 2 - Re-roofing to North-East elevation £67,000 in 2018/19		£ 67,000	£ 67,000		£ 134,000	Health & Safety risk, Condition grading 1D, unsuitable non-teaching spaces and reduced CO2 emissions	69
RADNOR VALLEY C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	New replacement roof (to main school excluding hall) Block A including all alterations to fascia's, soffits and RW goods plus internal making good works		£ 160,000			£ 160,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	69
LLANIDLOES C.P.	Kitchens & associated facilities	CAPITAL	New kitchen servery, PE store extension and associated alterations: Design & enabling works £45,250 in 2018/19 Construction £271,750 in 2019/20			£ 45,250	£ 271,750	£ 317,000	Health & Safety risk, Condition grading 2C, insufficient and unsuitable non-teaching spaces & to meet EHO requirements	68
NEWBRIDGE ON WYE C in W	Building fabric (Roofs, windows etc.)	CAPITAL	New high level louvre window and mechanical ventilation to hall		£ 15,500			£ 15,500	Health & Safety risk, Condition grading 1C, unsuitable teaching spaces, environmental controls & reduced CO2 emissions	68

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
RHAYADER C in W	External Access & Fencing (paths, roads, parking etc.)	CAPITAL	New car park surface and access improvement works including all associated drainage works: Design and Enabling works £50,000 in 2017/18 Phase 1 - Construction £TBC in 2018/19 and future years		£ 50,000			£ 50,000	Health & Safety risk, Condition grading 1C, unsuitable external access & Safeguarding	68
LLANDRINDOD H.S.	External Access & Fencing (paths, roads, parking etc.)	CAPITAL	Safeguarding - New security fencing to boundary with Llanerch and fencing around adventure playground due to raised kerb.		£ 19,000			£ 19,000	Health & Safety risk, Condition grading 1C and Safeguarding & Security	68
LLANIDLOES H.S.	Kitchens & associated facilities	CAPITAL	Refurbishment of existing shared (High School and Primary) kitchen and canteen building (Block B) to accommodate full use by the High school pupils: Design and enabling works £30,000 in 2018/19 Construction works £TBC in 2019/20			£ 30,000	£ To be confirmed	£ 30,000	Health & Safety risk, Condition grading 2C, insufficient and unsuitable non-teaching spaces	68
NEWTOWN PRU REFERRAL UNIT (NORTH)	External works - school sports facilities	CAPITAL	Improvements to external informal social area	£ -	£ 25,000	£ -	£ -	£ 25,000	Health & Safety risk, Condition grading 2C & unsuitable and insufficient non-teaching area	68
MOUNT STREET INFANTS	Building fabric (Roofs, windows etc.)	CAPITAL	Partial flat roof replacement over nursery class base including internal making good to ceilings (AO24 & AO28)			£ 23,500		£ 23,500	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
MOUNT STREET JUNIOR	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement roof tiles and re-felting flat roof including all associated works to link corridor and internal remedial works to ceilings (Block A) to main school		£ 18,000			£ 18,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
YSGOL UWCHRADD CAEREINION	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement of external fire exit doors (main school)		£ 27,000			£ 27,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
WELSHPOOL H.S.	Building fabric (Roofs, windows etc.)	CAPITAL	Phase 1 - Replacement pitch roof coverings and roof lights to leaking library roof (Block E) including internal damage to ceiling and flooring £25k in 2017/18 Phase 2 - Partial replacement of pitched roof to technology block including new leadwork £30k in 2018/19		£ 25,000	£ 30,000		£ 55,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
LLANFYLLIN H.S.	Building fabric (Roofs, windows etc.)	CAPITAL	Roof replacement works: Phase 1 - Roof design £10,000 in 2016/17 Phase 2 - Refurbishment and replacement of flat roofs, RW goods, roof lights over admin area £145,000 Phase 3 - Refurbishment and replacement flat roofs, RW goods, roof lights over dining room & circulation area adj to hall £110,000	£ 10,000	£ 145,000	£ 110,000		£ 265,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
ARDDLEEN C.P.	Toilets & cloakrooms	CAPITAL	Phase 2 Refurbishment of Infant toilets and cloakrooms (Block A)		£ 30,000			£ 30,000	Health & Safety risk, Condition grading 1D, unsuitable non-teaching spaces & reduced CO2 emissions	66
MOUNT STREET JUNIOR	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement of external fire exit doors to replace sliding patio doors (8N ⁹) and internal concertina doors, blocks B and C to main school Phase 1 £20,000 in 2017/18 Phase 2 £39,000 in 2018/19		£ 20,000	£ 39,000		£ 59,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces, Safeguarding & Security & reduced CO2 emissions	66

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
MOUNT STREET JUNIOR	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement roof coverings, RW goods and fascia's block A (main school) Design £20,000 in 2018/19 Construction £165,000 in 2019/20			£ 20,000	£ 165,000	£ 185,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
LLANDYSILIO C in W	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Internal lighting blocks A, C, D and E (main school and mobiles)			£ 20,000		£ 20,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
LLANFYLLIN C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement roof coverings, fascia's, soffits, Rooflights and RW goods blocks A-E (main school): Phase 1 £54,000 in 2018/19 Phase 2 £50,000 in 2019/20			£ 54,000	£ 50,000	£ 104,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
NEWTOWN H.S - JOHN BEDDOES CAMPUS	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement of corridor windows and roof covering adjacent to science area, Block J (room ref: J010) Roof structure block J (Science - main school) -			£ 49,000		£ 49,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
YSGOL UWCHRADD CAEREINION	Building fabric (Roofs, windows etc.)	CAPITAL	New internal fire doors to comply with statutory regulations (main school)		£ 11,500	£ 11,500		£ 23,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	66
KNIGHTON C in W	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Replacement fire alarms and emergency lighting (main school), Block C			£ 20,500		£ 20,500	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces	65
FRANKSBRIDGE C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	Refurbishment of roof covering fascia's, soffits, RW goods and kitchen extract system, block A (kitchen & main school): Phase 1 - Refurbish kitchen flat roof and associated works £30,000 in 2018/19 Phase 2 0 Refurbish main school flat roof and associated works £TBC in 2019/20			£ 30,000	£ To be confirmed	£ 30,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	65
GUILSFIELD C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	New internal floor (carpets, non slip flooring etc.) throughout the school require replacing. Phase 1 £40,000 Phase 2 £TBC in future years			£ 40,000		£ 40,000	Health & Safety risk, Condition grading 1D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	65
TREOWEN C.P.	Toilets & cloakrooms	CAPITAL	Toilet refurbishment works (including Foundation Phase) block A (main school): Phase 1 - Boys toilet refurbishment £65,000 in 2017/18 Phase 2 - Girls toilet refurbishment £70,000 in 2018/19			£ 65,000	£ 70,000	£ 135,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces & reduced CO2 emissions	64
KNIGHTON C in W	Toilets & cloakrooms	CAPITAL	Phase 2 - Refurbishment of girls toilets, Block C (main school) (C030)			£ 50,000		£ 50,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces & reduced CO2 emissions	64
YSGOL MEIFOD	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New replacement boiler, cylinder replacement, controls, removal of header tank and commissioning of new direct mains feed water supply, asbestos removal and new oil tank to main school: Design £10,000 in 2018/19 Construction £51,000 in 2019/20			£ 10,000	£ 51,000	£ 61,000	Health & Safety risk, Condition grading 2C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
BUTTINGTON/TREWERN C.P.	Kitchens & associated facilities	CAPITAL	New kitchen extract system, dishwasher unit, floor coverings and ceilings and lighting to meet EHO requirements Design £15k in 2018/19 Construction £TBC in 2019/20			£ 15,000	£ To be confirmed	£ 15,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces to meet EHO requirements	64
BUTTINGTON/TREWERN C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Replacement 2N ^o x boilers serving main school and kitchen, upgrade the boiler house including pumps, strip out pipework, re-wire and render/clean walls Design £10k in 2018/19 Construction £106k in 2019/20			£ 10,000	£ 106,000	£ 106,000	Health & Safety risk, Condition grading 2C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64
PENYGLODDFA C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New heating and boiler system upgrade to foundation phase blocks B and C (main school) to replace underfloor heating - Remove existing boiler in the centre of the school - extend the system from the existing boiler house and provide new heating systems to classbases with underfloor heating Design £10k in 2018/19 Construction £TBC in future years			£ 10,000		£ 10,000	Health & Safety risk, Condition grading 2C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64
LLANDYSILIO C in W	Building adaptations & additional accommodation	CAPITAL	Reconfiguration of existing building to provide reception/waiting area and main office Design £12,000 in 2018/19 Construction £58,000 in 2019/20			£ 12,000	£ 58,000	£ 70,000	Health & Safety risk, insufficient and unsuitable non-teaching spaces and safeguarding & security	64
BANW C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Replacement boiler, controls and associated works: Design £10k in 2019/20 Construction £TBC in future years			£ 10,000		£ 10,000	Health & Safety risk, Condition grading 2C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64
GUILSFIELD C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement external windows and doors blocks A, B and D (main school) including new window blinds Phase 1 Classbases and corridors block A £40,000 Phase 2 Classbases and corridors blocks B and D £50,000			£ 40,000	£ 50,000	£ 90,000	Health & Safety risk, Condition grading 2D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64
LADYWELL GREEN N & I	Building fabric (Roofs, windows etc.)	CAPITAL	Phased replacement of roofing: Phase 1 - Pitch roof replacement including soffits and fascia's to teaching block including new suspended ceilings and lighting (block A) £47,250 Phase 2 - Pitch roof replacement including soffits and fascia's to nursery block including new suspended ceilings and lighting (block A) £47,250				£ 94,500	£ 94,500	Health & Safety risk, Condition grading 2D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64
YSGOL LLANBRYNMAIR	Toilets & cloakrooms	CAPITAL	Toilet - Refurbishment toilets and cloakroom (references A001, A002, A011, A012, A013a, A015, A016, A017 and A018) Phase 1 - £65,000 in 2019/20 Phase 2 - £70,000 in future years				£ 65,000	£ 65,000		64
WELSHPOOL H.S.	Toilets & cloakrooms	CAPITAL	Toilets and showers blocks B, C and E (main school) Toilet - Refurbishment toilets and cloakroom (references E015/16, E017, E053/55, E054) Phase 1 - £100,000 in 2018/19 Phase 2 - £ TBC in future years - Changing rooms and showers need modernising and replacing. All toilets need replacing and modernising			£ 100,000	£ To be confirmed	£ 100,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces & reduced CO2 emissions	64
LLANDRINDOD H.S.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Phase 1 - New replacement gas fired boiler, expansion tank including associated electrical works £107,000 to main school in 2019/20 Phase 2 - New replacement boiler control panel, configuration of plant room equipment and removal of redundant oil tank and temporary boiler works £73,000 in future years				£ 107,000	£ 107,000	Health & Safety risk, Condition grading 2C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	64

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
NEWTOWN H.S - JOHN BEDDOES CAMPUS	Toilets & cloakrooms	CAPITAL	Refurbishment of staff toilets Phase 1 Refurbish staff toilet areas D007, D008a/D008b (£15k); Phase 2 Refurbish changing rooms A004, A006 to include cubicles, sanitary fittings; redecorate (£10k)				£ 38,000	£ 38,000	Health & Safety risk, Condition grading 1C, unsuitable non-teaching spaces & reduced CO2 emissions	64
BRECON H.S.	Building fabric (Roofs, windows etc.)	CAPITAL	New replacement external fire escape/access doors to front of school			£ 60,000		£ 60,000	Health & Safety risk, Condition grading 2C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	63
YSGOL UWCHRADD CAEREINION	Primary Energy source, Environmental & Services distribution systems	CAPITAL	Replacement boilers, controls and associated works to main school: Design £10k in 2019/2020 Construction £TBC in future years				£ 10,000	£ 10,000	Health & Safety risk, Condition grading 3B, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	63
LADYWELL GREEN N & I	Kitchens & associated facilities	CAPITAL	Refurbish kitchen and ventilation system and remove asbestos extract fan pipe to from kitchen extract to roof level to meet compliance requirements Design £10,000 in 2019/20 Construction £TBC in future years				£ 10,000	£ 10,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces to meet EHO requirements	63
ARDDLEEN C.P.	Kitchens & associated facilities	CAPITAL	New kitchen extract system, whiterock wall surfaces in kitchen, kitchen and storeroom floor covering and replacement of wooden roller shutter to meet EHO requirements				£ 75,000	£ 75,000	Health & Safety risk, Condition grading 2B, unsuitable non-teaching spaces	62
HAFREN C.P. JUNIOR	Kitchens & associated facilities	CAPITAL	Refurbish kitchen and ventilation system and remove asbestos extract fan pipe to from kitchen extract to roof level to meet compliance requirements Design £10k in 2018/19 Construction £TBC in 2019/20			£ 10,000	£ To be confirmed	£ 10,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces to meet EHO requirements	63

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
MAESYRHANDIR C.P.	Kitchens & associated facilities	CAPITAL	Phase 1 - Design and Asbestos survey works £15,000 in 16/17 Phase 2 - Asbestos removal and construct new replacement ceiling to kitchen. Renew kitchen ventilation system (including reconfiguration and consolidation of kitchen equipment) to meet EHO requirements and the boiler replacement works must be incorporated due to services from the boiler room running through kitchen where there is asbestos	£ 15,000			£ 135,000	£ 150,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces to meet EHO requirements	63
LLANELWEDD C in W	Building fabric (Roofs, windows etc.)	CAPITAL	Roof fascia's, soffits and RW goods block A and B (main school) - Refurbishment of flat and pitch roof coverings, barge boards and fascia's and new insulation and structural deck. Design £10,000 in 2019/20 Construction £TBC in future years				£ 10,000	£ 10,000	Health & Safety risk, Condition grading 1C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	62
LLANFYLLIN C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	Partial replacement of external large windows and doors to main school and hall Phase 1 £20,000 in 2019/20 Phase 2 £30,000 in future years External windows and doors block A-D (main school) - Replace 2no. Large windows/doors with new double glazed UPVC units (£4,000). Scrape out and replace window putty to Crittal window frames (£500). Consider				£ 20,000	£ 20,000	Health & Safety risk, Condition grading 1C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	62
LEIGHTON C.P.	Primary Energy source, Environmental & Services distribution systems	CAPITAL	New replacement oil fired boilers, control panel, pumps and heating system including all associated works Design & Construction £TBC in future years The boiler room contains 2nr. oil fed boilers which look to be in a poor condition and at the end of their life				£ 74,000	£ 74,000	Health & Safety risk, Condition grading 3C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	61
PENYGLODDFA C.P.	Building fabric (Roofs, windows etc.)	CAPITAL	Phase 2 - Replacement flat roof over teaching base (Block B)			£ 80,000		£ 80,000	Health & Safety risk, Condition grading 2D, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	61
YSGOL UWCHRADD CAEREINION	External works - school sports facilities	CAPITAL	Resurface the All weather pitch and undertake drainage improvements. Phase 1 Design £15,000 in 2019/20 Phase 2 Construction £TBC in future years				£ 15,000	£ 15,000	Health & Safety risk, Condition grading 2D & unsuitable Statutory Team Game area	60
WELSHPOOL H.S.	External works - school sports facilities	CAPITAL	New replacement sports fencing around the Red-Gra area: Phase 1 Red Gras £45,000 in 2018/19 Phase 2 Tennis courts £44,000 in 2019/20 and future years				£ 45,000	£ 45,000	Health & Safety risk, Condition grading 2D & unsuitable Statutory Team Game area	60
RADNOR VALLEY C.P.	External Access & Fencing (paths, roads, parking etc.)	CAPITAL	Resurface playground tarmac including all associated improvements to drainage				£ 40,000	£ 40,000	Health & Safety risk, Condition grading 2D & unsuitable non-teaching areas	60
LLANFYLLIN H.S.	Toilets & cloakrooms	CAPITAL	Toilets boys and girls block D (main school room ref: D008, D011 and D012)				£ 90,000	£ 90,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces & reduced CO2 emissions	59
LLANELWEDD C in W	Building fabric (Roofs, windows etc.)	CAPITAL	Replacement external windows block A (main school)				£ 11,000	£ 11,000	Health & Safety risk, Condition grading 1C, unsuitable teaching and non-teaching spaces & reduced CO2 emissions	59
LLANDRINDOD H.S.	Building fabric (Roofs, windows etc.)	CAPITAL	Roof coverings, Structure, fascia's and soffits block B (teaching block) - Structural improvements to roof hips including removal of asbestos roof tiles, new roof and RW goods Phase 1 - Design £12,000 in 2019/20 Phase 2 - Construction works £ TBC in future years				£ 12,000	£ 12,000	Health & Safety risk, Condition grading 2C, unsuitable teaching spaces & reduced CO2 emissions	59

SCHOOLS SERVICE ASSET MANAGEMENT PLAN - BUILDING AND SITE PRIORITIES

SCHOOLS SERVICE MAJOR IMPROVEMENTS PROGRAMME 2017-20

APPENDIX A

Status: DRAFT FOR APPROVAL

Last updated: 17th February 2017

SCHOOL NAME	Category	Funding Source		Approved Funding in 2016/17	2017/18	2018/19	2019/20 and future years	Total Estimated Value of Works £	Health & Safety/ Condition grading/ Sufficiency/ Suitability	Overall Project Score
LLANFYLLIN H.S.	Toilets & cloakrooms	CAPITAL	Refurbishment of girls toilets Block B (room ref: B008)				£ 45,000	£ 45,000	Health & Safety risk, Condition grading 2C, unsuitable non-teaching spaces & reduced CO2 emissions	59

PROGRAMME CONTINGENCY	£	173,050	£	200,000	£	200,000
------------------------------	---	---------	---	---------	---	---------

TOTAL ESTIMATED COSTS OF PROGRAMME	£	161,000	£	2,144,000	£	2,051,750	£	1,968,250
---	---	---------	---	-----------	---	-----------	---	-----------

TOTAL BUDGET ALLOCATION	£	161,000	£	2,144,000	£	2,032,000	£	2,000,000
--------------------------------	---	---------	---	-----------	---	-----------	---	-----------

Additional secured funding contributions:

1. Hafren CP £34,000 contribution to re-roofing works in 2017/18
2. Llangattock C in W extension/alterations works £80,000 school contribution in 2017/18
3. Llangattock C in W extension/alterations works £40,000 Church in Wales contribution split £20,000 in 2017/18 and £20,000 in 2018/19
4. Newtown PRU contribution to external informal social area £10,000 in 2017/18

Additional unsecured schools delegated R&M funding contributions:

5. Buttington C.P. contribution of £12,000 in 2018/19 and future years for boiler replacement works

This page is intentionally left blank

C40- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET 27th February 2017

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

SUBJECT: Brecon High School – Financial Management

REPORT FOR: For Information – Decision

1. Summary

- 1.1 The Governing Body of Brecon High School have for a number of years had a significant challenge in setting a balanced budget.
- 1.2 Pupil numbers across Powys have been reducing in the secondary sector and continue to fall. The funding delegated to schools is driven in the main by the pupil numbers on roll at each school. With reduced levels of funding the Governors are expected to review and reduce annual expenditure to a level that does not exceed the funding available.
- 1.3 With the majority of the of the schools expenditure relating to staffing it is this area of the budget from which the majority of the savings have been required. The reductions have to be balanced with the delivery of the statutory requirements which the school has to fulfil.
- 1.4 Brecon High school was in a significant deficit position at the 31st March 2013 and a loan of £432k over a 10 year was approved for the school to enable them to manage and clear the deficit over a longer period.
- 1.5 The Governing Body are once again faced with a projected deficit position in addition to the remaining balance of the loan.
- 1.6 This report provides an update on the current and projected financial position of the school.

2. Background

- 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 At the end of 2011/12 Brecon High school had accrued a deficit budget in the region of £700k and on the 5th February 2013 Cabinet recognised particular circumstances at the school and contributed a sum of £120k funded from corporate reserves towards the cumulative deficit.
- 2.4 On the 30th July 2013 Cabinet resolved to approve a loan to Brecon High of £432k to be repaid over a ten year period. The agreement requires £43,200 to be paid annually from 2014/15.
- 2.5 Brecon High School underwent an Estyn Inspection in 2012 and were placed in the category of requiring “significant improvement”. During a follow up inspection in February 2014, the school was downgraded to requiring special measures. A new Headteacher commenced at the school in November 2014.
- 2.6 On the 24th March 2015 Cabinet approved the deferment of the loan repayment for 2015/16. This was in order to reduce the budgetary pressure whilst the school was striving to raise standards and be removed from requiring special measures. A number of conditions were imposed by Cabinet when approving the deferment as follows:-
- The governing body sets a balanced budget for 2015/16 and 2016/17 and then subsequent years;
 - There will be no overspend against the planned budget;
 - Any underspend at the end of each of the financial years 2015/16 and 2016/17 will contribute towards repayment of the loan;
 - Any virement in the budget of over £5,000 is approved by the Council’s School Finance manager in consultation with the Professional Lead (Finance) and Head of Schools and the Portfolio Holder for Education.
 - To recalculate the loan repayments over the remaining term of the loan.
 - No consideration will be given to any further loan repayment deferments.
- 2.7 However, due to the improved financial position at the school as at the 31st March 2015 the Governing Body decided not to take the deferment and made the annual repayment.

2.8 The financial position of the school over the last 5 years and pupil data is provided in the table below.

Year	2011/12	2012/13	2013/14	2014/15	2015/16
Balance B/F	(655,206)	(704,012)	(431,896)	95,129	209,846
In Year Position	(48,806)	272,115	527,025	114,718	(102,740)
Balance C/F	(704,012)	(431,896)	95,129	209,846	107,107
Loan Outstanding			(432,000)	(388,800)	(345,600)
Approved Budget C/F	(862,739)	(655,982)	70,545	59,893	36,045
Outturn Position	(704,012)	(431,896)	95,129	209,846	107,107
Improvement	158,727	224,086	24,583	149,953	71,062
Pupil numbers funded Pre 16	639	637	644	628	577
Pupil numbers funded Post 16	119	127	114	114	87

2.9 Since the provision of the loan the school has maintained a surplus budget position and has met the annual repayment terms of the loan. The Outturn position for each of the last 5 years has been an improved position against the budget set, as shown in the table above, however the position began to deteriorate in 2015/16 which probably reflected the fall in pupil numbers from 2014.

2.10 The 2016/17 budget plan submitted by the Governing Body, shown in the table below, sees the surplus position at the end of March 2016 falling into an immediate deficit in 2016/17. With further reductions in pupil numbers projected for the following 2 years, the forecast was an increasing deficit to £967k by 2018/19; this is in addition to the outstanding loan of £216k.

Year	2015/16 Budget	2015/16 Actual	2016/17 Cabinet	2017/18 Projected	2018/19 Projected
Delegated Funding	2,932,223	2,917,395	2,658,366	2,495,700	2,453,323
Net Expenditure	3,106,024	3,020,135	2,952,227	2,896,731	2,832,746
Balance B/f	209,846	209,846	107,107	(186,754)	(587,785)
In Year Position	(173,801)	(102,740)	(293,861)	(401,031)	(379,423)
C/F Balance	36,045	107,107	(186,754)	(587,785)	(967,208)
Loan Outstanding	(345,600)	(345,600)	(302,400)	(259,200)	(216,000)
Pupil numbers funded Pre 16	577	577	512	453	440
Pupil numbers funded Post 16	87	87	85	79	64

2.11 In producing the budget plan for 2016/17 officers from both Finance and the schools service assisted the school in reviewing their curriculum plan and expenditure across all budget headings. As a result the Headteacher submitted 2 budget plans. The first which the school felt was a realistic plan included some staff reductions and resulted in the plan submitted by the Governing Body. The second plan produced a balanced budget for 2016/17, the result of reducing expenditure to that level considered the reduction of 10 members of staff, the school concluded that this was not an acceptable option as it

would have considerable impact across the school and would be detrimental to the progress made in improving standards. In addition the school's ability to maintain progress against the Estyn recommendations and gain removal from the category of special measures was influential. The impact included the following:-

- increase class sizes to over 30 in core subjects and over 40 in non-core subjects,
- significant reductions of curriculum options at Key stage 4,
- reduction in support for ALN pupils,
- increased workload for teaching staff limiting their availability for leadership roles and pupil support,
- Health and Safety concerns resulting from class sizes and whether the accommodation itself could accommodate these class sizes,
- potential teacher union action,
- pupil behaviour

Both the consultant who has reviewed the budget and officer in the school service confirm a reduction of ten staff would have significant consequences to the school's ability to move out of Special Measures

- 2.12 Cabinet considered a report on the 5th July 2016 on School's Budgets and recommended that Brecon High School's budget was not licensed. It also indicated a notice of concern be issued to the Governing Body and that the Governing Body submit a recovery plan to the authority by the 16th September 2016. It was agreed that Cabinet would consider what action to take at its meeting on 26th July.
- 2.13 At the meeting of the 26th July, Cabinet recommended a further independent review to identify efficiencies which would not impact adversely on standards and progress being made towards being removed out of the category of special measures.
- 2.14 Further to the original recommendation at the meeting of the 26th July, an extension in relation to the deadline for the recovery plan, was agreed for Brecon High School. This was agreed because the feedback from the independent review which took place on the 8th September, recommended additional time to review the curriculum. A further visit took place on the 13th October and the school was granted an extension to the submission of the recovery plan to the 14th November 2016.

The second independent review made the following recommendations:

- Reduction in contact time for Teaching and Learning Responsibility (TLR) Holders
- Rounding Preparation, Planning and Assessment time (PPA) to nearest integer instead of rounding up
- Brecon High School should complete a revised curriculum and staffing plan for 2017/18 in light of discussions / modelled scenarios provided

to the Headteacher and Business Manager. The existing curriculum plan and a suggested costed curriculum model for the next academic year appear in Appendix 1.

- It would have a negative impact on the school should the Senior Leadership Team (SLT) be reduced from 3 to 2
- Brecon High School has already considered a reduction in associate and teaching staff to ensure savings from January 2017. The impact of this should not be negated.

2.15 Brecon High School submitted a recovery plan, however the recovery plan submitted indicated a worsened position with an increased deficit position of £1.348m by the end of the 2018/19 financial year. The school attended a meeting with the Authority on the 16th December 2016 to discuss the recovery plan submitted.

2.16 Actions agreed at the meeting on the 16th December were;

- Finance to offer additional support to the school to restate the budget and forward projections.
- School agreed to move on to the Authority`s financial ledger wef from April 2017.
- A refresh of the budget recovery plan be submitted based on the restated budget position. The plan will outline the action that the school is putting in place, but will also demonstrate the additional actions that would be necessary to produce a balanced budget plan as well as the impact these actions would have on curriculum delivery.

2.17 The budget plan has been restated with additional support from Finance. The School Finance Manager attended a meeting with the Headteacher at the school on the 15th February to go through the revised budget following the support offered by the team. It is clear the staff savings that were put forward by the school have not been fully implemented and only minimal changes have been put in place following the opportunities presented by the independent review. Further non-staffing savings were discussed that would contribute to reducing the deficit position. The Headteacher will confirm whether the school will approve the school`s restated budget following a review with the Business Manager.

2.18 The table below shows the current budget position that was discussed with the Head teacher. It shows a substantial and unsustainable potential deficit £1.357m by 2018/19. It should be stressed this is in addition to the outstanding loan of £216k.

Year	2016/17 Cabinet £	2016/17 Projected £	2017/18 Projected £	2018/19 Projected £
Delegated Funding	2,658,366	2,660,655	2,471,577	2,424,539
Net Expenditure	2,952,227	3,013,736	3,001,151	3,006,195
Balance B/F	107,107	107,107	(245,974)	(775,548)
In Year Position	(293,861)	(353,081)	(529,574)	(581,656)
Balance C/F	(186,754)	(245,974)	(775,548)	(1,357,204)
Potential Savings per recovery plan			11,356	11,601
Loan	(302,400)	(302,400)	(259,200)	(216,000)

2.19 It is clear the financial position of the school is not improving and further delays in implementing a recovery plan will only worsen the position.

3. Further Action available

- 3.1 The School Standards and Organisation (Wales) Act 2013 (“the Act”) consolidates, clarifies and reforms the law in relation to intervention in schools causing concern.
- 3.2 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.)
- 3.3 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
- 3.4 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.

3.5 **Local Authority Intervention Powers**

Intervention powers fall into four categories:

1. Requirement to secure advice or collaborate

Purpose of intervention; to require a school to secure advice or collaborate in order to secure improvements

2. **Best used;** where the school or key figures within it refuse to collaborate with an appropriate partner 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

4. **Proposal**

4.1 It is proposed that the school should submit a recovery plan which as a minimum, brings the school's budget into a balanced in-year position in 2017-18, with 10 working days i.e. the 14th March 2017.

4.2 It is further proposed that should the above not be received, or should the budget recovery plan be unacceptable in the opinion of the section 151 Officer, that the Director of Education will issue a warning notice to the governing body in accordance with the School Standards and Organisation (Wales) Act 2013 and Welsh Government Statutory Guidance Document (202/2016) Schools Causing Concern

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

N/A

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)

11. Other Front Line Services

The Head of Schools Service notes

12. Support Services (Legal, Finance, HR, ICT, BPU)

The Schools Finance Manager comments that the current budget plan submitted by the Governing Body does not meet the requirements of the Scheme for the Financing of Schools and would not be licensed.

HR - The Schools HR Team will continue to work with Headteachers, Governors, Trades Unions and Staff to provide advice so that any changes affecting staff that need to be made can be implemented in line with the relevant Powys County Council and School policies.

Legal – The Recommendation can be supported from a legal point of view

BPU – No comment

ICT – Noted report

13. Local Service Board/Partnerships/Stakeholders etc

N/A

14. Communications

The report is of public interest and requires use of news release and social media to publicise the decision.

15. Statutory Officers

The Strategic Director Resources (S151 Officer) notes the comments made by Finance and adds that if the financial position is not addressed it will have an impact on the Council's overall level of reserves.

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:
<p>That the report is noted</p> <p>1. Within 10 working days i.e. the 14th March 2017, the governing body of Brecon High School is required to submit a budget recovery plan which as a minimum brings the school budget into a balanced in-year position in 2017-18.</p> <p>2. Should the above not be received, or should the budget recovery plan be unacceptable in the opinion of the section 151 Officer, the Director of Education will issue a warning notice to the governing body in accordance with the <i>School Standards and Organisation (Wales) Act 2013 and Welsh Government Statutory Guidance Document (202/2016) Schools Causing Concern.</i></p>	<p>That an appropriate budget plan is submitted by the school;</p> <p>And to ensure that the school has a financial basis on which to ensure that the school continues to progress the recommendations for improvement.</p>

Relevant Policy (ies):	Scheme for the Financing of Schools		
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	<p>Cllr David Meredith Cllr Tony Thomas Cllr Evan Morgan Cllr Matthew Dorrance Cllr Paul Ashton Cllr Gillian Thomas Cllr Liam Fitzpatrick Cllr Melanie Davies</p>
----------------------------------	--

Person(s) To Implement Decision:	Director of Education...
Date By When Decision To Be Implemented:	15 th March 2017

Contact Officer Name:	Tel:	Fax:	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

This page is intentionally left blank

C41- 2017

CYNGOR SIR POWYS COUNTY COUNCIL

CABINET EXECUTIVE

28th February 2017

REPORT AUTHOR: County Councillor Wynne Jones

Portfolio Holder for Finance

SUBJECT: Financial Overview and Forecast as at 31st January 2017

REPORT FOR: Decision / Discussion / Information

1. Summary

1.1 This report provides an update on the Revenue and Capital spend against Budget for the year to date as at 31st January 2017, and provides an early indication of the 2016/17 financial forecast. It is important to note that savings will be committed when they have been delivered, and we maintain this approach to ensure a prudent position.

1.2 The Revenue section of this report has been prepared on an exceptions basis, using the actual variance against budget to define the RAG (Red, Amber, and Green) status of the services financial position. This method assists in highlighting those Services areas with significant pressures, which are at most risk to the Authority and where corrective action must be taken to ensure a balanced year end budget, and mitigate any risk for future years.

2. Revenue

2.1 The projected revenue forecast, is shown in the table below, with a projected overspend of £4,357k against the approved budget, an improvement of £493k on the December position. The position excludes the Housing Revenue Account (HRA) and Schools Delegated Budgets.

Summary Forecast by Directorate	Original Budget	Total Working budget	Contribution to / (Use) of Reserves	Forecast Spend	Variance (Over) / Under spend	Variance (Over) / Under spend
	£'000	£'000	£'000	£'000	£'000	%
People	71,546	72,907	4	77,730	(4,823)	-6.62%
Place	38,792	40,020	(4,328)	40,240	(220)	-0.55%
Schools	29,029	22,954	(1,235)	23,363	(409)	-1.78%
Resources	6,456	7,449	(1,125)	7,286	163	2.19%
Central Activities	21,317	17,535	1,579	16,603	932	5.32%
Total	167,140	160,865	(5,105)	165,222	(4,357)	-2.71%

3. Capital

3.1 Actual capital budget and committed expenditure is £33.262m which represents 68% of the full year revised budget, it includes approved and required virements.

4. Efficiency savings

4.1 The revised revenue saving target is £12,139k and made up of in year and previous year's targets. Savings of £9.067m have been achieved to date representing 75% of the total required. This leaves £3.072m yet to be achieved.

	Target £'000	Delivered £'000	Variance
2014/15	51	51	0
2015/16	2,534	830	1,704
2016/17	9,554	8,186	1,368
Total	12,139	9,067	3,072

4.2 The table contained in Appendix B summarises the current position in the delivery of savings required within the budget. A prudent approach is adopted and only when savings are delivered are they built into the projections as achieved

5. 3rd Party Spend and Income

5.1 The Income and Cost Improvement Board will reconvene on the 17th February, to monitor income management and improvement activity across the Council, particularly 3rd party spend, ensuring that the Income Management and Service Cost Recovery Policy is implemented and adhered to.

5.2 The carry forward gap into 2017/18 for 3rd Party Spend and Income targets is £705k and £619k respectively. This is in addition to the further income targets included in the budget plan for 2017/18 and 2018/19 of £400k per annum. Key to delivery will be the ownership and buy-in to the need to be more 'commercial' and realise the available income opportunities, which will be monitored and addressed by the Board.

6 Reserves

6.1 The forecast use of reserves to support the revenue budget during the year is £7.532m. Unless the agreed budget savings are delivered a further draw on the general reserve will be required, this is currently projected at £4.104m. The revised forecast level of General Fund reserves as at 31st March 2017 is 3.11% of total net revenue budget less Schools. This excludes all specific and ring fenced reserves which equate to £6.209m. This level of reserve is marginally above the 3% agreed strategy.

7 Revenue Forecast

7.1 The table contained in Appendix A provides a forecast spend by service, against approved working budget, which includes budgeted transfers to or from reserves. RAG status has been applied to service variance based on the categories below, and those with a variance calculated at "red" have been explained in more detail.

- **Blue** Underspend above 1%
- **Green** +/- 1% (or £0.05m if budget less than £5m)
- **Amber** Overspend of 1-2% (£0.05m - £0.1m if budget less than £5m)
- **Red** Variance above 2% (£0.1m if budget less than £5m)

7.2 The forecast outturn for the year excluding Delegated Schools and the HRA is a net overspend of £4.357m or 2.71% of the working budget, outside the performance indicator set at 0.5% variance against net budget.

8. <u>People Directorate</u>	Net Working Budget:	£ 72,907k
	Net Forecast Expenditure:	£ 77,730k
	Variance (Over)/Under Spend:	£ (4,822)k
	December Forecast (Over)/Under Spend	£ (5,256)k
	Change in Forecast	£ 434k

The People directorate have not made any inroads into the 3rd Party Savings and £490k has yet to be delivered. The main variances within the People directorate are as follows:-

8.1 Adult Social Care (ASC) Forecast Overspend £(4,570)k

8.1.1 Efficiency targets are being delivered through right-sizing of packages and the recovery of under-utilised Direct Payments totalling £562k

8.2 Older people Forecast Overspend £(3,792)k

8.2.1 Home Care – forecast overspend of £3,161k mainly due to increased demand across in house and the independent sector, other obligations include funding the national living wage and inflationary uplifts. This month the home care activity, in terms of hours and clients, has reduced slightly.

8.2.2 Residential Care – forecast overspend of £677k, because of increased demand from 55 service users. There is reduced income from respite care clients due to the change in legislation on respite charging and a 5% top slice on intermediate care funding. The Bupa contract credit note of £183k agreed as part of the renegotiated contract has now been factored into the forecast.

8.2.3 Day Centres – the £675k forecast overspend in this area is mainly due to unachieved efficiency savings targets, and an acknowledgement that the future shape of the service needs to be replanned.

8.2.4 Staff and travel slippage provides a mitigating £230k underspend.

8.3 Learning Disabilities (LD) Forecast Over Spend £ (1,169)k

8.3.1 Residential Nursing – is forecast to be overspent by £797k due to 11 new placements being made.

8.3.2 An underspend on staffing across all LD services is mitigating the pressures from a reduction in funding from the Independent Living Fund and the costs to providers of funding the National Living Wage.

8.4 Mental Health Forecast Overspend Spend £ (103)k

8.4.1 Residential and Nursing Care is forecast to overspend by £288k, equating to 4 additional placements, mitigated by staff slippage and over-achieved income.

9. <u>Place Directorate</u>	Net Working Budget:	£ 40,020k
	Net Forecast Expenditure:	£ 40,240k
	Variance (Over)/Under Spend	£ (220)k
	Dec Forecast (Over)/Under Spend	£ (193)k
	Change in Forecast	£ (27)k

9.1 Highways, Transport and Recycling Forecast Over Spend £ (779)k

9.2 Highways Transport and Recycling prepared a recovery plan that would reduce the over spend to £389k in year. The overspend has increased to £521k, £132k short of the target. Also, included in the figure above are the non-achieved 3rd party savings for the Place directorate of £258k.

9.3 The recovery plan included a saving for waste disposal of £150k, which is still yet to conclude due to legal documentation, and reducing costs within the trade waste service which are implemented until April. If these were achieved the service would have exceeded the current target set, but due to timescales it is unlikely they will be realised in 16/17. Forecast unachieved efficiency savings in this area are £689k.

9.4 An area of concern is the NMWTRA income, of the £6.5m forecast to be received only £3.7m or 56.5% has been billed to date. This has been reflected in the forecast, and is one of the main reasons for the change from Decembers forecast figure.

10 Schools Service (non-delegated)

Net Working Budget:	£22,954k
Net Forecast Expenditure:	£23,363k
Variance (Over)/Under Spend:	£ (409)k
Dec Forecast (Over)/Under Spend	£ (438)k
Change in Forecast	£ 29k

10.1 Overall the Schools Service has a RAG status of Amber, however, there are areas with significant overspends forecast as follows:-

10.2 Schools Operational costs are projecting an overspend of £1,015k, mainly due to:

- Forecast overspend of £579k relating to Home to School/College Transport. The 14-19 transport forecast has increased due to an increased uptake in pupils attending the futures programme.
- The severance pay forecast overspend has increased to £426k, based on an estimate of future redundancy costs that will be incurred by the Service as part of the Voluntary Severance Scheme (Wave 1a). The position has worsened due to large redundancy costs in January and further updates will be provided.

11 <u>Resources Directorate</u>	Net Working Budget:	£ 7,449k
	Net Forecast Expenditure:	£ 7,286k
	Variance (Over)/Under Spend:	£ 163k
	Dec Forecast (Over)/Under Spend	£ 139k

Change in Forecast £ 24k

11.1 Information Services is reporting an overspend of £45k, due to the allocation of 3rd party savings which are forecast to be unachieved. A plan to meet the remaining savings has been identified and will be made by year end, however, these are only temporary savings and will therefore still be a pressure going forward into 2017/18.

12	<u>Central Activities</u>	Net Working Budget:	£	17,535k
		Net Forecast Expenditure:	£	16,603k
		Variance (Over)/Under Spend:	£	932k
		Dec Forecast (Over)/Under Spend	£	898k
		Change in Forecast	£	34k

13	<u>Schools Delegated</u>	Net Working Budget:	£	76,254k
		Net Forecast Expenditure:	£	76,498k
		Variance (Over)/Under Spend:	£	(244)k
		Dec Forecast (Over)/Under Spend	£	(79)k
		Change in Forecast	£	(165)k

14 CAPITAL PROGRAMME

14.1 The revised Capital programme after virements approved is £48.865m. The table in Appendix C summarises the position for each directorate.

14.2 There are 17 virements requiring approval this month, along with 1 Capital grant received, details as follows:-

- Roll forward £141k of monies relating to the roll out of the cashless system to all Primary Schools.
- Recommended virement for £1.981m to use Capitalisation Direction powers given to the Authority to fund the identified costs of Service Reform and Transformation.
- £290k roll forward of monies to replace the Finance System, now going to take place in 17/18.
- Roll forward £428k for 2 jet patchers due to be delivered in 2017/18.
- Roll forward of £1m for the supply and installation of Street Lighting LED lanterns not completed by the end of March.
- Roll forward of £200k for the Bailing equipment project.
- Roll forward £197k for the Bulking Station in the North.
- Roll forward £240k for the Household Waste Recycling Centre which will be completed in 2017/18.
- Roll forward £420k in respect of the Mobile Working and Transformation project which has been delayed in parallel with the Integration project with the LTHB.
- Roll forward £170k of monies in respect of Ysgol Bro Hyddgen.
- Roll forward £1.564m in respect of the Gwernyfed catchment project which is now in the construction phase.

- Roll forward of £2.3m in respect of Brecon Cultural Hub, due to delays with the project earlier in the year.
- Removal of £2.137m from the HRA Welsh Housing Quality Standards (WHQS) budget for 2016/17, due to contractors ending contracts early.
- Roll forward £495k to 2019/20. Funding may be required to complete the work on older person dwellings.
- Roll forward £440k for the Fairview budget, construction work will now take place in 2017/18.
- Roll forward £245k to the WHQS budget for 17/18 to complete rewiring work in order to achieve standard.
- Roll forward £850k of the Housing new build/repurchase budget to 2017/18.

Grants

- Capital – Welsh Government has awarded a grant of £500k to be used for major renovation of Knighton Community Centre.

14.3 **Place** - A spend of £12.530m against a total budget of £22.6m, including virements required of £6.310m, is reported, 45% of the capital budget remains unspent.

14.3.1 Highways – Monies in respect of fleet replacements, still has £768k budget to be committed, the next fleet board will determine whether a virement is required to roll forward funding. All other allocations will be spent by year end.

14.3.2 Leisure - the largest scheme is in respect of Brecon Hub which amounts to £6.1m of which £2.3m is being rolled forward into the next financial year. The other major works relates to the Archives scheme amounting to £1.3m of which only £0.2m has been spent or committed to date. It is anticipated that part of this cost will need to be rolled forward into the next financial year.

14.3.3 Regeneration, Property and Commissioning – a grant has recently been received of £500k for Knighton Community Centre roof but as yet no commitments have been placed. Monies of £419k for the purchase of a workshop in Brecon may need to be rolled forward due to delays in the purchase process. The budget allocated to depots for the development of fleet facilities has been rolled forward to 2017/18.

14.4 **Schools** - Actual Expenditure represents 51.3% of total budget as at the 31st January, the capital programme for Schools consists of:-

14.5.1 The Major improvement programme with 63 schemes including schemes carried forward from 2015/16. There are 2 projects under Schools other; Crickhowell Sports Centre, £450k has been rolled forward to 17/18 and a small extension at Penygloddfa.

14.5.2 21st Century schools has 6 programmes which are at varying levels of progress. The Gwernyfed Catchment projects are now in the construction phase. The Welsh Government Grant for 16/17 will be spent.

15 HRA

- 15.1 The Housing Stock, which is funded by £3.71m Major Repairs Allowance from Welsh Government, Housing reserves, receipts and prudential borrowing.
- 15.2 The HRA Capital includes the Welsh Housing Quality Standards (WHQS) plan of £14.96m for 2016/17, to enable the council to achieve WHQS by March 2018. Actuals and commitments to the end of January are £13.095m.
- 15.3 Of other capital works total £3.772m, only £1.177m has been spent and committed to the end of January leaving just under 69% 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.
- 15.4 There are 2 projects within the WHQS plan, Windows and Doors North and Roofing North which currently have outstanding commitments of £954k and £746k respectively. However, assurances have been given by the Contractors that the work will be completed by year end. The Service area has confirmed that this will not impact on the achievement of the WHQS by March 2018.
- 15.4 The Housing General Fund, capital budget is £603k; £200k budget funded from prudential borrowing to search for a new Gypsy site in Machyllneth, of which £66k has been spent and committed. In addition, £100k funded from capital receipts, has been allocated to search for a new Gypsy site in Welshpool and there has been £8k committed to date. A Welsh Government 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, £6k has been committed to date. 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.

16 Options Considered/Available

No alternative options are considered appropriate as a result of this report.

17 Preferred Choice and Reasons

None to consider.

18 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.

19 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.

20 **Local Member(s)**

This report relates to all service areas across the whole County.

21 **Other Front Line Services**

This report relates to all service areas across the whole County.

22 **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.

23 **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.

24 **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.

25 **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.

26 **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>a. The contents of this report are noted by Cabinet; and</p> <p>b. Cabinet supports appropriate action by services to curtail or reduce the reported forecasted service deficits.</p> <p>c. The Capital virements set out in paragraph 14.2 are approved, and those over £500k be submitted to full council for approval.</p>	<p>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.</p>

Relevant Policy (ies):		Financial Regulations	
Within Policy:	Yes	Within Budget:	n/a

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	Jane Thomas
Date By When Decision To Be Implemented:	

Contact Officer Name	Tel	Fax	E mail
Jane Thomas	01597-826341	01597-826290	jane.thomas@powyscc.gov.uk

APPENDIX A

Forecast Outturn and Undelivered Savings as at 31st January 2017

Service Area	Net Budget	Forecast Spend	Variance (Over) / Under spend	Total Unachieved Savings as at 31st January 2017	Of which Unachieved savings 15/16 bfwd	Service Under/(Over) spend excl. unachieved savings	Variance (Over) / Under spend as a % of Net Budget	Variance RAG status
		£'000	£'000	£'000	£'000	£'000	%	
People								
Adult & Commissioning	55,798	60,368	(4,570)	(756)	(506)	(3,814)	-8.19%	R
Children Services	16,247	16,519	(272)	(105)	(105)	(167)	-1.67%	A
Housing General Fund	862	843	19	0	0	19	2.20%	B
Place								
Leisure & Recreation	11,924	11,723	201	0	0	201	1.69%	B
Regeneration, Property & Commissioning	7,414	7,056	358	(149)	(14)	507	4.83%	B
Highways, Transport & Recycling	20,682	21,461	(779)	(950)	(408)	171	-3.77%	R
Schools								
Schools Service	22,954	23,363	(409)	(98)	(158)	(311)	-1.78%	A
Resources								
Professional Services	1,249	1,214	35	(98)	(78)	133	2.80%	B
Information Services	188	233	(45)	(176)	(68)	131	-23.94%	R
Business Services	1,823	1,762	61	(148)	(117)	209	3.35%	B
Chief Executive	4,189	4,077	112	(101)	0	213	2.67%	B
Service Area Totals	143,330	148,619	(5,289)	(2,582)	(1,454)	(2,707)	-3.69%	
Central Activities	17,535	16,603	932	(300)	(250)	1,232	5.32%	B
Total	160,865	165,222	(4,357)	(2,882)	(1,704)	(1,475)	-2.71%	
Housing Revenue Account (HRA)	0	-90	90	0	0	90	0.00%	G
Schools Delegated	76,254	76,498	-244	(190)	0	(54)	-0.32%	G
Total including HRA	237,119	241,630	(4,511)	(3,072)	(1,704)	(1,439)		

EFFICIENCY TRACKER AS AT 31ST JANUARY 2017

APPENDIX B

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	989	694	59%
Regeneration, Property & Commissioning	0	14	528	542	393	149	72%
Leisure & Recreation	0	52	438	491	491	0	100%
Place	0	398	0	398	141	257	35%
Place	0	864	2,249	3,113	2,014	1,100	65%
Schools							
Schools	51	158	1,846	2,055	1,767	288	86%
Schools	51	158	1,846	2,055	1,767	288	86%
People							
Adult	0	868	450	1,318	562	756	43%
Children Services	0	105	511	616	510	105	83%
Housing	0	7	0	7	7	0	100%
People	0	979	961	1,940	1,079	861	56%
Chief Executives							
Chief Executives	0	1	183	184	130	54	71%
Legal	0	0	251	251	204	47	81%
Chief Executives	0	1	434	434	334	101	77%
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	160	98	62%
Corporate Activities	0	269	3,211	3,480	3,180	300	91%
Resources	0	532	4,064	4,596	3,874	722	84%
Grand Total	51	2,534	9,554	12,139	9,067	3,072	75%

CAPITAL TABLE AS AT 31ST JANUARY 2017

APPENDIX C

Service	Original Budget 2016/17	Virements Approved	Virements Required by Cabinet	Virements Required by Council	Revised Working Budget 2016/17 as at 31 st Jan 2017 (after virements approved and required)	Actuals & Commitments	Remaining Budget	
	£,000	£,000	£,000	£,000	£,000	£,000	£,000	%
People								
Adult Services & Commissioning	443	568	-420	0	591	74	517	87.5%
Housing	1,948	817	0	0	2,765	1,913	852	30.8%
Schools and Inclusion	4,872	2,552	-870	-1,564	4,990	3,365	1,625	32.6%
Chief Executive	0	98	0	0	98	-19	117	119.4%
Resources								
Business Services	87	388	-141	0	334	307	27	8.1%
Professional Services	532	-518	0	0	14	0	14	100.0%
Information Services	820	399	-290	0	929	819	110	11.8%
Corporate activities	0	0	0	1,981	1,981	0	1,981	100.0%
Place								
Highways, Transport & Recycling	7,696	6,067	-1,065	-1,000	11,698	9,056	2,642	22.6%
Leisure & Recreation	8,445	1,336	0	-2,300	7,481	3,118	4,363	58.3%
Regeneration, Property & Commissioning	4,284	1,082	-775	-1,170	3,421	357	3,064	89.6%
Total Capital	29,127	12,789	-3,561	-4,053	34,302	18,990	15,312	44.6%
Housing Revenue Account	18,550	430	-1,430	-2,987	14,563	14,272	291	2.0%
TOTAL	47,677	13,219	-4,991	-7,040	48,865	33,262	15,603	31.9%

C42- 2017

CYNGOR SIR POWYS COUNTY COUNCIL

CABINET

28 February 2017

REPORT AUTHOR: Joint Adult Social Care and Audit Committee Working Group

SUBJECT: Adult Social Care Overspend

REPORT FOR: Information

1. The Wales Audit Office requires the Audit Committee 'to review and scrutinise the Authority's financial affairs, and make reports and recommendations in relation to the Authority's financial affairs'. Once a rapidly increasing, projected overspend in excess of £5million in Adult Social Care (ASC) was highlighted in late summer 2016, the Audit Committee and Adult Social Care Scrutiny Working Group (of the People Scrutiny Committee) selected Members to form a Joint Working Group with the aim of reviewing the overspend, and the reasons for it. We took note of the suggestion from the Portfolio Holders for Adult Social Care and Finance that we should only 'adopt a monitoring role'. However we considered this to be such a significant risk to the Council that in depth consideration was required.
2. Historically, severely adverse variances have not been unusual in this area. In recent years the service has received significant input in terms of reviews, consultants' reports and substantial additional funding to enable it to transform to meet modern requirements. There is little evidence of cultural change or acceptance of financial accountability and responsibility taking place to sustain any improvements. Regrettably recommendations have not been taken on board and embedded within the Service Improvement Plan. Neither have plans for savings and efficiencies been made in a robust or timely manner. Successive Cabinets, Portfolio Holders and Directors have not successfully addressed this. The Interim Scrutiny Report of 2013 (ASC Working Group) highlights that 'significant evidence was provided with regard to financial procedures which clearly demonstrated that there are issues within the service regarding financial awareness, financial control and financial discipline'. This position still exists with a continuing lack of accountability and responsibility. If this had been addressed earlier we might not be in the position we now find ourselves.
3. The Group note that the causes for overspending over the last three years were easily identified by outside consultants from publicly available documents and found it very concerning that these were not identified within the Authority at an earlier stage. The 2016/17 budget was cash limited and supported by Portfolio Holders, Cabinet and Council. There

was little detail provided and it now appears that this was an ad hoc arrangement which inhibits financial control. There was an expectation that the Cabinet, Portfolio Holder and Strategic Director would keep within their cash limited budget and manage pressures from within that budget to enable a base from which efficiencies could be made in future years. We recognise the additional pressures, but these were foreseeable and should have been included in financial planning.

4. A Forensic Accountant was brought in to compare last year's expenditure with this year's expenditure. In his report, and our meeting with him, he identified a number of serious overspends where there was little or no understanding as to how costs would be met within the financial constraints of this year's budget. In one case we investigated, we found that there was little detailed calculation of the financial consequences of the decision and an Impact Assessment was agreed retrospectively. We would question whether these decisions were within Financial Regulations.
5. This has led to a dangerously high overspend forecast in ASC for 2016/17.
6. The current situation has developed over recent years with unachieved savings in one year being rolled forward, in accordance with policy, exacerbating the budget position. Demographics have frequently been cited as the need for additional resource contrary to both national and comparative data as previously stated by the Finance Scrutiny Panel on a number of occasions. Whilst numbers of clients have remained relatively static the budget has increased significantly (32%) in the last five years. A number of other authorities are experiencing the same pressures without showing increasing expenditure on the same scale. Evidence shows that Powys is proportionately the highest spending authority, particularly in the 18-64 age bracket where the cost per client is one third higher than the Welsh average and has soared in recent years. (Appendix A)
7. Financial data is provided to Heads of Service within seven working days of the end of the month but it is questionable whether all directorates are acting on the evidence in a timely manner. Cabinet members must avail themselves of this information. The Group are particularly concerned about the delay between Heads of Service highlighting the overspend early in the financial year and the Cabinet requesting a Recovery Plan in September 2016 when the projected overspend had reached over £5 million. This delay has prevented swift and immediate action to restrict the spending earlier in the year.
8. It is apparent that systems and processes are in urgent need of review to support the efficient running of the service and ensure accurate data, particularly financial data, is available in a timely manner. The Group was advised that data cleansing had taken place, but this had also been necessary within the last three years which reinforces the need for accurate data to be maintained and used. This in itself is insufficient without benchmarking historic and comparative trends. These concerns

have been referenced in reports dating back to 2011 and formed one of the recommendations in a 2013 scrutiny report.

9. Additional resource has been provided but delivery of transformation must be accelerated to ensure that a sustainable, high quality and financially efficient service is in place. These costs must be contained within available resources. Previous reports have identified that cultural and behavioural issues must be addressed with staff being trained and supported through the process – this must be expedited. It is acknowledged that frontline staff wish to provide the best possible service for clients, but those authorising services must have complete awareness, accountability and responsibility for the financial impact of those decisions. It seems that the service have made decisions with insufficient regard to the financial implications and that Portfolio Holders have allowed processes of increased spending to go forward. For example, by the end of September when the Chief Executive was asked to produce the Recovery Plan, he found that savings for the service in the MTFS were £2.5M in 2017/18 and £2.4M in 2018/19, totalling £4.9M. Decision making by the Cabinet at that time increased the pressures by a further £3.8M which exacerbated the financial crisis.
10. Right sizing of packages and non-dependency is essential, and more work can be undertaken on signposting clients to alternative services. The expectations of residents must also be managed. Concerns were expressed in early meetings that Resource Panels have not provided robust monitoring or challenge of decisions made by front line staff.
11. The Group are aware that there is a need for greater levels of business acumen across many services in the Authority and welcome the Recovery Plan's suggestion to create additional financial capacity, particularly within ASC. Savings proposals have not been sufficiently evidenced or fully costed. The lack of a performance management framework has been detrimental. Financial Overview and Forecast reports are inadequate - this has not enabled adequate scrutiny to take place and such reports need additional information on how issues will be addressed. These reports failed to alert the Cabinet and Service to specific issues in relation to expenditure on services for those aged under 65. It was further considered that scrutiny should have access to more specialised financial support to assist them in their role. The limited scrutiny resource was acknowledged whilst highlighting the need for more robust pre-decision scrutiny to be undertaken.
12. The Group welcome the closer working arrangements with the Powys Teaching Health Board (PTHB) although we agree with the Portfolio Holders that the ambitious targets within the Price, Waterhouse Cooper (PWC) Report are unachievable. Clearly some synergies are available and a good start has been made by the appointment of the PTHB Chief Executive as Interim Strategic Director, People. We must though be careful that any conflicts between the two roles do not hamper progress and the potential to transform the service and any efficiencies this may bring. It was noted that there were joint projects being undertaken but the Group look forward to more timely progress reports and outcomes of

assessments currently underway. However a more strategic approach is needed to take advantage of opportunities for integration of the service.

13. The Group also look forward to seeing an Action Plan, including definitive timescales and the development of robust challenge mechanisms to ensure good decisions can be made and adhered too. We have been informed that the Forensic Accountant has been completing another piece of work on this issue and we look forward to seeing this in the near future.

Conclusion

14. The Group notes that a Recovery Plan has been submitted and an Action Plan is being prepared. Whilst the Recovery Plan highlights the scale of the issues, with only 60 days of the financial year remaining, significant progress is unlikely in the current year. We are unclear as to who has ownership of the Recovery Plan. It is our expectation that although actions will be identified by Management Team, the ultimate responsibility rests with the Leader, Portfolio Holder and Cabinet. We have limited assurance, unless urgent and immediate steps are taken, that an overspend will not recur. Timely action is needed to address endemic cultural issues and achieve behavioural change. Increasing the budget is unsustainable. It is time to take a holistic appraisal of expenditure. Adult Social Care has seen a huge increase in budget in recent years without a corresponding increase in clients. The service has been failing financially for a number of years and, without change there is a high probability that the potential remains for it to continue to fail.
15. The Group are very concerned about the strain on reserves and the impact on other Council services. Robust financial management must be introduced. If not addressed, the current situation has the potential to overwhelm the whole Council. Any unforeseeable expenditure should be met from a budgeted, general contingency and should not be met from reserves which are at an unacceptably low level. A proper business case must be evidenced before any funds are accessed.
16. During the course of our investigations we have been informed by Cabinet Members that the budget is approved by, and the responsibility of, full Council. Once the budget is approved it is the responsibility of the Leader and his Portfolio Holders to keep within the cash limited budget by operating tight performance and financial management. Clearly in the 2016/17 budget this has failed.

Joint Audit Committee and Adult Social Care Working Group

Group Membership:

County Councillors J G Morris (Lead Member), A W Davies, D R Jones, M C Mackenzie, K Roberts-Jones and Co-opted Member Mr J Brautigam

Interviewees:

- Forensic Accountant
- Independent Consultant
- Portfolio Holder for Adult Social Care

- Portfolio Holder for Finance
- Chief Executive
- Interim Strategic Director, People
- Head of Operations
- Head of Transformation

Background Papers used to prepare Report:

- CSSIW Review of Powys County Council Adult Social Services Department (Oct 2011)
- WAO Review of Budget Forecasting and Control within Adult Social Care (April 2012)
- ASC Interim Scrutiny Review (May 2013)
- PWC Strategic Review into the Future of Adult Social Care (2015)
- Adult Social Care – Financial Position and Financial Monitoring (2016)
- Analysis of Published Expenditure and Activity Data – Adult Social Care – November (2016)
- Peopletoo (P2) – Powys County Council, Financial Improvement Plan
- Recovery Plan (2016)

Further Analysis of Rachel Ayling's Figures – based on 2015/16 data

Net Current Expenditure - all age Groups

	Powys	All Wales
Expenditure per 100k of population	£56.0k	£46.5k
Population	109,270	2,486,240

Powys Expenditure £61.2m
 Powys expenditure at Wales' avg £50.8m
 Potential saving from working at Wales' avg
 £10.4m

Net Current Expenditure - Under 65s

	Powys	All Wales
Expenditure per 100k of population <65	£42,337*	£31,240
Population	74,630	1,859,940

Powys Expenditure £31.6m
 Powys expenditure at Wales's avg £23.3m
 Potential saving from working at Wales' avg £8.3m
 *This rate of expenditure has risen from £31.5 – a 34% increase since 2011

Net Current Expenditure - Over 65s

	Powys	All Wales
Expenditure per 100k of population >65	£85.21k	£87.05k
Population	34,640	626,300

Powys Expenditure £29.5m
 Powys expenditure at Wales avg £30.1
 Potential saving from working at Wales' avg £(0.6)

Appendix B

The figures below need to be treated with some caution. Numbers of clients in each category are small and therefore small changes can have a large effect. Nevertheless, the large discrepancies in the proportion comparators for high value elements deserve greater examination particularly if Direct Payment expenditure is redistributed into home or residential care

Net current expenditure on Adults <65 with a Physical Disability

Category	Powys		All Wales	
	£	per 1k Pop	£	per 1k Pop
Total Population <65	74,630		1,859,940	
Assessment & Care Management	1,024.02	13.72	18,680.64	10.04
PD Day Care	150.15	2.01	8,248.68	4.43
PD Direct Payments	2,432.23	32.59	23,149.50	12.45
PD Equipment & Adaptations	413.94	5.55	8,689.12	4.67
PD Home care	1,682.81	22.55	28,403.32	15.27
PD meals			73.70	0.04
PD nursing payments	476.16	6.38	5,414.42	2.91
PD Other	309.78	4.15	7,754.12	4.17
PD residential care	409.88	5.49	13,759.24	7.40
PD Supported & other accommodation			4,248.64	2.28
Total	6,898.97	92.44	118,421.38	63.67

Net current expenditure on Adults <65 with a Learning Disability

Category	Powys		All Wales	
	£	per 1k Pop	£	per 1k Pop
Total Population <65	74,630		1,859,940	
Assessment & Care Management	1,745.04	23.38	24,246.86	13.04
LD Day Care	4,129.92	55.34	75,298.96	40.48
LD Direct Payments	1,547.54	20.74	24,806.54	13.34
LD Equipment & Adaptations	147.45	1.98	287.54	0.15
LD Home care	653.37	8.75	23,745.92	12.77
LD meals			12.54	0.01
LD nursing payments	378.77	5.08	2,953.72	1.59
LD Other	1,456.90	19.52	17,460.08	9.39
LD residential care	10,781.34	144.46	108,532.60	58.35
LD Supported & other accommodation	7,793.14	104.42	140,421.82	75.50
Total	28,633.47	383.67	417,766.58	224.61

Net current expenditure on Adults <65 with a Mental Health Needs

Category	Powys		All Wales	
	£	per 1k Pop	£	per 1k Pop
Total Population <65	74,630		1,859,940	
Assessment & Care Management	1,417.67	19.00	23,962.62	12.88
MH Day Care	190.74	2.56	6,109.84	3.28
MH Direct Payments	77.11	1.03	1,773.42	0.95
MH Equipment & Adaptations	48.70	0.65	136.62	0.07
MH Home care	660.14	8.85	9,383.44	5.05
MH meals			22.88	0.01
MH nursing payments	469.40	6.29	7,697.80	4.14
MH Other	366.59	4.91	7,838.60	4.21
MH residential care	1,669.28	22.37	33,232.76	17.87
MH Supported & other accommodation			10,889.12	5.85
Total	4,899.63	65.65	101,047.10	54.33

Response to Joint Adult Social Care and Audit Committee Working Group report on Adult Social Care Overspend

Purpose

The purpose of this report is to provide Cabinet with a response from the current Portfolio-holder to the Joint Adult Social Care and Audit Committee Working Group report on Adult Social Care Overspend. It seeks to provide context, respond to certain specific points and update on progress which has taken place over the last few months.

Context

Adult social care services across the UK are under significant pressure. Media coverage of this issue has been extensive and it is now widely recognised that with increasing demands for services and reducing budgets there is considerable concern regarding the future of these services. The London School of Economics review and predictive work on adult social care services in England (2016) indicates an annual 4% cost pressure increase for social care with little realistic opportunity for counterbalancing efficiencies. Whilst funding settlements in Wales have been more generous than in England, local authorities across Wales face significant challenges and pressures on the ASC budget in Powys must be contextualised accordingly

It is important to recognise that demand for services is increasing, due at least in part to a national demographic picture which is accentuated in population predictions for Powys but due also to the expectations and statutory obligations of the Social Services & Wellbeing Act. The service has addressed these issues proactively, and the numbers of people in residential care for example have held steady and are marginally below the average for Wales. This has been due in part to the development and implementation of services such as reablement and third sector brokerage across the county. Whilst it is important to stress that the service is ambitious and knows there is more to do in this area, it is misleading to suggest that the service has been dilatory in recognising and addressing demand pressures. It is of the nature of demand management that the effects of prudent action take time to be reflected in significant budget saving. In social care, where there is a statutory duty to provide services to meet assessed needs, there is no simple tap which can be quickly turned off.

It is also important to acknowledge cost factors which are particular to Powys. In learning disabilities services, the closure of hospital based care and the resettlement of people into community settings some twenty years ago has left a legacy of a higher cost service pattern, a fact which simply citing Powys as a high-spending authority when compared to other authorities does not disclose. Powys has an above-average population in this client group, with a high number of resettlement houses. Lack of clinical and social infrastructure historically led to increased out of county placements, which current Heads of Service are addressing, while lack of robust joint funding arrangements between Powys CC and Powys THB led to a disproportionate financial burden being carried by the local authority.

Policy decisions aimed at modernising provision and supporting people close to home have been taken over the last year and changing patterns of expenditure to support these new models are now starting to be seen. Again, it is fully recognised by the service that there is more to do. It will be important to ensure that longer term planning in relation to demand and supply of service takes place, and a particular focus must be transitions from children's to adults' services as clients pass into adulthood.

Specific findings

Paragraph two of the Working Group reports states that in recent years ASC has received 'substantial additional funding'. This is incorrect. In 2015/16 the only additional funding was £1.053 of protected funding from Welsh Government. The effect of this was largely countered by the need to fund pension uplift. In 2016/17 no additional funding was provided in the Council's budget.

Absent from the Working Group's report in respect of the overspend carried forward from 2015-16 is consideration of the effect of the unfunded decision in 2015 to bring in-house a proportion of the domiciliary care service, and the deferral of day-care savings built into the 2015-16 and subsequent budgets due to advice received regarding consultation. The multiplier effect on savings not taken of moving into a new financial year is likewise not referred to.

In respect of Cabinet decisions, in bringing papers to Cabinet in the winter of 2016 in relation to day care, living wage contract uplifts, and the extension of the Bupa contract, the portfolio-holder clearly spelt out to Cabinet the financial implications of the recommended courses of action,

and these were further emphasised by finance officers and the S151 officer in their comments in each case.

Omissions from the Working Group's paper

There are a number of areas where it is important to stress the developments and improvements that have taken place over the last twelve months, and in particular since the arrival in post of the current Heads of Service in April 2016, which the report from the Joint Working Group does not highlight.

Paragraph two of the report states that 'there is little evidence of cultural change or acceptance of financial accountability and responsibility'. Again, it could have been expected that the Working Group's report would contextualise by making at least some reference to the absorption of all staff in managing the 2014/15 domiciliary care crisis, and the consequent delaying effect on service change programmes both cultural and service-specific (such as day care options), a situation from which the service as a whole only emerged at the close of 2015.

Supported by the Strategic Director, the current Heads of Service initiated a cultural change programme as a priority soon after their appointment and whilst the accepted view is that such work takes a period of years to be fully embedded throughout a service, it is misleading to suggest that no such programme is in existence. The Heads of Services' in-year financial recovery plan has delivered over half a million pounds in savings in under six months, which counters suggestions of disengagement from financial responsibility. It is disappointing that the Working Group report does not acknowledge that significant improvement in the financial position has been achieved over the last three months.

Further, the report does not acknowledge the role of the Heads of Service in pressing for wide-ranging examination of the overspend projections when these emerged. Andrew Lewis, who subsequently advised on some of the complex reasons for the overspend, stated in his report 'in June 2016, officers became concerned about the variation in projected overspend in Adult Social Care for 2016/17 and commissioned a report to review both the robustness of the current budget process and the reported financial position'.

To imply that the first effective action in response to the overspend was Cabinet's instruction to the Chief Executive in September to produce a Recovery Plan (paragraph nine of the Working Group's report) considerably undermines the achievement of the Heads of Service, who produced a financial sustainability paper in June 2016, implementation of which commenced immediately, leading to the savings mentioned above. The date of that paper does not suggest dilatoriness on the part of the service in addressing the emergent issues.

Improvements

As the Working Group recognises, critical improvements are needed in the provision of service and financial information on an ongoing basis in order that adult social care can effectively manage its budget and services. With respect to the emergent projected overspend, it was important that information provided by both the finance function and the business support function could be validated. A key weakness identified early on lay in the accuracy of the commitments system.

Finance and business support are committed to improving support to ASC service managers, with reliable, validated data recognised as crucial to service change. There is already evidence of improvement in the information with a clearer emphasis on benchmarking, although it is recognised by the relevant directors that there is more work to do in this area. It is accepted that improvements in the capacity and capability of information and intelligence provision will have wide-ranging positive impact on the efficiency of the whole authority.

Work has accelerated over the last few months on the medium and long term changes to services necessary to achieve greater focus on prevention and early support, in partnership with Powys Teaching Health Board and the Third Sector, with delayed recourse to high-cost, high-intensity intervention. This will require further practice change together with engagement and discussion with stakeholders including people in need of care and support. The draft Health and Care Strategy provides a significant opportunity to engage practitioners, politicians and the public in discussion about the future nature and funding of health and care services in Powys.

Such change will require time, effort and focus, as well as political will; however good progress is being made in developing a common understanding of the need for change and what the outcome will look like.

Conclusion

In summary:

- Challenges of service demand and funding are a national issue and Powys is not immune.
- The leadership team in adult social care acted swiftly to secure additional accountancy input and initiate a financial stability programme
- Positive results have been achieved with improved financial performance and a reduction in predicted financial overspend over the last few months.
- The crucial contribution of sound financial and business intelligence data to good decision making and service change is fully appreciated by both ASC and corporate support services
- Specific areas of high spend need to be addressed in the light of Wales-wide trends
- Significant change to services and demand management will be a continuing focus for the coming three years at least. This will require political, practitioner and public engagement and support to be successful.

S M Hayes

Cabinet portfolio holder, Adult Social Care

17th February 2017

This page is intentionally left blank

C43- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 28 February 2017

REPORT AUTHOR: County Councillor Barry Thomas
Leader of Council

SUBJECT: Corporate Improvement Plan 2016/20 - 2017 Update

REPORT FOR: Decision -

1. Summary

- 1.1 The council introduced its Corporate Improvement Plan (CIP) 2016/19, approved by full council on the 13th July 2017. The CIP coherently presented key commitments made through the One Powys Plan, Service Improvement Plans and the Budget and Medium Term Financial Strategy. The approach was welcomed by key stakeholders including the Wales Audit Office.
- 1.2 The council has a statutory duty under the Local Government (Wales) Measure 2009 (the Measure 2009) to publish an annual improvement plan.
- 1.3 This duty has previously been met through an integrated approach to the former Local Service Board's One Powys Plan. Whilst having some advantage it has been previously recognised that this approach did present some difficulties, restricting our ability to communicate and engage with key stakeholders regarding the work of the council.
- 1.4 Following the introduction of the Well-being of Future Generation (Wales) Act 2015 (the Well-being Act), the council also has a duty to publish well-being objectives and a well-being statement.
- 1.5 To achieve its vision for Powys 2020, the council identified 4 key priorities – these provide the framework for the CIP:
 - Services delivered for less
 - Supporting people in the community
 - Developing the economy
 - Learning
- 1.6 The Welsh Government and the Future Generations Commissioner have made it clear that duties to set and report on wellbeing objectives (under the Well-being Act) should not be treated as separate from any objectives that guide and steer the actions and decisions of organisations. In addition, they have also set out that planning and

reporting processes should be aligned and integrated. As the Measure 2009 states, Improvement Objectives need to reflect the key strategic priorities of authorities and to all intents and purposes, well-being objectives and improvement objectives can be treated as one and the same. Therefore, by integrating processes for setting and reporting on these key objectives, authorities can discharge their duties under both areas of legislation. For these reasons, it makes sense for the council to adopt its existing priorities as its well-being objectives as they clearly support and contribute to the goals.

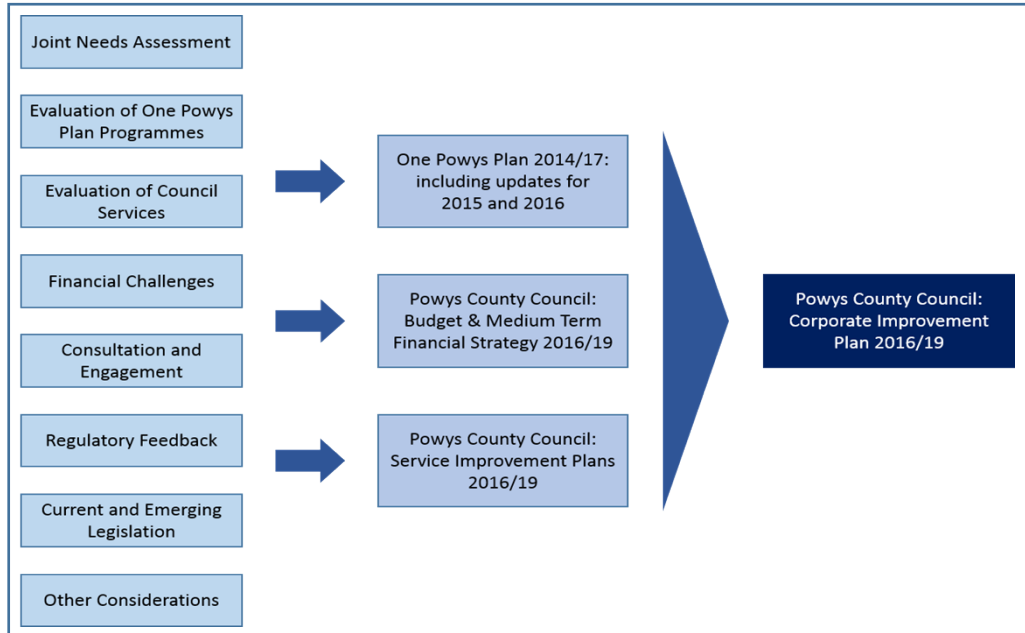
- 1.7 The CIP 2016-20 has been updated for 2017-18 to take account of changes in the MTFs and Service Improvement Plans. The CIP has also been strengthened to meet our duties under the Well-being Act. This requires the council to set and publish well-being objectives by 31st March 2017, to show how it will contribute to the seven national well-being goals.
- 1.8 How each priority supports the national well-being goals is illustrated in fig 1.

Fig 1: Priorities contribute to the seven national well-being goals

	Services delivered for less	Supporting people in the community	Developing the economy	Learning
A prosperous Wales	✓	✓	✓	✓
A resilient Wales	✓	✓	✓	
A healthier Wales		✓	✓	✓
A more equal Wales		✓	✓	✓
A Wales of cohesive communities	✓	✓	✓	✓
A Wales of vibrant culture and thriving Welsh Language		✓	✓	✓
A globally responsible Wales	✓	✓	✓	✓

1.9 The process for developing the plan is summarised in fig 2.

Fig 2: Simplified process for developing the CIP



1.10 Following final approval, the CIP will progress to a design phase and will also be translated in line with policy and Welsh language standards

2. Proposal

2.1 It is proposed that the 2017 Update of the Corporate Improvement Plan 2016/20 is approved and recommended to full council for approval on 7th March 2017.

3. One Powys Plan

3.1 The Corporate Improvement Plan identifies the council's responsibilities in delivering the One Powys Plan.

4. Options Considered/Available

4.1 Due to reasons articulated in section 1, no other options were considered.

5. Preferred Choice and Reasons

5.1 The Corporate Improvement Plan clearly defines the council's vision, priorities and intended outcomes, clearly making links to the One Powys Plan, the MTFS and emerging workforce strategy and sets out

how it will use resources as efficiently and effectively as possible for the benefit of the citizens of Powys.

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

6.1 The Corporate Improvement Plan shows due regard to guiding principles and key policies.

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

7.1 The Corporate Improvement Plan shows due regard.

8. Local Member(s)

8.1 The Corporate Improvement Plan will operate across all wards.

9. Other Front Line Services

9.1 The Corporate Improvement Plan effectively communicates its improvement plans for service provision.

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

10.1 The Corporate Improvement Plan effectively communicates its improvement plans for service provision.

10.2 Legal comment: The recommendation can be supported from a legal point of view

11. Public Service Board/Partnerships/Stakeholders etc

11.1 The plan identifies the council's responsibilities in delivering the One Powys Plan. Partners are aware of the council's corporate improvement plan and are involved in delivery of objectives where appropriate.

12. Corporate Communications

12.1 The Corporate Improvement Plan (CIP) is an effective means of communicating and engaging with staff, elected members, the public and stakeholders such as regulators. Since the CIP 2016/19 was approved in July 2016, members of the Chief Executive and Member Service have been implementing an effective communications plan, to raise awareness amongst staff and the public of the council's improvement priorities. This communication will continue following approval of the CIP 2017 Update.

13. Statutory Officers

13.1 Section 151 Officer comment:

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. Members' Interests

14.1 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:
The Corporate Improvement Plan 2016/20 - 2017 Update is recommended for approval at full council on 7th March 2017.	This CIP clearly defines the council's vision, priorities and intended outcomes, clearly making links to the One Powys Plan, the MTFs and emerging workforce strategy. To facilitate effective engagement with staff, elected members, the public and stakeholders such as regulators.

Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Fax:	Email:
Peter E Jones	01597 826691		peter.e.jones@powys.gov.uk

Background Papers used to prepare Report:

The key documents are:

- One Powys Plan 2014-17 plus annual updates
- Budget, Medium Term Financial Strategy and Capital Strategy 2017/20
- Service Improvement Plans 2017/20

This page is intentionally left blank



Powys County Council

Corporate
Improvement Plan
2016-2020

2017 Update

Draft Version 12 (21 Feb 2017)

Strong communities in the green heart of Wales

Table of Contents	
Leader’s introduction	3
Chief Executive’s overview	4
Vision, values and principles.....	5
Vision	5
Values	5
Guiding principles	5
Financial Strategy	8
Workforce planning.....	10
Our priorities	11
Services delivered for less – remodelling council services to respond to reduced funding	11
Supporting people in the community to live fulfilled lives.....	15
Developing the economy	21
Learning – Improving learner outcomes for all, minimising disadvantage	25
Why and how do we produce the Corporate Improvement Plan?	29
Contributing to the seven national well-being goals.....	30
Listening to you	35
Listening to our regulators	37
Staying on track and monitoring performance.....	39
Key facts about Powys.....	42
Glossary	43
How to contact us.....	44

Leader's introduction

I am delighted to present an updated Powys County Council Corporate Improvement Plan which sets out our aims and priorities for 2016-2020. This plan is reviewed annually and this is the 2017 update.

Public services and local government continue to face financial uncertainty with reductions in public spending likely to continue for the foreseeable future. This update sets out our plans for the year as we meet those challenges head-on to achieve our vision of 'strong communities in the green heart of Wales'.

Financial pressures have been an integral part of our planning for a number of years with the county council's revenue budget reduced by more than a third in the past decade.

As a response to the financial environment, and to accommodate ever increasing service pressures, the council has been forced to reduce overall spending by nearly £68m since 2012/13 to 2016/17 and will need to cut a further £26m from spending by 2020.

Reductions of that scale cannot be achieved by simple budget changes, they demand a fundamental shift in the way we work. Services have to be delivered in a totally different way, and in many cases by a different organisation.

The Corporate Improvement Plan does not cover everything that we do. It focuses on a combination of the issues that matter most to people, the priorities set as part of the One Powys Plan with our partners, and the unique challenges facing our county.

Our plans reflect the aspirations of the Well-being of Future Generations (Wales) Act 2015 that came into force last year. We are committed to embedding the principles of the Act into our plans and have already started reshaping our organisation to tackle challenges in a more joined-up way, working with partners whenever possible to achieve better services and efficiencies. In this way we are taking a longer term view.

By 2018, the county will need to produce a Well-being Plan. This will replace the current One Powys Plan. We are already working with our public sector partners in the Public Services Board to produce a Well-being Assessment. This will consider a range of social, economic, health, environmental and cultural indicators to map out the issues facing the county. The assessment will help us produce a blueprint to deliver services for future generations which will eventually replace the One Powys Plan.

We will continue to develop partnership work with colleagues in the Powys Teaching Health Board and have incorporated work into our plans for integrated health and social care.

The council is also committed to working with community organisations the length and breadth of the county to deliver many local services, including libraries, recreation facilities and buildings to their control.

I hope you enjoy reading about our plans. At the end of this document, you will find more details about how you can stay in touch with us and keep up-to-date with council activities.

Councillor Barry Thomas
Leader Powys County Council

Chief Executive's overview

Welcome to Powys County Council's Corporate Improvement Plan for 2016-2020. Here you can find out more about our plans and what we are doing to meet the needs of residents and businesses in the county.

The plan is one of the council's most important documents providing a summary of our plans and work for the coming year. It highlights some of our main activities and sets out the way in which the council intends to develop and improve its services.

Like all councils, we continue to face serious financial challenges and recognise that many of our residents are also facing hardships. The financial climate has meant thinking differently, it also provides an opportunity for innovation and radically changing the way we deliver our services.

Engaging with our citizens and service users to better understand their needs in the future is critical. In recent years we have used the process of commissioning to help us identify the service need and then ensure that it is met in the most effective and efficient way. Commissioning means redesigning services around the current and future needs of communities and individuals, and then deciding how that service is best delivered, and who should provide it.

It puts the focus on providing the right service for the citizen, from the right provider at the right price for the taxpayer. Sometimes this will mean we provide a service differently. It could also mean that a service is provided by another public sector body such as the health board, town and community councils, the third sector, or even by communities themselves.

Working effectively with suppliers and helping develop the local market is vital to maintaining a vibrant local economy. The council's forthcoming Commissioning and Commercial Strategy will have a key role in developing our relationships with suppliers in the best interests of our citizens, while getting the most value from the money we spend.

As a commissioning council, we are already using the approach with leisure and could see the work extend to property management and maintenance, highways, transport and recycling in the near future.

We are transforming the council to become a more modern, digital and agile organisation. Investment in our ability to analyse data and develop good business insight is providing the information needed to make better decisions. We will also create a central register of policies to guide our work and provide consistency.

Our workforce is key to bringing our vision to life and delivering our objectives, how we are responding to the current financial circumstances and how we intend to deliver on our priorities for the benefit of the county's citizens. Our values and expected behaviours will guide the way that we deliver our services, how we treat our staff and one another. Our workforce and organisational strategies will play a central role in equipping our staff with the skills they need and ensuring our resources are matched to our priorities.

The Corporate Improvement Plan sets out how we will use our resources as efficiently and effectively as possible for the benefit of the citizens of Powys.

Jeremy Patterson
Chief Executive

Vision, values and principles

Vision

We have entered a new era for local government where there is greater demand on our services and increased expectation to show improvement but we also have less money. We have responded with a clear vision and purpose to take us forward.

“Strong communities in the green heart of Wales” is our vision and will guide us in our response to the challenges and opportunities ahead.

Traditional ways of annual budget setting or “salami slicing” are not enough to cope with the demands of the changing climate of local government. We must take a long-term view about the type of communities people want, the services that can help them thrive, and an affordable way of securing those services.

In our role as community leader, we must identify the needs of our communities and help shape future service delivery together. To do this we must plan and ensure that the correct decisions are taken today to secure what we need for tomorrow.

Powys is made up of many communities, they are all different but have in common a desire to remain strong and to flourish into the future. A strong community is vibrant, where services are delivered locally and the economy supports opportunities for young people to keep them in our beautiful county, while also caring for our older population and protecting the vulnerable.

We need clear priorities to deliver our vision. Our priorities are:

- Services delivered for less: Remodelling council services to respond to reduced funding
- Supporting people in the community to live fulfilled lives
- Developing the economy
- Learning: Improving learner outcomes for all, minimising disadvantage

Our role will be different, we will be assisting and supporting but not necessarily delivering services. One of our challenges will be to help communities make the transition to this new world of public service where personal responsibility plays a big part. Our role will be to support people to take an active part in their communities.

Values

We are determined to create public services of the future that are driven by the right culture and behaviours. We will make sure our values are integral to the way we manage and recruit our staff, as our values and behaviours will guide all aspects of the way we work.

We will be:

Professional: Whatever role we play in the council, we act with professionalism and integrity

Positive: We take a positive attitude in all we do

Progressive: We take a proactive and responsible approach to planning for the future

Open: We keep each other informed, share knowledge and act with honesty and integrity

Collaborative: We work constructively and willingly on joint initiatives

Guiding principles

The council’s guiding principles are based on the well-being of future generations.

The Well-being of Future Generations (Wales) Act 2015 is about improving the social, economic, environmental and cultural well-being of the nation. It will ensure the council thinks more about the

long-term, works better with people and communities and each other, looks to prevent problems and take a more joined-up approach. This will help create a Powys and a Wales that everyone wants to live in, now and in the future.

To make sure we are all working towards the same vision, the Act puts in place seven well-being goals:

- **A prosperous Wales**
Efficient use of resources, skilled, educated people, generates wealth, provides jobs
- **A resilient Wales**
Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)
- **A healthier Wales**
People's physical and mental well-being is maximised and health impacts are understood
- **A more equal Wales**
People can fulfil their potential no matter what their background or circumstances. Equality is about making sure people are treated fairly. It is not about "treating everyone the same" but recognising everyone's needs are met in different ways.

We will ensure we act with due regard for the Equalities Act.

Through the work of the council, we will be looking to see further impacts on equality by pursuing the following Strategic Equality Plan objectives:

- Close attainment gaps in education
 - Encourage fair recruitment, development and reward in employment
 - Improve living conditions in cohesive communities
 - Increase access to justice and encourage democratic participation
 - Improve access to mental health services to people experiencing poor mental health
 - Prevent abuse, neglect and ill-treatment in care
 - Eliminate violence, abuse and harassment in the community
- **A Wales of cohesive communities**
Communities are attractive, viable, safe and well connected
 - **A Wales of vibrant culture and thriving Welsh Language**
The Welsh language and culture are an integral part of our communities, and contribute to the rich heritage of the county. We will have due regard for the requirements of the Welsh Language Measure.

The two main principles of the Welsh Language Measure are:

- The Welsh Language should be treated no less favourably than the English language
- That persons should be able to live their lives through the medium of Welsh if they choose to do so

We will develop and support the implementation of a Welsh Language Plan in response to new Welsh Language Measures

- **A globally responsible Wales**
Taking account of impact on global well-being when considering local social, economic, environmental and cultural well-being.

We need to act in a way that meets our current needs without compromising the ability of future generations to meet their own needs. The Act identifies the following five sustainable development principles to help ensure we do this:

- **Long-term**
Balancing short term need with long term and planning for the future
- **Prevention**
Putting resources into preventing problems occurring or getting worse. We will address issues through prevention and early intervention rather than reaction
- **Integration**
Positively impacting on people, economy, environment and culture, and trying to benefit all three
- **Collaboration**
Working together with other partners to deliver
- **Involvement** (Communications and engagement)
Involving those with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area

The objectives described in this plan demonstrate our commitment to a sustainable future.

Other key principles

- **Preventing Poverty:**
Reducing poverty, especially persistent poverty amongst some of our poorest people and communities, and reducing the likelihood that people will become poor.
- **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.

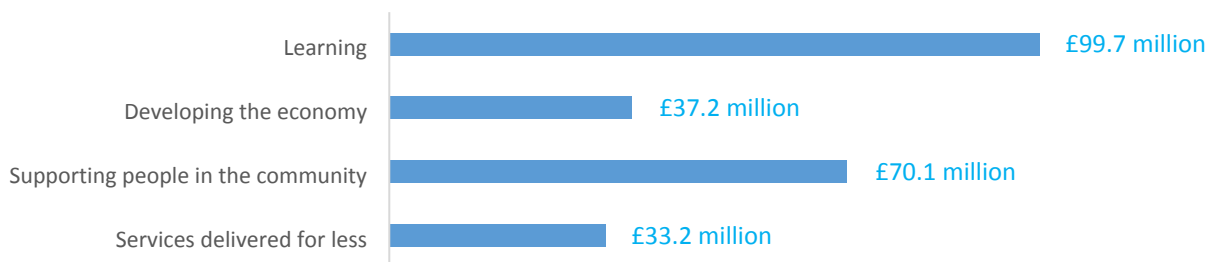
Financial Strategy

We have adopted an integrated approach in developing our three year Medium Term Financial Strategy (MTFS) 2016/20 to ensure that the way our resources are allocated is closely linked to our priorities set out in this corporate improvement plan. These are set against the backdrop of our budget principles.

The council is operating in a very challenging financial environment. Approximately 74% of our net funding comes from Welsh Government grants (known as the settlement), with the balance being met from Council Tax, Revenue Support Grant and Non Domestic Rates. We continue to face increasing demand for services. The unprecedented financial constraints, which all Local Authorities and other public sector partners are experiencing means that we have to be ever more efficient in the use of our resources. This involves developing a culture of innovation and co-operation.

The cut in funding from Welsh Government, together with the budget pressures, mean we will have to make savings of around £26 million over next 3 years to ensure that we achieve a balanced revenue budget.

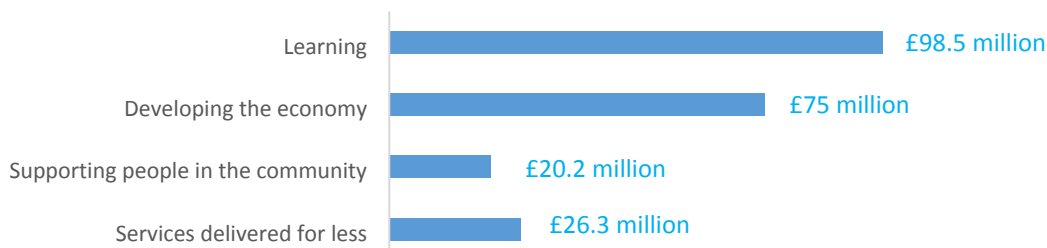
Fig 1: How the annual revenue budget of £240 million is broadly allocated to support our vision in 2017-18



The council's capital programme is fundamental to the effective delivery of our priorities and has a significant regeneration impact on the economy of Powys, alongside the direct effect of better infrastructure to deliver services. Capital investment also has a significant input into the delivery of revenue savings and it is essential that both budget strategies are developed in tandem.

The council receives a core capital allocation from Welsh Government. In 2017/18 this allocation is £7.470m. In addition to this the capital programme is funded through capital grants and receipts and borrowing money and repaying this over a number of years together with the interest on the loan. The repayment costs form part of the annual revenue budget.

Fig 2: How the 3 year capital programme of £220 million is supporting our vision in 2017-20



Forecasting for future years is difficult to predict with any great certainty and is subject to multiple internal and external influences. Even so, it is highly likely the reducing funding for Powys will continue because the national deficit recovery programme will continue to at least the end of the decade and beyond.

DRAFT

Workforce planning

We rely on our workforce for everything we do and they are vital to the delivery of the Corporate Improvement Plan.

Through our Organisational Development Strategy, our workforce plan allows us to make the best use of staff to meet current needs but also build future capacity and skills to anticipate and responding to future changing demands.

This provides an opportunity to harness talent within our workforce and support individuals to reach their potential and enable us to have people ready and able to undertake key roles across the organisation.

The demographics of Powys are changing, the expectation within communities to deliver quality services continues to grow whilst budgets are diminishing. We are required to communicate these challenges to service users and make difficult decisions about the way forward.

In recent years the workforce has been required to focus on our priorities and the way services are provided. Innovative approaches to service delivery have led us to reshape some services, changing the way they are delivered and managed. The level of staffing will differ according to each service team as will specific skills required.

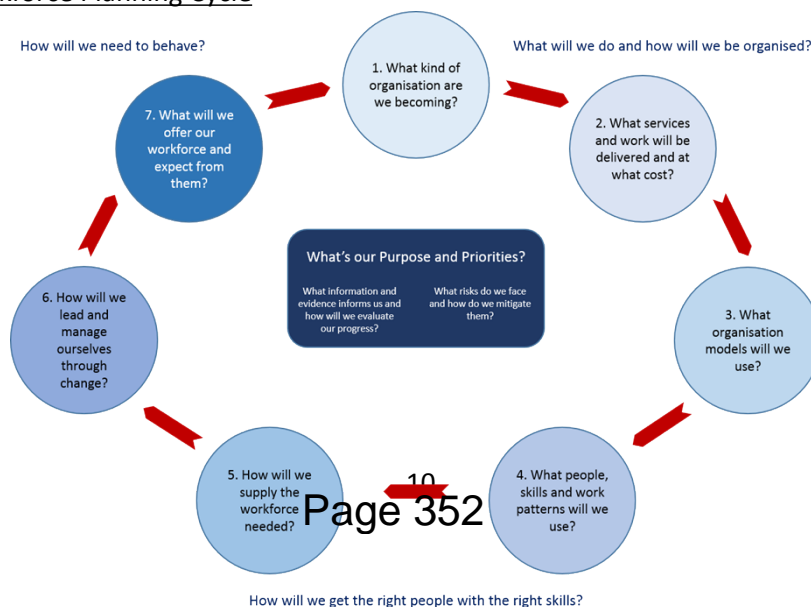
Some staff undertake day-to-day routine work which is fundamental to our service delivery, while others are required to research and develop new initiatives or ways of working.

Our approach

We are developing our workforce planning approach and supporting each service in the production of their own workforce plan. These will then be collated into a corporate workforce plan. By developing this strategic approach to development, support and the way we work, we can engage, recruit and retain the skills knowledge and commitment of our workforce.

When we have developed and begun the implementation of our workforce strategy, Recruiting and Retaining Our Own Talent and Skills (RRoots), this will be the core approach to both recruiting and managing the talent of our workforce. Through this approach we will actively support the increase in graduate placements and apprenticeships within Powys County Council. We will develop roles based on organisational need and work with our staff to encourage and support on going learning and development, throughout individual cases.

Fig 3: The Workforce Planning Cycle



Our priorities

Services delivered for less – remodelling council services to respond to reduced funding

Lead Director: David Powell

What difference do we plan to make?

- Better value for money for our citizens
- Effective, efficient and sustainable services
- Local communities are better able to provide services for themselves
- More local suppliers are being used in our contracts, either directly or through the supply chain
- Powys benefits from the council trading its professional expertise
- Customer requirements are more easily met using digital technology

Why did we choose this priority?

We need to find a way of dealing with increased demand and expectations on some of our services while spending less than we do now. This means taking a fresh look at how we deliver services rather than simply carrying on doing what we did in the past so that we meet people's needs in the most appropriate and cost effective way. This process is part of our commissioning approach.

This may mean re-designing a current service or working with a partner so that they provide the service on our behalf. In the future the council will be smaller with people employed by other organisations, such as the voluntary sector, town and community councils, not-for-profit organisations or commercial enterprises.

How will we achieve our priority?

Improvement objectives from the One Powys Plan 2014-17

Enabling joined-up services for Powys citizens through public and third sector partnerships

We will:

- Improve our strategic planning and performance improvement processes by:
 - Further integrating our planning approach and resources
 - Working closer with the Welsh Government
 - Developing shared governance and scrutiny arrangements

[Objectives from service plans](#)

Adult Social Care

- Remodel the service so that it can deliver effectively within available resources

Children's Services

- Establish a model where services are delivered locally with an emphasis on early intervention and prevention
- Undertake a review of residential/respite care for children with a disability at Bannau / Camlas to provide the service more efficiently

Regeneration, Property and Commissioning

- Establish a local asset backed vehicle (LABV) focusing on Brecon and Welshpool to generate capital receipts from our property holdings
- Transfer assets to communities to ensure local services are retained
- Set up and work with a joint venture company (JVC) to deliver the council's property services and realise efficiencies of £150k

Leisure and Recreation

- Work with local communities to recommission the Library Service so that it can deliver effectively within available resources and release efficiencies of £125k
- Meet statutory provision of rights of way and countryside access
- Transfer outdoor recreation and play provision to communities who wish to take on these local services. If not, seek full cost recovery or sell assets
- Work with the third sector to remodel the Youth Service so that it can deliver effectively within available resources and release efficiencies of £550k

Highways, Transport and Recycling (HTR)

- Achieve the Welsh Government's recycling targets to reduce the impact on the environment and avoid fines
- Review the way we deliver HTR services to provide £1.7m of savings through an alternative service delivery model

Business Services

- Transforming the way we provide services to customers through digital technology including a new Web Platform and Customer Record Management system
- Remodel our Income and Awards functions so that processes are simplified, and delivered with innovation, efficiency and value
- Review our current purchase and payment systems to make them more efficient and provide better value for money
- Develop Business Services as a commercial / trading offer

ICT

- Reduce the number of IT systems in use and achieve improved functionality and value from our investment in digital technology through a corporate hub and joined-up systems to realise an efficiency of £232k

Professional Services

- Implement effective business intelligence, providing data insight to support our decision making
- Oversee income generation and cost improvement opportunities through the establishment of the Income and Cost Improvement Board and supporting challenge events
- Support 3rd Party Spend reduction activity, ensuring that capacity is aligned to the Council's commissioning priorities
- Implement the new Powys Commercial and Commissioning Strategy

Commitments in the Medium Term Financial Strategy

Leisure Services

- Cleaning - Transfer of school based staff to schools, and expansion of external contracts. Consideration of Joint Venture Company (JVC) transfer or Trading Company to provide an efficiency of £80k

- Decommission direct management of some museums and pursue joint arrangements in the management of the Brecon Cultural Hub to release an efficiency of £30k by 2018/19
- Year on year reductions in contract fees for managing the council's leisure facilities will release efficiencies of £550k

Highways, Transport and Recycling

- Review the provision of HWRCs to release efficiencies of £500k by 2018/19
- A logistics review to ensure operational activities are effective and release efficiencies of £676k by 2017/18
- Recommission the council's car parks to release an efficiency of £175k by 2018/19
- Implement the LED conversion programme for street lights and review the service to release efficiencies of £300k by 2018/19

Business Services

Improving our processes for purchasing and paying suppliers through the use of purchase cards will release an efficiency of £175k

General

- Recover cost of services through generating income of £950k for 2017/19
- Undertake a number of process and service reviews in 2017/19 to identify efficiencies of £3.3 million (Over £5 million achieved in 2016/17)

○ Implementing the trade waste strategy	£50k
○ Review of fleet and transport	£200k
○ Review of highways maintenance standards	£500k
○ Review provision in Countryside and Outdoor Recreation	£160k
○ Phasing out of concurrent function grants	£95k
○ Focus on digital communication and engagement	£100k
○ Review of graphic design	£50k
○ New models of delivery for business support	£175k
○ New models of delivery for corporate support	£1.7 million

- Restructure services to save £435k in 2017/19 (over £240k achieved in 2016/17)

Capital Investment

The council's capital investment in transforming services to 'deliver for less' is £26 million for 2017 - 20

• County Hall External Fabric	£150k
• Depot Consolidation	£250k
• Fleet Facility	£2.470 million
• IT Strategy	£1.5 million
• Llandrindod Wells HWRC	£400k
• Office Accommodation Review	£4.8 million
• Other Regeneration and Property	£235k
• Relocation to Cwrt y Plyffin	£300k
• Replacement IT Hardware	£660k
• Replacement IT Infrastructure	£842k
• Self Service Terminals in Libraries	£196k
• Vehicle Replacement Programme	£12.339 million
• Waste Management	£1.930 million

How will we know we've succeeded?

By achieving our goals, a range of services will be delivered for less. This means that potential service cuts can be avoided or more resources can be invested in certain services.

- Integrated working with the PTHB has increased and is reflected in an increased value of pooled budget arrangements

Other possible measures of success

- Savings are achieved through remodelling services
- Key milestones for achieving savings through remodelling services are met
- Customer satisfaction with council services is sustained or improved

National Strategic and Performance Accountability Measures relevant to this priority

- (LCL/001) The number of visits to public libraries during the year, per 1,000 population (NS)
- (THS/012) The percentage of principal (A) roads, non-principal (B) roads and non-principal (C) roads that are in overall poor condition (PAM)
- (STS/005b) The percentage of highways inspected of a high or acceptable standard of cleanliness (PAM)
- (WMT/009) The percentage of municipal waste collected by local authorities and prepared for reuse and/or recycled, including source segregated bio-wastes that are composted or treated biologically in another way (PAM)
- (WMT/004b) The percentage of municipal waste collected by local authorities sent to landfill (PAM)
- (STS/006) The percentage of reported fly tipping incidents cleared within 5 working days (NS)
- (PPN/009) The percentage of food establishments which are 'broadly compliant' with food hygiene standards (PAM)

Supporting people in the community to live fulfilled lives

Lead Director: Carol Shillabeer

What difference do we plan to make?

- Communities will take a greater role in supporting carers and the cared for.
- Older people will feel:
 - Supported, independent, safe, dignified and connected
 - A valued member of their communities
 - Informed and empowered to make choices about their support and care
- Carers:
 - Are able to maintain employment, education and training where they choose
 - Have good physical, emotional and mental health
- People with a learning disability:
 - Have improved health and well-being
 - Receive services that meet their needs and enable them to maximise their independence and live in the community of their choice
 - Have improved opportunities for valued occupation including paid employment
 - Experience smooth and effective transitions from childhood to adulthood
- Children and families:
 - Feel safe and supported in their lives
 - Are empowered to make the best decisions
- People's emotional and mental health:
 - Is promoted and improved
 - Challenges are responded to effectively, aiding recovery
- Suitable housing for everyone in Powys is ensured.

Why did we choose this priority?

The good news is that people are living longer. But this does put more pressure on our services for older people. As people live longer, their care needs are likely to cost more money. However we know that together we can design and put in place different types of help and support that will be more effective.

We also know that helping children and families through the early years will help to ensure children grow up safe, secure and healthy into young adulthood.

We need to move away from traditional based services which are expensive and not built around the personal requirements of those in need. We need to ensure that the homes we provide for older people meet the needs of this generation of vulnerable older people. Our aim is to design new services with our partners that promote prevention and personal control which are community based. We need to build on our current commissioning relationship with the health board and the voluntary sector to design and deliver services that promote independence and alternatives to institutional care. We will need to develop the local care economy to make this possible. This will contribute to the long-term sustainability of our communities by providing employment and training opportunities.

How will we achieve our priority?

Improvement objectives from the One Powys Plan 2014-17

We will ensure older people will be supported to lead fulfilled lives within their communities

We will:

- Take further joint working between the health board and the council to provide better joined up services for older people
- Implement improved access to health and social care services advice and support
- Implement the new community care information system to help provide more streamlined care
- Enhance the availability of community-led and community based services that help people stay connected and promote wellbeing
- Use technology to help people stay independent, for example home monitoring devices
- Engage our communities, service users and carers about the way we develop our services under the health and care strategy
- Plan and implement more and different housing options for older people

We will ensure carers have a good sense of well-being and are able to fulfil the caring responsibilities they choose to do

We will:

Understand what services are needed and design them accordingly, creating a plan that ensures:

- More carers are identified and their needs assessed
- Access to short breaks for carers
- Carers can access the services they need in a timely manner
- Access to social and leisure opportunities for carers
- Training, information and advice for carers is accessible to support them in their role
- Young carers are helped to fulfil their life choices and educational aspirations

We will ensure people with Learning Disabilities lead meaningful and valued lives within their own communities

We will:

- Improve the way that staff, service users and their families work together
- Simplifying and improving the way in which service users are assessed and their needs are met, including for health and other services
- Enable people to live in their choice of local community, particularly those currently living far away
- Ensure young people who are becoming adults feel positive and supported when there are changes to the way they receive services
- Ensure that people with a learning disability are not disadvantaged by living in a particular area of the county and that they have access to solutions that meet their needs

We will ensure that the needs of vulnerable children, babies and their families are identified as early as possible so that they can enjoy safe and fulfilled lives

We will:

- Review current provision and design and provide a joined up service to respond to domestic violence in a holistic way, with a focus on prevention and early intervention, including support for victims
- Develop a single point of access to ensure children are safeguarded and families have the right information, advice and support at the right time
- Continue to build capacity across all services whether in education, social services, health, the police or with voluntary sector organisations to identify, assess and meet the needs of vulnerable children and their families

- Continue to support young people (future parents/partners) to develop skills around social and emotional literacy in order to prevent future violence
- Continue to work with schools to inform parents, children and young people that services like counselling, advice and information exists for young carers and children and young people with health or emotional needs
- Continue to work with partners to improve the educational attainment of children who are looked after by the council to ensure they achieve their full potential. Each child will have their own individual package of support to reach their potential

Objectives from directorate and service plans

Adult Social Care and Children's Services

We have a number of strategies that will help achieve our common goal, including Older People's Strategy, Assisted Technology Strategy, Mental Health Strategy, Carers Strategy and Learning Disabilities Strategy. These have been developed through working with stakeholders including people in receipt of services.

There are five key areas of delivery:

- Developing enabling support and care:
 - Implement the agreed key milestones for year one of the Health and Care Strategy, across the spectrum of support and care (including information services, day time support, extra care housing/accommodation solutions, residential care)
 - Develop community-led support and services
 - Implement the key milestones in the Assistive Technology Strategy
 - Develop a whole system health and care model that is 'asset based' (Health and Care Strategy)
- Striving for excellence in practice
 - Implement continuous improvement in safeguarding practice including embedding the Domestic Violence Plan
 - Develop enhanced quality assurance and audit, promoting improvement
 - Enhance systems and processes for learning from complaints and feedback
 - Implement timely improvement as a result of regulation and inspection processes
 - Improve governance and accountability, including implementing the Operating Model
 - Invest in development of excellent leadership and management
 - Develop and implement a Performance Improvement Framework
- Investing in our workforce
 - Develop a comprehensive workforce plan, implementing year one milestones
 - Implement robust supervision and appraisal processes
 - Implement dynamic recruitment campaign, including temporary staffing solutions
 - Develop a training needs analysis, including statutory and mandatory training, and implement a programme of professional development
 - Implement Welsh Community Care Information System as an enabler to health and social care integration, supporting a more consistent approach across both organisations and enabling staff to work more efficiently
- Improving efficiency and effectiveness of services
 - Review and improve the effectiveness of Powys People Direct
 - Review and improve the effectiveness of Reablement

- Implement practice and process changes enabling reduction in residential care use
 - Deliver benefits of older people's integrated care teams; rolling out to next planned areas
 - Deliver benefits of integrating children's disability service
 - Implement the key actions in the joint Learning Disabilities Strategy and the Efficiency Plan
 - Implement savings plans and improve day to day budgetary management
- Promoting productive partnerships
 - Engage service providers in the next stage of the Health and Care Strategy
 - Embed Regional Partnership Board arrangements, utilising ICF funds to deliver integration priorities
 - Implement the Carers Strategy and improvement in carers support
 - Engage people who use services in their evaluation and development
 - Develop and implement joint commissioning arrangements with the health board, streamlining the number of strategies where appropriate
 - Consider integrating mental health and learning disabilities services with health to improve outcomes and sustainability

Housing Services

- Ensure that older person's accommodation is fit for purpose
- Deliver additional sites for Gypsies and Travelers in accordance with the findings of the Gypsy and Traveler Accommodation Assessment

Business Services

- Ensure compliance with central government's Welfare Reform Agenda within the government's timescales. Ensure appropriate consultation and engagement with key groups including social housing sector and affected groups

Commitments in the Medium Term Financial Strategy

There are specific actions that will help to ensure that public money is efficiently and effectively spent, reducing costs wherever it is right to do so. The areas of focus moving forward are:

Adult Services

- Remodel and develop day time opportunities for older people, realising efficiencies of £151k
- Remodel and develop day time opportunities for adults with learning disabilities, moving towards a social enterprise model where the service generates an income, realising efficiencies of £480k
- Improve the use of alternative care (rather than residential care) thus reducing residential care admissions for the elderly and frail by 10%, realising efficiencies of £598k; and help people to stay in those alternatives to residential care thus reducing the length of stay in residential care from 847 to 730 days, releasing an efficiency of £303k by 2019/20
- Help bring some people back into community living, promoting greater independence and supporting them with the right size support, thus reducing high cost placements/packages, releasing an efficiency of £750k by 2018/19
- Relook at how we support people with a learning disability in Supported Living – Re-profile supported living packages that promote more independence, thus projecting 10% efficiency savings and releasing an efficiency of £500k by 2019/20
- Community Care Packages - Using a practice based approach support individuals through the use of personal budgets and direct payments to secure an outcome focused care plan in the most appropriate setting, releasing an efficiency of £442k by 2018/19

- Make best use of reablement to help people become more independent and therefore not need more intensive and ongoing care services, and to use local community based and community led daytime activity. Right sizing of Packages - Accelerate Reablement referrals and based on current performance achieved 42% reduction in hours - to release an efficiency of £1.1 million by 2018/19

Children's Services

- Help to reduce the need and cost of care for Looked After Children, releasing an efficiency of £104k by 2018/19

General

- Recover cost of services through generating income of £535k for 2017/18
- Undertake a number of process and service reviews in 2017/19 to identify efficiencies of £1.6 million (over £460k achieved in 2016/17)

○ Review options for alternative model at Bannau / Camlas	£100k
○ Review of Regional Adoption Service	£134k
○ Review of Youth Justice Service	£112k
○ New model of delivery for Children's Services	£1.5 million

- Restructure services to save £209k in 2017/19 (over £140k achieved in 2016/17)

Investing in services

As well as transforming services and making efficiencies we will also be making capital investment in this priority area.

- The council's capital investment in 'supporting people in the community to live fulfilled lives' for 2017-20 is £7 million

○ CO2i Assistance	£144k
○ Disabled Facilities Grant	£3.9 million
○ Flood alleviation scheme – Talgarth Phase 2	£450k
○ Flood alleviation schemes – Talgarth Phase 3	£160k
○ Flood alleviation schemes – Welshpool Phase 3	£120k
○ Gypsy and Traveller Site - Machynlleth	£790k
○ Gypsy and Traveller Site – Welshpool	£405k
○ Landlord loans	£600k
○ Safe, Warm and Secure	£600k

- The Housing Revenue Account is funding a capital investment of £13 million for 2017-20

○ Adaptations	£770k
○ Level access bungalows	£3.120 million
○ Old persons dwellings	£2.250 million
○ Zero carbon initiative	£6.929 million

How will we know we've succeeded?

By achieving these goals, we believe that we would have helped more people to live fulfilled lives within the community.

- The number of persons aged 75 and over who are able to return to their own home or social care setting without delay following hospital treatment increases
- The number of persons aged 65 and older requiring help to live at home is reduced
- Following a period of reablement support, the number of clients achieving the desired outcomes and requiring no ongoing support will increase
- Carers will be supported in their communities to live fulfilled lives
- The percentage of clients aged 18 and over who are supported in the community to live fulfilled lives increases
- The number of service users receiving residential care or supported tenancies outside of Powys will reduce
- The number of clients supported in their own home through the use of assistive technology will increase
- The attainment of our looked after children will improve, helping them achieve their potential and live fulfilled lives
- The impact of domestic violence on children and families will reduce

National Strategic and Performance Accountability Measures relevant to this priority

- (SCA/001) The rate of delayed transfers of care for social care reasons per 1,000 population aged 75 or over (NS)
- (SCA/002a) The rate of older people (aged 65 or over) supported in the community per 1,000 population aged 65 or over (NS)
- (SCA/002b) The rate of older people (aged 65 or over) whom the authority supports in care homes per 1,000 population aged 65 or over (NS)
- (SCC/004) The percentage of children looked after on 31 March who have had three or more placements during the year (PAM)
- (PSR/002) The average number of calendar days taken to deliver a Disabled Facilities Grant (PAM)
- (PSR/004) The percentage of public sector dwellings that had been vacant for more than 6 months at 1 April that were returned to occupation during the year through direct action by the local authority (NS)

Developing the economy

Lead Director: Paul Griffiths

What difference do we plan to make?

- A thriving tourism economy with increased day and stay visitors taking advantage of outdoor activity opportunities and festivals, and increasing spend.
- A dynamic, driven and confident council that finds and exploits opportunities for increasing the Powys economy.
- A county that is recognised as a great place to live, work and play which is known for its amazing scenery, as a place for outdoor life and interesting and cultural events and festivals.
- An increased population of high earners and professional who live in Powys and either work in the county or from home for organisations elsewhere in the world.
- A larger percentage of small to medium sized growth businesses in industry sectors that contribute to the prosperity of the county.
- Opportunities, including appropriate training and apprenticeships are available and accessible, ensuring workforce skills are aligned to the skills needs of businesses.
- A safe, efficient and reliable transport service and network that enables people and businesses to travel safely to their destination

Why did we choose this priority?

A healthy and enterprising economy is essential for sustaining communities which is why economic development is one of our top priorities. In addition, a healthy economy contributes to reduced deprivation and in turn helps create a healthier community. Low levels of economic activity have contributed to the number of young people who leave in search of opportunities elsewhere and don't return. This has had a direct impact on services such as schools, as the number of young people in our county declines. It also affects the supply of people in the local workforce and on the ability of successful local businesses to grow within the county.

Traditional approaches to regeneration have not secured sufficient economic growth. Our new Economic Development Strategy will focus on how we can support the local economy, particularly in respect of jobs and growth. For example, through using our land ownership and influence to promote economic activity in all sectors, and through the decisions we make in respect of the improvement and maintenance of our existing housing stock and the development of new homes.

We will work with partners including Ceredigion County Council, in order to maximise the benefits of being identified as one of four economic regeneration regions in Wales by the Welsh Government now known as Growing Mid Wales. Given the importance of activity across the border with England we will also work closely with the Marches Local Enterprise Partnership (LEP) to maximise cross border regeneration and economic development opportunities.

Improved transport links and access to superfast broadband will make Powys an attractive proposition to invest in, or to relocate to. That's why we are already lobbying for, and securing, investment in infrastructure that will encourage growth, including an hourly service on the Cambrian railway line, the Newtown Bypass and working with BT to introduce high speed broadband to rural communities.

How will we achieve our priority?

Improvement objectives from the One Powys Plan 2014-17

More young people in Powys will be in full-time education, gainful employment or employment related training within the county

We will:

- Strengthen the work of the Powys Youth Academy by:
 - creating more youth employment opportunities and supporting smaller businesses (SMEs) within Powys to identify work based learning opportunities
 - creating a shared apprenticeship scheme which will allow apprentices to complete a full apprenticeship programme by working with a number of different employers, to gain the skills sets they require to become qualified
 - develop a graduate programme that attracts high quality graduates in to public services and enables them to contribute their skills to building efficient and effective public services whilst gaining useful work experience
 - extend our use of social media as a means of promoting opportunities for young people, for example 'career' events, placements, guidance and information on how to gain meaningful employment
- Attract more training providers and build a programme of apprenticeships that enable young people to gain vocational training and supports their route in to local employment
- Monitor the percentage of Year 11 leavers known to be not in education, employment or training (NEET) and develop an early identification process for those who are at risk of becoming unemployed or not in education or training. We will work with them to identify opportunities that will re-engage them
- Use our public service procurement to ensure that local young people, particularly the most vulnerable are given training and employment opportunities from our service providers

Bring people together in Powys so they feel that they matter, belong and can contribute to their community

We will:

- Improve the supply of affordable and suitable housing in our communities
- Through enablement and facilitation, work with our public, private and third sector to help develop a thriving economy by:
 - growing Powys' strategic business sectors
 - attracting new business to Powys
 - increasing visitors and visitor spend
 - increasing Powys' economically active population
- Encourage and facilitate the skilling of our young people and young adults for those sectors that will make a difference to Powys particularly for innovation, technology and enterprise.

Improving passenger transport services to enable them to be affordable, accessible and efficient

We will:

- Provide a transport system that helps to keep people mobile and connected and responds to changing needs. Re-developed bus interchanges to improve transport links at Newtown
- Ensure citizens can access travel information more easily and plan their transport requirements more effectively through the use of available technologies

[Objectives from service plans](#)

Regeneration, Property and Commissioning

- The Local Delivery Plan (LDP) meets the need of Powys and is compliant with Welsh Government requirements
- Implement the council's Economic Development Strategy, using our influence to develop a healthy and enterprising economy
- Lobby for the economic interests of Powys through national and regional networks, in particular the 'Growing Mid-Wales' initiative with Ceredigion
- Support community based public transport development, such as the 'Heart of Wales' railway line, by developing regeneration links to the Local Transport Plan

Highways, Transport and Recycling

- Implement the council's Key Infrastructure Capital Programme resulting in improved transport links, reduced flooding and creating operational efficiencies.

Housing

- Implement the Housing Revenue Account (HRA) Business Plan, including a capital investment of £43 million to achieve the Welsh Housing Quality Standard (WHQS) by 2018. The standard will ensure that dwellings are of good quality and suitable for the needs of existing and future residents.

○ New builds / purchases	£10.899 million
○ Welsh Housing Quality Standard	£32.103 million

Commitments in the Medium Term Financial Strategy 2016/19

Regeneration, Property and Commissioning

- Adapt our approach to economic development and release an efficiency of £68k
- Review our workshop portfolio so that they provide an income from 2017/18 onwards

Investing in services

As well as transforming services and making efficiencies we will also be making capital investment in this priority area.

- We have allocated a further £32 million of capital investment in 'developing the economy' during 2017-20

○ Brecon cultural hub	£4.459 million
○ Bronyrefail Bridge	£200k
○ Byway Programme	£480k
○ Community regeneration and development fund	£690k
○ County Farms	£1.8 million
○ Footbridges – Replacement Programme	£45k
○ Highways (HAMP)	£11.850 million
○ Highways core allocation	£4.500 million
○ Local Capital Schemes	£1.5 million
○ Regeneration fund	£1.675 million
○ Strategic Salt Reserve	£1.413 million
○ Structural maintenance	£3.360 million

How will we know we've succeeded?

Attaining our objectives will make a positive contribution to the Powys economy.

- Provide more apprenticeships, work experience placements and graduate placements to improve opportunities for developing the local workforce
- A2 Level subjects taken up by Powys students better reflect the skills required in the developing Powys economy
- The percentage of Year 11 leavers not in education, employment or training (NEET) will be less than 3%
- There is growth in the number of businesses in those sectors identified in the strategy where there is dedicated lobbying
- Due to a healthy and thriving economy:
 - The survival rate of business in Powys improves
 - The number of businesses relocating to Powys increases
 - The percentage of population that are economically active increases
- Tourism spend increases as awareness of Powys as a destination improves
- Citizens and businesses in Powys are supported by an efficient planning process
- Significant economic benefit as the investment in council housing to meet the Welsh Housing Quality Standard is achieved

National Strategic and Performance Accountability Measures relevant to this priority

- (PLA/006) The number of additional affordable housing units provided during the year as a percentage of all additional housing units provided during the year (NS)

Learning – Improving learner outcomes for all, minimising disadvantage

Lead Director: David Powell / Ian Roberts

What difference do we plan to make?

- Our learners will be supported to achieve their potential in a modern, inclusive learning environment
- Access to Welsh medium education will have improved

Why did we choose this priority?

We want Powys to be an attractive place for young people to learn and progress into work with ambition to succeed. The county is rightly proud of the academic achievement of its young learners. However, there are too many secondary schools in Estyn follow up category and too much variation in performance between schools.

Transforming skills and learning is a key aim of the council to make sure all children and young people are supported to achieve their full potential.

To succeed in our ambition we need first class teaching, high quality leadership, appropriate class sizes with a fair distribution of resources.

Although many of our schools are highly regarded it's clear that the quality of most of our school buildings are no longer suitable for education in the 21st century. Our young people demand the investment to compete with other parts of the country. We need to provide modern learning environments to take advantage of the latest technology.

It is in everyone's interest that the council's focus is on driving up the attainment and ambition of the majority of its pupils with a special emphasis on those from more disadvantaged backgrounds. We must also provide stimulating learning environments for our able and gifted students and provide improved access to Welsh medium education.

To be successful we must ensure that our schools can offer the range of courses that are both attractive to our pupils but also meet the needs of the local economy. This way we can attract investment and economic growth from within.

How will we achieve our priority?

Improvement objectives from the One Powys Plan 2014-17

All children and young people are supported to achieve their full potential

We will:

- Ensure that a high quality of education is accessible to all, affordable and sustainable with a focus on high quality leadership, teaching and learning. This includes the development and implementation of a school transformation policy which provides a vision and infrastructure for 21st century schooling for a bilingual future
- Work with our partners to review and re-configure services for children and young people with additional learning needs to:
 - Provide improved support for children and young people and all schools
 - Reduce exclusion rates

- Improve attendance
- Review and re-commission our early years education provision across the authority to ensure a sustainable network of high quality provision for all 3 plus ages in Powys
- Fully implement the Education through Regional Working (ERW) school improvement strategy. This will ensure school leaders are supported and held to account for their performance and that of their school to ensure that all children achieve their potential

Objectives from service plans

School Service

- To ensure all children and young people in Powys schools achieve high outcomes and that the schools and the local authority are judged to be amongst the highest performing in Wales and contribute to the performance of ERW, we will:
 - Improve outcomes for all pupils, including vulnerable pupils with a specific focus on free school meal pupils
 - Improve the performance of secondary schools and their rate of progress in statutory follow up categories
 - Improve the recruitment of school leaders and quality of leadership (at all levels), including governors across our schools, with a specific focus on secondary schools
- To ensure that schools and learners with additional learning needs are supported with an inclusive approach where all learners are valued and achieve, we will:
 - Review Educated Otherwise Than At School (EOTAS) provision including Pupil Referral units
 - Prepare for implementation of the Additional Learning Needs (ALN) Bill
 - Implement efficiencies of £415k
- To provide a more sustainable and affordable educational infrastructure, we will:
 - Progress the re-organisation of small schools and release efficiencies of £400k
 - Progress the implementation for the 21st Century Capital programme in Band A
 - Progress re-organisation of secondary provision in Mid Powys
 - Implement the Welsh in Education Strategic Plan
- To contribute to a more cost effective delivery of educational provision within available resources, we will:
 - Award, contract, implement and monitor the delivery of the increased early years pre-school education infrastructure
 - Implement a revised Home to School Transport Policy
 - Reduce the number of schools with deficit budgets

Regeneration, Property and Commissioning

- Manage major scheme development of 21st Century schools in Gwernyfed primary schools, Brecon learning campus, Welshpool and Bro Hyddgen

Business Services

- Business Services will deliver a cashless payment system into schools to include school meals, parental payments and other cash transactions, exploring other opportunities to link with other systems such as registration, transport and pupil management and enabling efficiencies of £150k

Commitments in the Medium Term Financial Strategy 2016/19

General

- Undertake a number of process and service reviews to identify efficiencies of £1.4 million by 2019/20 (almost £700k achieved in 2016/17)

○ Review of the 'fair Funding Formula'	£150k
○ Reduction in School Roll	£1.2 million

- Restructure services to save £185k in 2017/19 (over £150k achieved in 2016/17)

Schools Service

- Raise the age of admission to one point of entry in September annually following a child's fourth birthday realising an efficiency of £1.496 million

Investing in services

As well as transforming services and making efficiencies we will also be making capital investment in this priority area.

- The council's capital investment in 'Improving learner outcomes for all' for 2017/20 is £98 million

○ Band B Projects	£22.500 million
○ Brecon school campus	£21.806 million
○ Cashless system for schools	£446k
○ Crickhowell School - Extension	£1 million
○ Crickhowell School – Sport	£440k
○ Gwernyfed catchment modernisation	£20.996 million
○ Llanidloes / Machynlleth catchment modernisation	£1.866 million
○ Major Improvements	£6 million
○ Welshpool Primary School	£13.861 million
○ Ysgol Bro Hyddgen	£9.804 million

How will we know we've succeeded?

- Pupils will be supported to realise their full potential by:
 - Improving the attainment of pupils at all key stages, including pupils eligible for free schools meals and pupils with additional learning needs
 - The percentage of 15 year olds leaving full-time education without a recognised qualification will be sustained or reduced
- Through reducing permanent and fixed-term exclusions, pupils in both primary and secondary schools are given every opportunity to learn
- Our schools are recognised by Estyn as effective places of learning
- The Welsh in Education Strategic Plan 2017-20 is implemented

National Strategic and Performance Accountability Measures relevant to this priority

- (EDU/002i) The percentage of all pupils (including those in LA care) in any local authority maintained school, aged 15 as at the preceding 31 August that leave compulsory education, training or work based learning without an approved external qualification (PAM)

- (EDU/002ii) The percentage of pupils in local authority care in any local authority maintained school, aged 15 as at the preceding 31 August who leave compulsory education, training or work based learning without an approved external qualification (NS)
- (EDU/003) The percentage of pupils assessed at the end of Key Stage 2, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment (PAM)
- (EDU/004) The percentage of pupils assessed at the end of Key Stage 3, in schools maintained by the local authority, achieving the Core Subject Indicator, as determined by Teacher Assessment (PAM)
- (EDU/006ii) The percentage of pupils assessed, in schools maintained by the local authority, receiving a Teacher Assessment in Welsh (first language) at the end of Key Stage 3 (NS)
- (EDU/011) The average point score for pupils aged 15 at the preceding 31 August, in schools maintained by the local authority (PAM)
- (EDU/015a) The percentage of final statements of special education need issued within 26 weeks (including exceptions) (NS)
- (EDU/015b) The percentage of final statements of special education need issued within 26 weeks (excluding exceptions) (NS)
- (EDU/017) The percentage of pupils aged 15 at the preceding 31 August, in schools maintained by the local authority who achieved the Level 2 threshold including a GCSE grade A*-C in English or Welsh first language and mathematics (PAM)
- (EDU/16a) Percentage of pupil attendance in primary schools (PAM)
- (EDU/16b) Percentage of pupil attendance in secondary schools (PAM)
- (SCC/002) The percentage of children looked after at 31 March who have experienced one or more changes of school, during a period or periods of being looked after, which were not due to transitional arrangements, in the 12 months to 31 March (NS)

Why and how do we produce the Corporate Improvement Plan?

Informing you of our plans makes good sense. We have three main plans that set out how we will deliver services. These plans tell you how we will improve our services, spend our budget, as well as how we will save money. The key documents are:

- One Powys Plan
- Budget, Medium Term Financial Strategy and Capital Strategy
- Service Improvement Plans

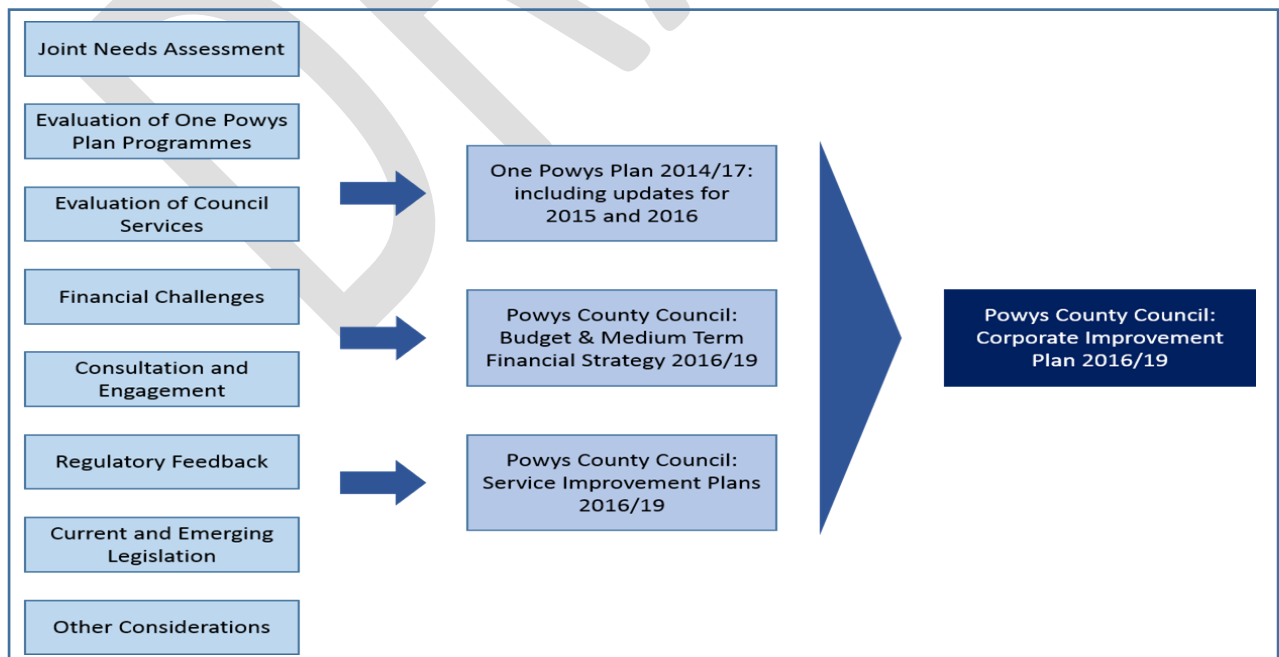
Local Government (Wales) Measure 2009 Part 1 – This regulation requires the council to set and publish key priorities for improvement on an annual basis.

Well-being of future generations (Wales) Act 2015 – This requires the council to publish well-being objectives and a supporting statement by the beginning of the financial year, to show how it will contribute to the seven national well-being goals set out in the Act. The council's four priorities are also our well-being objectives. Our new duties under the Act have been integrated into this update of the plan.

This also requires the Powys Public Services Board to identify long-term objectives for improving the social, economic, environmental and cultural well-being of Powys.

The Corporate Improvement Plan enables us to engage with staff, elected members, the public and stakeholders such as regulators. In addition, it makes the links to the council's Medium Term Financial Strategy (MTFS), Workforce Strategy and service improvement plans (SIPs). The council also recognises that other partners retain their own corporate planning frameworks.

The process for developing the Corporate Improvement Plan 2016/20 is summarised in the following process chart:



Contributing to the seven national well-being goals

The council must demonstrate how it will contribute to the seven national well-being goals and take account of the five sustainable development principles.

Each of our priorities contributes to one or more of the well-being goals that will help us improve Powys now and over the long term, as detailed in the table below.

	Services delivered for less	Supporting people in the community	Developing the economy	Learning
A prosperous Wales	✓	✓	✓	✓
A resilient Wales	✓	✓	✓	
A healthier Wales		✓	✓	✓
A more equal Wales		✓	✓	✓
A Wales of cohesive communities	✓	✓	✓	✓
A Wales of vibrant culture and thriving Welsh Language		✓	✓	✓
A globally responsible Wales	✓	✓	✓	✓

The next table, explains in more detail how the aims and objectives of each of our priorities will help contribute to the goals. We are committed to improving our approach to sustainable development and will promote this through our impact assessments.

Each year we will produce an evaluation showing what we have achieved and what impact we have made in our Annual Performance Evaluation.

A Prosperous Wales (Powys)

Efficient use of resources, skilled, educated people, generates wealth, provides jobs

Services delivered for less

- We will make more efficient use of resources and look to retain jobs where possible, recognising that the council is a major employer in Powys
- We will share expertise and resources with our partners, such as Powys Teaching Health Board, to provide more effective services and avoid duplication of effort
- We will market our services to others, to help secure local council jobs
- We will work for a better funding deal for Powys

Supporting People in the Community

- When developing 'suitable accommodation for older people' (e.g. Llys Glan yr Afon extra care housing, in Newtown), we support local job creation
- As part of our housing strategy and target to build 600 affordable homes over the next 5 years we will aim to provide good quality local jobs and benefit local businesses and suppliers
- We will support local skilled jobs and training opportunities by growing and processing wood products and developing timber framed homes as part of our 'Home Grown Homes' project
- Our 'early intervention and prevention' approach to social care will provide local job opportunities
- Young carers will be supported to reach their full potential and remain or gain employment whilst caring
- Through our learning disabilities plan we will develop a programme to provide daytime activities and help people get into work

Developing the Economy

- We will encourage business growth to develop an innovative and productive economy
- We will promote Powys as a tourism destination to support existing businesses, generate new business opportunities and create jobs
- We will support diversification into tourism to create stronger businesses and reduce economic risk particularly in agricultural
- We will manage and promote our two National Trails and other long-distance trails to support tourism and a healthier population
- We will continue to support the development of better infrastructure to enhance growth opportunities for existing businesses and encourage inward investment and migration into the county
- We will support vocational training to provide opportunities for people to develop their skills to remain in the county either as an alternative to academic routes to employment or by enabling changes in work through skills diversity and growth
- We will lobby to improve road and rail transport links, along with public access while working with the Mid Wales and Marches Economic Region to improve transport infrastructure. Better connected public transport will encourage sustainable transport and reduce the county's carbon footprint
- We will improve cultural services with the new Brecon Cultural Hub, generating inward investment, increased visitor numbers and greater community cohesion

Learning

- We will ensure that education is a key driver in removing the negative impact of poverty on young people's life chances
- We will continue to support all schools to improve and provide effective interventions to produce well-qualified individuals more able to contribute to the prosperity of the nation

A Resilient Wales (Powys)

Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)

Services delivered for less

- We will reduce staff travel by providing flexible and agile working conditions
- We will develop new IT systems and use energy efficient equipment to reduce energy consumption
- We will encourage energy efficiency/generation in our buildings

Supporting People in the Community

- Our new 'Home Grown Homes' project, will use locally grown timber building products reducing the environmental impact of our house building. Increased forestry will also help alleviate flooding by absorbing water and CO2 reducing the causes of climate change
- Our Local Housing Strategy will ensure that our new affordable homes are energy efficient and affordable to run
- Through the use of new technologies (telecare and telemedicine) we aim to reduce the need for carers travel

Developing the Economy

- We will support activity based tourism to help manage and conserve our landscapes
- We will ensure the Local Development Plan meets the needs of Powys and is compliant with Welsh Government requirements

Learning

- We are committed to modernising our schools to provide low carbon buildings with high quality educational environments fit for the 21st Century

A Healthier Wales (Powys)

People's physical and mental well-being is maximised and health impacts are understood

Supporting People in the Community

- We will work with our partners in PTHB for an integrated approach to meeting adult service user's health needs
- We will continue to implement our early intervention and prevention strategy to identify those who are vulnerable to poor outcomes
- We will support the new Information, Advice and Support Service to Carers which will improve the health and well-being of carers, through the provision of person centred, co-ordinated and outcome focused services
- We will ensure that young carers are able to maintain their own health & well-being whilst supporting the health and well-being of those they caring for

Developing the Economy

- We will use our influence to develop a healthy and enterprising economy with good quality job opportunities, recognising that employment and good quality housing are major contributors to social and mental well-being
- We will ensure that our tourism provides opportunities for healthy outdoor activities for everyone
- We will support development of better infrastructure to enhance access to services and reduce rural isolation
- Our planning policy seeks to reduce the threat of pollution and negative health impacts
- Our cultural, leisure and recreational services will promote positive mental well-being by providing opportunities for social, educational, active, and healthy lifestyles

Learning:

- We will support improvement of good quality, targeted education which will allow individuals to make more informed healthy life choices
- Mental health support righte can prevent later more complex difficulties

A More Equal Wales (Powys)

People can fulfil their potential no matter what their background or circumstances. Equality is about making sure people are treated fairly. It is not about "treating

everyone the same” but recognising everyone’s needs are meet in different ways.

Supporting People in the Community

- We are committed to ensuring equality is a guiding principle of social care and we will work to people’s strengths
- We are committed to fully promote economic participation through the Learning Disability programme and help people with a Learning Disability to have improved opportunities for valued occupation including paid employment

Developing the Economy

- We will encourage the growth of business and jobs in the county by increasing inward investment which in turn will provide better job opportunities and increased wage rates, with the aim of reducing deprivation and in-work poverty
- We will engage with partners to help unemployed people back to work through the *Work Ways* initiative which focuses on older age groups
- We will support community based public transport development, by developing regeneration links to the Local Transport Plan, with the aim of enabling more equal access to services

Learning

- We will continue to roll out schools’ cashless payments ensuring that children are not disadvantaged and maximise the take up of free school meals
- We will respond to pupil needs rather than their behaviour to ensure that aspects of disability and other protected characteristics are recognised and supported

A Wales of Cohesive Communities (Powys)

Communities are attractive, viable, safe and well connected.

- **Services delivered for less**
- We will continue to work with communities to further develop the County’s Community Delivery programme which encourages local management and development of services which the Council can no longer provide to the extent residents desire. This will increase community engagement, capacity building and cohesion. As part of this work we will support our communities to develop the skills, capabilities and confidence necessary to be able to ‘do things for themselves’
- **Supporting People in the Community**
- Through providing suitable accommodation for older people we will aim to ensure that older people can remain where possible within their communities and stay connected to family and friends
- We will work with partners through the Regional Partnership Board to support carers. Carers make an important contribution to families, communities and the sustainability of the economy. The Information, Advice and Support Service for Carers in Powys will proactively lead and support the development of a Carers Champion network across a range of agencies / services and communities. This network will raise awareness and understanding of the challenges and issues facing Carers among professionals and partner agencies. As detailed within the Joint Carers Commissioning Strategy, support plans for carers will draw on services and opportunities available within local communities to meet needs. Our current service provider will assist Carers to access opportunities which already exist within their local communities
- We recognise the need to support individuals to engage fully with their community and to live independent lives. The work on early intervention and prevention will support individuals to do what matters to them, being active members of community groups, societies and participating in events and to ensure that all members of the community, regardless of ability or age live fulfilled lives. The work will provide befriending and support to access the community, but will also work with communities to support making communities, societies and events more accessible. Full societal inclusion is essential in order to ensure community cohesiveness
- We will work with our communities to welcome and integrate new arrivals into the community

<ul style="list-style-type: none"> • Developing the Economy • We will continue to support local events and festivals which help to strengthen communities and bring cultures together • We will support community based public transport - better road infrastructure and public transport will help to connect communities. Better infrastructure will improve access to local services and local employment opportunities which will encourage people to remain in the area <p>Learning</p> <ul style="list-style-type: none"> • We will ensure our schools continue to be highly valued and supported by local communities as venues for providing additional services to the community outside of normal school hours
<p>A Wales of Vibrant Culture and Thriving Welsh Language (Powys) A society that promotes and protects culture, heritage and the Welsh Language, and which encourages people to participate in the arts and sports and recreation.</p>
<p>Supporting People in the Community</p> <ul style="list-style-type: none"> • We will ensure Welsh language childcare settings support and maintain the Welsh language within our communities. Wherever possible we will actively promote provision to ensure the children are able to access the service through the medium of Welsh • We will continue to support the Welsh Government '<i>More than just words</i>' framework, ensuring Welsh speakers receive social care services in their first language • We are committed through our Early Intervention and Prevention approach to encourage participation in arts, sports and recreation • We will support a social prescribing model, where activities are used instead of drugs to treat some conditions, such as depression and obesity <p>Developing the Economy</p> <ul style="list-style-type: none"> • We will support creative industries and social enterprise which contribute to a thriving arts and culture sector. Powys has a wide and diverse portfolio of Arts, Sports and Cultural venues and activities that drive many tourism and visitor activities. Festivals and heritage feature highly in the cultural calendar serving as both an attraction for visitors as well as providing a rich and diverse economic benefit for the Powys population • We will develop the Brecon Cultural Hub and new Archives Facility which will produce additional opportunities for cultural and heritage development and increase awareness of cultural heritage and visitor numbers to Powys <p>Learning</p> <ul style="list-style-type: none"> • We will implement the Welsh in Education Strategic Plan to ensure equality of access to Welsh medium education, which is an essential part of the school transformation process • We will ensure local schools provide opportunities for local cultural events and activities
<p>A globally Responsible Wales (Powys) Taking account of impact on global well-being when considering local social, economic, environmental and cultural well-being.</p>
<p>Services delivered for less</p> <ul style="list-style-type: none"> • We will ensure that our procurement process supports ethical procurement and Fairtrade • We will continue to achieve the Welsh Governments recycling targets to reduce the impact on the environment and avoid fines <p>Supporting People in the Community</p> <ul style="list-style-type: none"> • Through the implementation of our new 'Home Grown Homes' project, which will use locally grown, timber building products, to reduce the environmental impacts of our house building and play our part in improving global well-being <p>Developing the Economy</p> <ul style="list-style-type: none"> • We will support the roll out of superfast broadband to support access to global markets and provide opportunity for home based enterprise. This can also

potentially reduce the need for work based travel

- We will support and encourage sustainable tourism businesses that use local produce and short supply chains to strengthen local identity

Learning

- We will support our schools to provide a rounded and balanced curriculum which includes an increasing focus on skill development and independent learning. Global citizenship and knowledge of global issues is an essential component of the curriculum

DRAFT

Listening to you

We believe all our citizens, partners and businesses should be regularly consulted so their voice influences future decisions and service provision. We have engaged citizens in a number of ways including:

The Powys Budget Simulator – Autumn 2015, December 2016 and January 2017

- 476 residents submitted a budget that helped the council to consider and address the necessary savings targets to set a balanced budget for the financial year 2016/17
- The simulator was launched again in December 2016 seeking residents' views on £22m worth of savings proposals over three years. Participants could see the consequences of reducing budgets by between 10-30% as well as increasing Council Tax up to offset service reductions they felt were unacceptable. Results were fed back to cabinet and full council.

Service consultations

A number of service consultations were carried out to ensure residents had their say on some of the final proposals about reductions for:

- Day care centres
- Libraries
- School modernisation plans
- 2 leisure centres and Staylittle Outdoor Centre
- Household Waste and recycling centres

Legislative consultations

The council engaged residents on legislative consultation documents such as Active Travel; conducted a population assessment as part of the duties under the Social Services and Well-being Act; and began engagement around the Well-being of Future Generations Act with the Powys Youth Forum and Citizens Panel.

Key conclusions:

The research and consultation exercises conducted during the year on how to achieve budget savings for specific services like libraries, leisure centres, day care centres, household waste and recycling centres and via the simulator have provided clear evidence that residents are clearly aware of the budget deficit issue and the need to make savings. However the awareness doesn't change the views expressed by a growing number of residents about how they feel savings could be found. There is a clear view being expressed that Powys has too many members, and that further savings on management costs and consultants could be made.

There is a reluctance to see the services that provide for the more vulnerable in our society being cut. As per last year there was less appetite for budget cuts for children with disabilities, home care services, services for looked after children and family support services. Residential care and learning disability services also received lower cuts of just under 6%, followed by waste and recycling with a cut of just under 7%. There was also a reluctance to jeopardise services by cutting budgets to the point where there may be difficulty in maintaining statutory requirements. This applied to both schools and environmental health in particular.

Residents are now seeing and stating that they have seen a decrease in the level of services provided by the council over the past year and satisfaction with the services that we provide overall as a council has decreased over the past five years (source – Residents Satisfaction Survey).

We will continue to ensure you are given the opportunity to 'Have your say' through a variety of means including:

- Residents survey
- Citizens panel
- Budget simulator
- Youth forum
- Older people's forum
- Housing 100 panel
- Public meetings
- Social media

DRAFT

Listening to our regulators

We are answerable to a number of external regulatory bodies who perform inspections on our services, making sure we are well managed and provide best value for money. We will embrace the findings of these inspections and will work in partnership with our regulators to put actions in place to deliver the required service improvements.

Since our plan was published we have received the following feedback from our regulators during 2016-17.

Wales Audit Office (WAO) is the public sector watchdog for Wales. Their aim is to ensure that the people of Wales know whether public money is being managed wisely and that public bodies in Wales understand how to improve outcomes.

Their Annual Improvement Report 2015-16 states:

During the course of the year, the Auditor General did not make any formal recommendations to the council.

The council continues to make progress in its priority areas and maintains compliance with the Local Government Measure 2009

The council continues to make progress in delivering its shared priorities and, whilst its overall performance against the national indicators has declined over the previous year, it has largely maintained its position in comparison with other Welsh councils

The council is improving its financial management arrangements with the benefit of increasingly rigorous scrutiny and challenge but recognises that it needs to better align service and financial performance if it is to be confident of achieving its priorities with the resources at its disposal

The council has more work to do to provide assurance that its established governance arrangements are robust and that external regulatory reports are fully considered and addressed. The council recognises that, in its haste to introduce the new domiciliary care service, the integrity of its established governance arrangements was compromised and is working to mitigate the consequential risks

The council has more work to do to provide assurance that external regulatory reports are fully considered and action taken in response to the recommendations, where appropriate

Care and Social Services Inspectorate Wales (CSSIW) encourages the improvement of social care, early years and social services by regulating, inspecting, reviewing and providing professional advice to ministers and policy makers. It provides the council with their views on the councils' annual review and evaluation of performance. Their Annual Review and Evaluation 2015-16 for Powys stated:

Improvements have been made and with the additional senior management capacity, prospects are improving despite the budgetary pressures. It has made significant investment in reshaping services in order to deliver on the savings needed and the implementation of the SSWB Act.

The council is actively engaged in the completion of both market position statements and commissioning strategies across a range of service areas, including older people and

accommodation, assistive technology, learning disability and domiciliary care. It has carried out a detailed analysis of demography and need across all Council wards, matching current and future need against current resources.

Estyn is the Office of Her Majesty's Chief Inspector of Education and Training in Wales. Their mission is to achieve excellence for all learners in Wales through raising the standards and quality in education and training. Estyn has a wide range of statutory inspection and reporting responsibilities which include inspection of all publicly funded education and training across Wales.

The proportion of pupils eligible for free school meals in Powys is the lowest in Wales. This is taken into account when evaluating the performance in the council.

Since 2012, performance has steadily improved in the Foundation Phase indicator¹ and the core subject indicators for key stages 2 and 3. Although performance in each of these measures is well above the Wales average, it is below that of similar councils.

At key stage 4, over the last five years, performance in both the level 2 indicator including English or Welsh and mathematics and the capped average wider points score has improved, but at a slower rate than the average for Wales as a whole. While performance in these measures has remained well above the Wales average, it is below that of similar councils. The council has only met one of the Welsh Government's benchmarks for performance at key stage 4 in the last three years. Of the 12 secondary schools in Powys, three were in special measures at the start of 2016.

16 In most of the main indicators for primary and secondary schools, the performance of pupils eligible for free school meals is higher than for similar pupils across Wales.

Attendance in primary and secondary schools has improved and now places Powys amongst the highest authorities in Wales.

WAO 361A2016 (June 2016)

Financial Resilience: Savings Planning

Whilst the council is strengthening its arrangements for developing savings plans, too many are insufficiently developed and have unrealistic delivery timescales which may not fully support future financial resilience

Proposal for improvement

Strengthen financial planning arrangements by:

- Ensuring that the service savings targets set for third party spend, income and cost improvement opportunities can be achieved in planned timescales
- Ensuring that all savings plans are sufficiently well developed for inclusion in the annual budget
- Forecasting the use of reserves over the Medium Term Financial Plan period

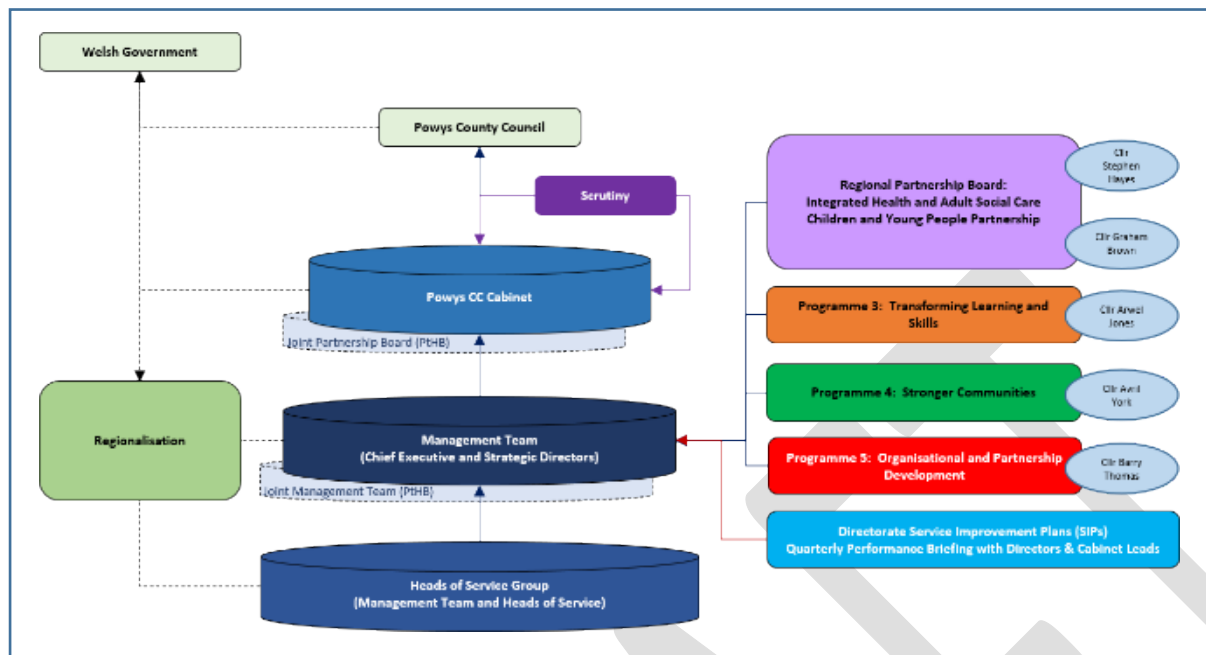
WAO 695A2016 (December 2016)

Staying on track and monitoring performance

We will organise ourselves in the following ways to give ourselves the best chance of success.

Governance arrangements

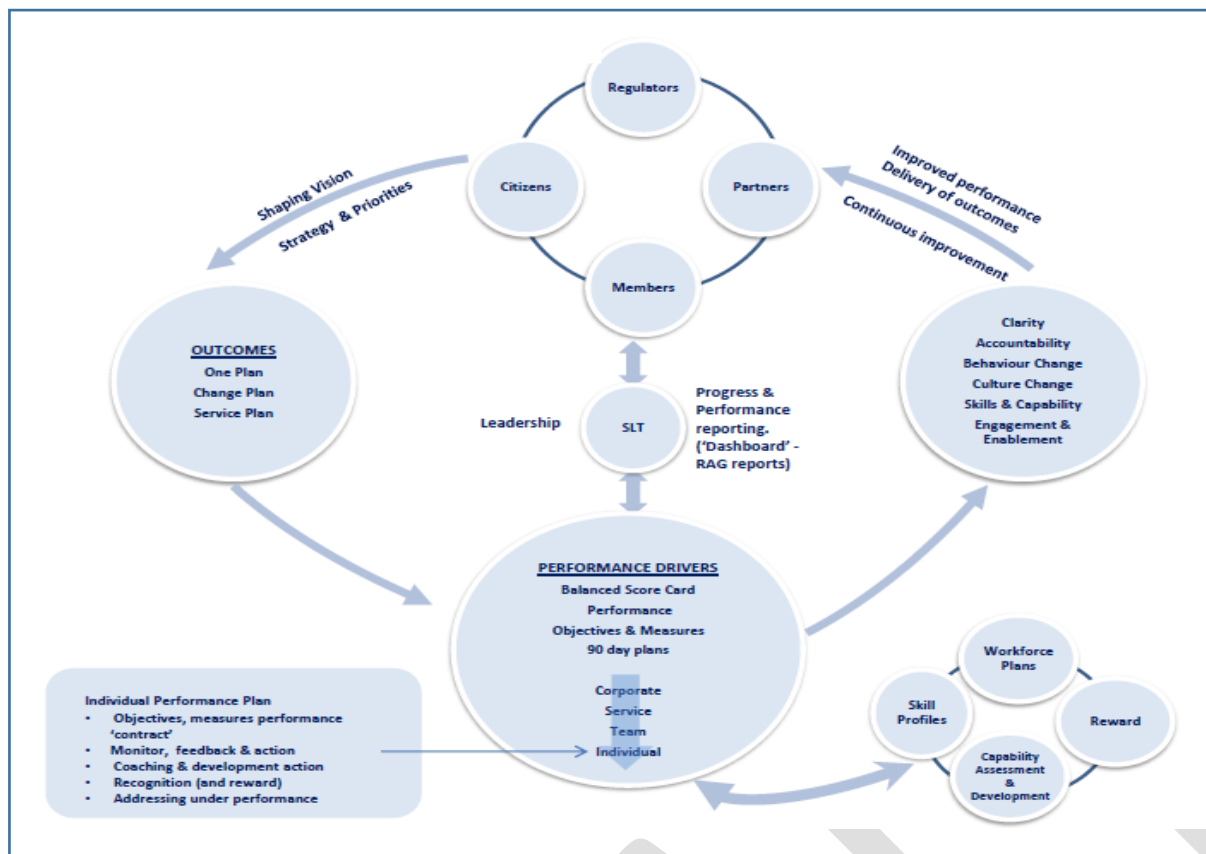
To manage the delivery of our plans, we have a structure that ensures arrangements for improvement are effective and well-managed through robust governance.



Monitoring our performance

It is important that we monitor our performance and report back on the progress we make in a way that provides real accountability. We operate a regular reviewing cycle that effectively monitors our performance and helps us to learn from what is working, and what is not.

The performance and monitoring cycle



Self-evaluation

Self-evaluation is an important part of our performance framework. It allows us to effectively evaluate our work and provides assurance to our regulators and citizens that we are doing the right thing.

Our self-evaluation aims to be:

- Rooted – ensuring that self-assessment is embedded in our service planning
- Relevant – what did we do? How well did we do it? Did we make a difference?
- Reasonable – an open and honest assessment
- Robust – ensuring performance data and information is accurate and relevant
- Rounded – ensuring our governance arrangements are robust

Scrutiny

To ensure that we give sufficient challenge to service improvement we will put in place scrutiny arrangements that:

- Continuously ask whether we are doing what we set out to do, and whether we are doing it well
- Are well defined and highly valued
- Are member-led, including the views of the public, partners and regulators
- Balance community concerns with issues of strategic risk and importance
- Are well communicated allowing the voice of citizens to be heard in the decision-making process

The council's audit committee, which is independent of both the cabinet and scrutiny functions oversees the work of internal audit and receives the reports of the Wales Audit Office. It has

responsibility for approving the council's accounts and monitors the council's performance in relation to its budget and achievement of performance targets.

DRAFT

Key facts about Powys

Displayed as infographic:

Theme	50 facts update
Population	15.4% of the Powys residents in mid 2013 were children under 15, (Wales 16.8%), 59.9% were aged 15 to 64, (Wales 63.7%), 13.5% were aged 65 to 74, (Wales 10.7%) and 11.1% were aged 75 and over, (Wales 8.8%).
	26 Powys covers a quarter of Wales and is the most sparsely populated county in England and Wales, with just 26 persons per square kilometre in mid 2013, (Wales 149)
	18.6% of Powys residents who could speak Welsh according to the 2011 Census of Population, (Wales 19.0%)
	11.1% The proportion of people aged 75 and over in Powys increased from 9.7% in mid 2003, (Wales 8.3%), to 11.1% in mid 2013, (Wales 8.8%), due to the national increase in life expectancy and the net out migration of the student age group from Powys
	In mid 2013 we had an estimated population of 132,705
	It is estimated that there were 58,753 households in Powys in mid 2013, representing an increase in households of 0.6% since mid 2011, (Wales 1.1%).
Health, Social Care & Well-being	7,640 In May 2014 5.8% of the Powys population, were in receipt of Disability Living Allowance, (Wales 7.8%) and 710 Powys residents were in receipt of Incapacity Benefit / Severe Disablement Allowance, equivalent to 0.9% of Powys residents aged 16 to 64, (Wales 1.3%).
	The estimated life expectancy at birth in 2011 to 2013 was 80.4 years for men, (Wales 78.3), and 83.7 years for women, (Wales 82.3).
Labour Market	30% Around 31 per cent of our workforce is employed in the public sector. Other large sectors are: <ul style="list-style-type: none"> • Distribution, hotels and restaurants (19%) • Manufacturing (11%) • Agriculture and Fishing (11%) • Construction (10%) • Banking, finance and insurance (9%)
Democracy	103,831 Powys residents were on the electoral register for Assembly and Local Government elections, on 10th March 2014, equivalent to 96.8% of the 2013 estimated population aged 18 plus, (Wales 95.0%).
	69.4% and 72.5%, 69.4% of the electorate in the Montgomeryshire constituency and 72.5% of the Brecon and Radnor constituency voted in the 2010 General Election, (Wales 64.9%)
Economy and Business	£13,417 The National Accounts economic indicator, Gross Value Added (GVA) per head at current basic prices, rose from £12,661 in 2010, (Wales £15,407), to £13,417 in 2011, (Wales £15,696). This represented a rise over the year from 61.5% of the UK GVA per head in 2010, (Wales 74.9%), to 64.3% in 2011, (Wales 75.2%)
	1.0% In May 2014, 1.0% of Powys people aged 16 and over were claiming Income Support, (Wales 1.9%).
	5,745 At the end of 2013 there were 5,745 active businesses in Powys, a net decline of 0.9% from the 5,795 active at the start of the year, (Wales 2.0%). 465 businesses were started in 2013, equivalent to 8.0% of the businesses active at the start of the year, (Wales 12.9%). However, 450 other businesses had closed during the year, equivalent to 7.8% of the active businesses at the start of the year, (Wales 9.3%)

Glossary

Average point score - every pupil is assigned a point score which reflects the educational grades they achieve at the end of compulsory education (typically age 16). Each grade is worth a certain number of points. The average point score is the average score of pupils throughout the county.

Commissioning - this puts the focus on providing the right service for the citizen, from the right provider at the right price for the taxpayer. Sometimes this will mean providing a service differently.

Community Befriending Agent model – this is about supporting the person in a number of different places rather than in just one building. A befriending agent would work in the community identifying and supporting (perhaps through volunteers) older people who are experiencing loneliness or social isolation, helping them to access services and social activities.

Core Subject Indicator - this is a measure of how many learners achieved the expected level in each of the core subjects (i.e. English or Welsh, Mathematics and Science) in combination.

Education through Regional Working (ERW) - ERW is an alliance of 6 local education authorities governed by a legally constituted joint committee. Its aim is to implement the agreed regional strategy and business plan to support school improvement.

Governance - is the system by which we will direct and control our services, and relate to our community.

Joint Venture Company (JVC) - a business arrangement between two or more parties with pooled resources, focussed around delivering a specific service. Both parties are responsible for profits, losses and costs associated with it. However, the venture is its own entity, separate and apart from their other business interests.

Local Asset Backed Vehicle (LABV) - this is a venture between the council and a private sector partner. It is a means of enhancing the value of the council's property assets, and is known in Powys as the Powys Real Estate Partnership. The focus is on the pre-development benefits working with a partner can bring. Any increase in value the partner can bring to one of the council's existing assets will be split 50/50 between the council and the partner organisation.

Looked after children (LAC) – means children that the council has responsibility for, who cannot be looked after by their parents.

Medium Term Financial Strategy (MTFS) – this is a rolling 3-year plan which focusses on both revenue expenditure (day-to-day running costs of providing services) and capital expenditure (long-term investment in infrastructure, like schools and roads), as well as setting out the council's overall financial strategy.

Safeguarding - is about protecting children, young people and vulnerable adults from abuse or neglect.

Service Improvement Plan (SIP) – this is an annual plan made by each council service which sets out which improvements it will focus on making within the next 12 months, and the way that improvements will be measured.

Third sector - the voluntary sector or community sector (also non-profit sector).

Transformational – means radical changes as opposed to small steps.

[How to contact us](#)

By post:

Chief Executive and Member Support
Powys County Council,
County Hall,
Llandrindod Wells,
Powys, LD1 5LG

By Phone:

01597 826443

By email:

@powys.gov.uk

Website: www.powys.gov.uk

Twitter: [@powyscc](https://twitter.com/powyscc) or [@cspowys](https://twitter.com/cspowys)

Facebook:

Youtube:

DRAFT

This page is intentionally left blank

C44- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

Cabinet
28th February 2017

REPORT AUTHOR: County Councillor Stephen Hayes
Portfolio Holder for Adult Social Care

County Councillor Graham Brown
Portfolio Holder for Children's Services

SUBJECT: Regional Partnership Board – Population Assessment

REPORT FOR: Approval

1. Social Services and Well-being (Wales) Act 2014

- 1.1 The Social Services and Well-being (Wales) Act 2014 requires Powys County Council (PCC) and Powys Teaching Health Board (PTHB) to jointly prepare a Population Assessment through their single partnership arrangement (Powys regional Partnership Board).
- 1.2 The Act requires the population assessment to be formally approved by full council on submission by the PCC's cabinet and by the board of the PTHB.
- 1.3 Data has been collated from service users, services and partners and assessed to determine where there are gaps in meeting need and where preventative services could contribute to improved outcomes. The findings included in this report have been considered and approved by Powys Regional Partnership Board on 13th February 2017.
- 1.4 The population assessment for Powys has been prepared in parallel with the Powys PSB's Well-being Assessment, recognising both the synergy and efficiency of combining both resource and knowledge to produce 2 coherent, complementary and aligned assessments.

2.0 Proposal

- 2.1 It is proposed that the 2017 Population Assessment in Appendix A is approved and recommended to full council for approval on 7th March 2017.

3.0 One Powys Plan

- 3.1 The population assessment is a key document for informing the statutory area plan which will need to be approved by 31st March 2018.

4.0 Options Considered/Available

4.1 No other options were considered.

5.0 Preferred Choice and Reasons

5.1 The population assessment has been prepared in line with the requirements of the Act and the relevant codes of practice issues by Welsh Government to aid in its preparation.

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

6.1 The population assessment shows due regard to guiding principles and key policies.

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

7.1 The population assessment shows due regard.

8.0 Local Member(s)

8.1 The population assessment is relevant to all wards.

9.0 Other Front Line Services

9.1 As is the Social Services and Well-being (Wales) Act 2014, the population assessment is relevant to other services where appropriate.

10.0 Support Services (Legal, Finance, Corporate Property, HR, ICT, BPU)

10.1 As is the Social Services and Well-being (Wales) Act 2014, the population assessment is relevant to other services where appropriate.

10.2 Legal : The recommendation can be supported from a legal point of view.

11.0 Public Services Board/Partnerships/Stakeholders etc

11.1 The population assessment has been prepared under the stewardship of the Powys Regional Partnership Board and approved at their formal meeting on 13th February 2017. The assessment has also been prepared in parallel with the statutory well-being assessment that has been prepared under the stewardship of the Powys Public Service Board. This has ensured 2 coherent, complementary and aligned assessments.

12.0 Corporate Communications

12.1 Consultation and engagement has contributed to the preparation of the population assessment and communication will continue following its approval.

12.2 Communications comments

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."

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 Population Assessment in Appendix attached to the report is recommended for approval at full council on 7th March 2017.	The population assessment provides an essential foundation for developing the statutory area plan by 31st March 2018. Approval by full council is a statutory requirement of the Act.

Relevant Policy (ies):			
Within Policy:	Y / N	Within Budget:	Y / N

Relevant Local Member(s):	
----------------------------------	--

Person(s) To Implement Decision:	
Date By When Decision To Be Implemented:	

Contact Officer Name:	Tel:	Fax:	Email:
Diane Reynolds			diane.reynolds@powys.gov.uk

This page is intentionally left blank



The Draft Care and Support Population Assessment for Powys



Contents

1.	Welcome to the draft care and support population assessment for Powys	3
2.	Powys Population	4
3.	Our Main Findings	5
A.	Children and Young People	6
B.	Older People	23
C.	Health and Physical Disabilities	34
D.	Learning disability & Autism	40
E.	Mental Health	46
F.	Sensory Impairment	53
G.	Carers	53
H.	Violence against women, domestic abuse and sexual violence	65
I.	Advocacy services	68
4.	What are the challenges for Powys and how does this impact on the population?	72
5.	How have we produced our population assessment?	75
6.	How have we engaged with our communities?	77
7.	Equalities	78
8.	Next Steps	79
9.	Bibliography and links	81

1. Welcome to the draft care and support population assessment for Powys

The Social Services and Well-being (Wales) Act has been in force since April 2016. The Act imposes duties on local authorities, health boards and Welsh Ministers that require them to work to promote the well-being of those who need care and support, or carers who need support. There is a requirement on local authorities and Local Health Boards to undertake an assessment of the extent to which there are people who need care and support and carers who need support. This assessment brings together information from Powys County Council, Powys Teaching Health Board and Public Health Wales for Powys. Together with partners we have analysed our data and assessed the current state of care and support for our population.

The act requires us to assess and report our findings against eight core themes:

- Children and Young People
- Older People
- Health and Physical Disabilities
- Learning disabilities and Autism
- Mental Health
- Sensory Impairment
- Carers
- Violence against Women, Domestic Abuse and Sexual Violence.

Our assessment looks at each theme and assesses the issues impacting on people's daily lives and well-being. This means looking at things like people's health, access to services and education/training opportunities, condition of housing and access to transport. It aims to capture the strengths and assets of our communities as well as to identify issues that people or communities are facing.

The evidence in this assessment will allow us to identify and prioritise the issues that are most important locally and begin to examine how they can be addressed. It will be used to make decisions about the services we need to provide in Powys to meet peoples care and support needs and the support needs of carers. We will use our findings to set objectives which will be published in our local area plan which is due for publication in 2018.

This assessment was undertaken at the same time as the Well-being Assessment required under the Well-being of Future Generations (Wales) Act, and although the definition of well-being is slightly different in each Act, we recognise that both assessments need to be fully aligned, to ensure our responses meet the needs of our residents.

Chair of Powys Regional Partnership Board

2. Powys Population

The population of Powys was **132,642** in 2015.

This consists of:

- 33,972 people aged 0-24,
- 64,512 people aged 25-64,
- 29,611 people aged 65-84,
- 4,547 people aged 85 and over.



Created by Marie Van den Broeck
from Noun Project

98.4% of the population of Powys are white (Wales: 95.6%)



Created by Marie Van den Broeck
from Noun Project



Powys covers **5180 km²**, covering a quarter of the area of Wales with just **26** persons per square kilometre, making Powys the sparsest and **most rural county** in Wales and among the sparsest in the UK.

In Powys, there are total of **59,138** households, of which **18,948** are single person households.

In the 2011 Census, **19%** of the population said they could speak Welsh.



In 2015, **5,900** people **migrated into** Powys and **5,500 migrated out**. Migrants flowing in and out are usually aged 15-29, whilst only 12% of inward migrants are elderly.

Created by Marie Van den Broeck
from Noun Project



Some areas of Ystradgynlais, Newtown and Welshpool are very **deprived** when compared with the rest of Wales, according to the Welsh Index of Multiple Deprivation

3. Our Main Findings

The section describes the findings of our assessment, broken down into each of the eight core themes. In addition to the 8 core themes identified in the Act, Regional Partnership Boards can also review additional themes relevant to their area. In addition to the core themes (summarised in Sections A to H), the development of our Care and Support Population Assessment has identified 'Advocacy Services' as an important local theme. Our findings are summarised in Section I. Each of the following sections provides an overview of our findings. They summarise:

- "What do we know?" from available data such as social services information, the ONS census, public health data, etc.
- "How do we compare with other local authorities?"
- "What do citizens say?" based on our surveys and engagement across the county
- "What do staff say?" using feedback from teams across the partners in the Regional Partnership Board
- "What do regulators say?" drawing on sights from Health Inspectorate Wales, ESTYN, CCSIW and other regulators
- "What we don't know?" making clear where we know we have gaps in this assessment
- "Are there differences between localities" identifying any variations between different parts of the county
- "Are there any preventative measures associated with this data?" highlighting work already underway to improve care and support for the people of Powys
- "What might the future impacts be?" identifying changes we are forecasting for the future

Most themes are presented as a single assessment. Given the particular importance and complexity of the Children & Young People theme for the future of Powys, this is presented as six sub-themes: Educational Attainment; Attainment of Children Eligible for Free School Meals; Exclusions; Childcare Sufficiency; Vulnerable Children; and, Childhood Obesity."

A. Children and Young People



33,972

0-24 year olds living in Powys

Projections

27,897

(18% drop by 2036)

This section assesses the younger population in Powys. Currently there are 33,972 0-24 year olds living in Powys, yet this is projected to drop by 18% by 2036 (to 27,897 people). As the younger population reduces, this will have a knock on effect on many of the services we provide. We are going to be looking in further depth at the

potential effects of a smaller child population, and the educational attainment in Powys, in terms of exclusions and the attainment gap between those who receive free school meals and those who don't. We will be analysing the sufficiency of childcare in the county, and the numbers of vulnerable children. Lastly, we will be focusing on the growing issue of childhood obesity.

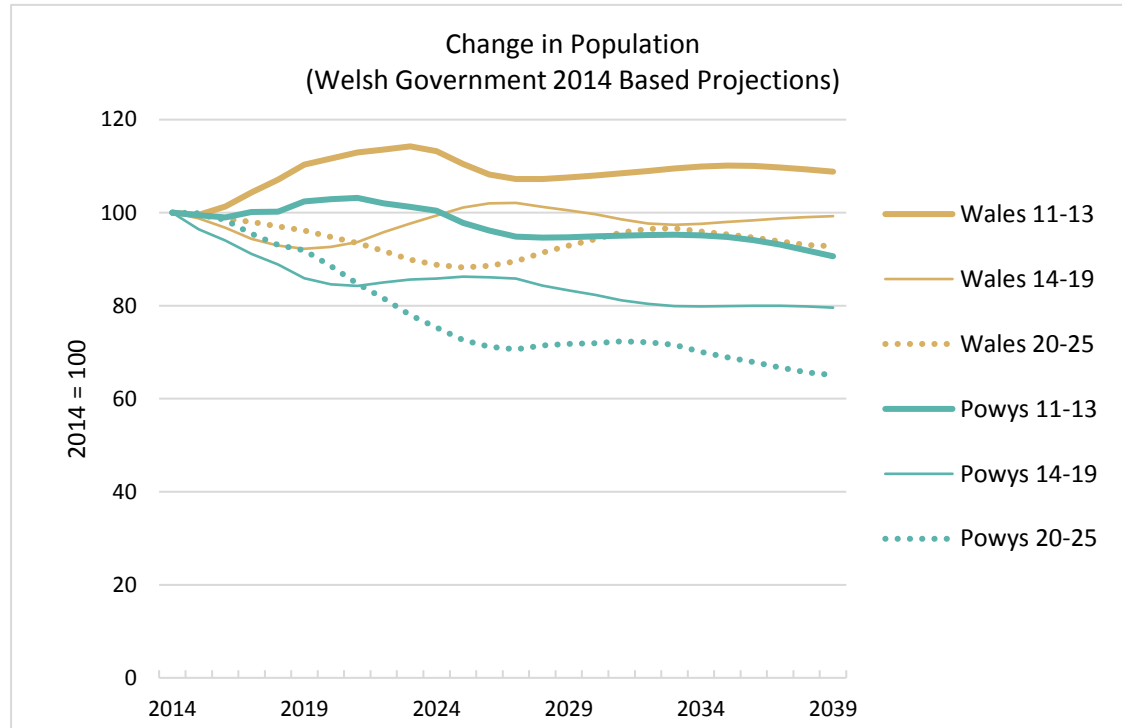
We asked young people in the county for their views on wellbeing, as part of the Powys Public Service Board's response to the Wellbeing of Future Generations Act (Wales) 2015. The majority of respondents felt that 'Family relationships' was the most important and Welsh language the least. The issue with the largest gap between its importance and its performance was Future Employment



What do we know about Children and Young People in Powys and how we support them?

The population of children and young people in Powys is predicted to decrease in the future, mainly due to an on-going trend for young people to leave the county in favour of more urban areas, as well as the reduced birth rate across Powys. The effects of this are already becoming apparent, with the average age of the population increasing rapidly. While some services, such as schools, have begun preparations to mitigate the impact of this changing demographic, there is a high likelihood of other knock on effects of a reduced child population. In particular, the cost of commissioned services is likely to increase and staff recruitment may become more difficult as

the available workforce shrinks. The child population is predicted to begin to shrink by marginal amounts by 2018, with a decrease in the early year's population. This will slowly spread to all early years and young adults' age groups, with the initial severe effects being felt by 2025 (Powys County Council, 2015). There are 17,244 children in Powys schools, 9,486 of those in Primary Schools, 7,466 in Secondary Schools and 292 in Special Schools.



How do we compare with other local authorities?

The effects and scale of a reduced child population are expected to be less serious across Wales as a whole. While Powys is expected to experience a drop of up to 30% by 2035, Wales as a whole is only expected to see a reduction of 5% at worst (PCC, 2015).

What do citizens say?

Most citizen feedback from the Facebook engagement mentioned long journeys to get to schools, and a lack of local services and encouragement for businesses to generate jobs. Potential solutions offered were relaxing planning rules for new builds, and providing leisure opportunities to attract and retain younger people.

What do staff say?

In Powys, delivering services to a widely dispersed population remains difficult and if the number of children and young people declines, this could be interpreted as services becoming cheaper to deliver - this isn't necessarily the case as a reducing population means less critical mass for service delivery. This can result in increased costs for delivering the service, less productivity due to travel time and cost, and increased training costs due to transport issues.

As we commission more services, a lower population of children and young people could affect how attractive it is for providers to deliver services, as it becomes more expensive for them to do so. This would lead to less competition within the market and therefore a higher cost for the public services - similarly, delivering the service in-house could remain costly due to transport costs, unless there are other innovative methods of service delivery.

What we don't know.

We are not able to estimate the level of complexity in some cases and show demand across the different tiers of need.

Are there differences in localities?

All partners are committed to delivering services via a locality-based model, ensuring that we design services to best fit the local population. The highest level of deprivation are found in specific areas such as Ystradgynlais, Newtown and Welshpool.

Are there any preventative measures associated with this data?

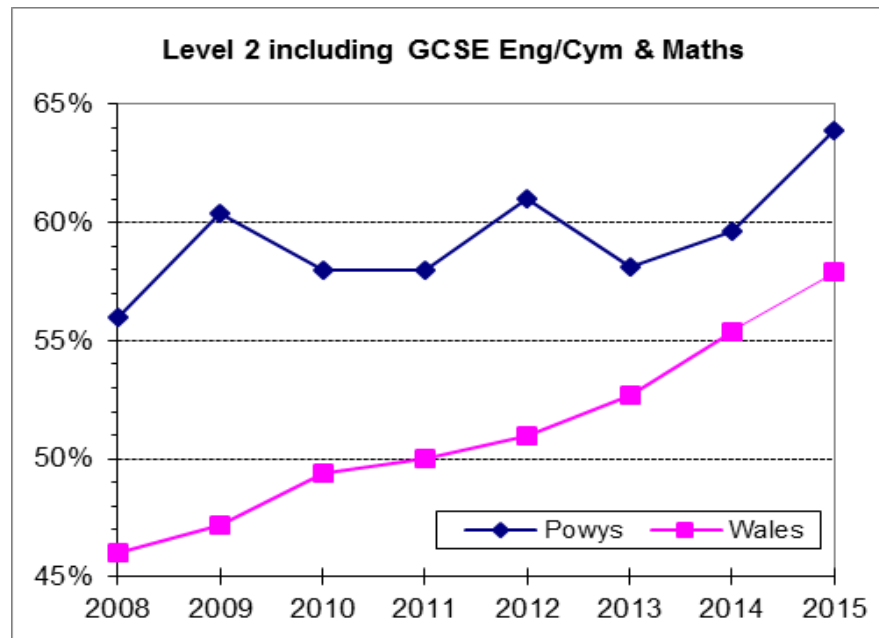
Services in the county are already commissioned to deliver in response to identified need whilst ensuring economies of scale. For example, the CYPP commissioned an internet-based counselling service to ensure that young people, wherever they are in Powys, are able to access support. We were then able to integrate the online service with a face-to-face service so that young people can request an appointment to see a local counsellor in their area.

Educational attainment



What do we know about educational attainment?

Standards in Powys are generally good. There has been good evidence of improvement in standards in Powys schools in recent years. However there is too much variation. Recent Estyn inspections (since September 2010) have placed 25% of Powys High Schools in Special Measures, one in need of significant improvement and a further 25% (3 schools) in Estyn Monitoring (PCC, 2016).



Recruitment and retention of head teachers and senior leaders is often difficult. There has been significant changes in head teachers in Powys in the past three years. Current head teachers in 6 out of 12 Powys High Schools (50%) have been in post for 1 year or less and 4 out of 12 schools (33%) have had at least 3 Heads or Acting Heads in post during the last 5 years.

52% of pupils continued from year 11 to sixth form in Powys schools in 2016. Retention of pupils to Powys school 6th forms is under increasing competition from tertiary college provision both locally and in neighboring counties of both England and Wales (Careers Wales, 2015). Furthermore, the rapidity of the school transformation process designed to alleviate these issues is heavily influenced by the political process, public opinion and recent reductions in the purchasing power of schools.

How do we compare with other local authorities?

Some Powys High Schools are not performing as well as they should be when compared to other Local Authorities in Wales given the local context. However there are positive upward trajectories in some key indicators even in some schools which are causing concern.

What do citizens say?

The Powys Residents Survey carried out in both 2013 and 2015 showed a significant decline in satisfaction with the Secondary Education system from 68% to 59%.

What do staff say?

In the last School Perception Survey carried out in 2014 Head teachers were asked to rate the appropriateness of the provision for 14-19 education planned by the council and its partners. Of the 27 responses received only 19% rated the service as 'Good' or better, 56% rated it as 'Satisfactory' and 26% rated it as either 'Poor' or 'Very Poor'.

What do our regulators say?

Estyn: The School and local authority inspection service in Wales (Estyn) have previously recommended that Powys maintains the momentum of the School Transformation process and uses its powers of intervention to accelerate school improvement where deficiencies have been identified.

What we don't know.

We did not identify any gaps in our data.

Are there differences in localities?

Powys High Schools by and large serve their local communities hence any inconsistencies in performance will impact significantly on the locality. The three schools in Special Measures may have had an adverse impact on the local communities.

Are there any preventative measures associated with this data?

The Powys/ERW School Improvement Team works closely with schools to mitigate the impact of local deficiencies where possible. The whole Schools Service aims to identify and implement long-term solutions through the School Transformation process.

What might the future impacts be?

Current High School transformation projects aim to resolve many of the issues hindering the progress of schools which are in difficulty. More significant progress should be visible in the future providing the current momentum is maintained. The benefits of current projects to transform High School provision should fully materialise in the long-term.

Attainment of children eligible for Free School Meals



What do we know about the attainment of children eligible for free school meals and how do we support them?

Powys has the lowest percentage of children entitled to free school meals in Wales (10.4%, Wales: 16.8%). Current data shows an attainment gap between students who do receive free school meals and those who don't.

How do we compare with other local authorities?

Whereas there is a gap between the attainment of pupils eligible for free school meals and those not eligible, pupils eligible for free School meals in Powys generally do as well or better than Welsh averages.

What do citizens say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do staff say?

School leaders including governors are required to carefully monitor the progress of vulnerable pupils. All schools are required to evaluate the impact of the Pupil Deprivation Grant (PDG) on the attainment of pupils eligible for free school meals and to publish how they use the grant on their school website. Nearly all schools state that they make good use of this grant.

What do our regulators say?

We have not identified any information and are pursuing this as a data gap.

What we don't know

There is no shortage of data on all aspects of school performance, most of which is in the public domain.

Are there differences in localities?

The highest level of deprivation are found in specific areas such as Newtown, Welshpool and Ystradgynlais.

Are there any preventative measures associated with this data?

The Schools Service and commissioned services such as early year's intervention in Flying Start, Incredible Years, and anti-bullying programmes play an important role in preventing the behaviours that require response.

Exclusions



What do we know about exclusions?

Over a number of years there has been a consistent rate of permanent exclusions in schools with fixed term exclusions also of significance, however there is variation between schools and exclusions are a complex issue.

Procedures are in place which ensure the schools take responsibility for the exclusions and the pupils and parents have their rights protected in terms of appeal. There is a clear expectation that due to the excellent work of two high schools in particular over recent months that the figures will reduce as an accurate reflection of pupils having their needs met in the school.

There are specific schools that historically have had high numbers of exclusions but they have invested in provision to increase the support for those vulnerable learners. There has been a significant investment in schools to increase the skill and knowledge base of staff in working with those who may be liable to challenge schools with their behavior.

How do we compare with other local authorities?

We have not identified any information will now look to strengthen the evidence base on this topic

What do citizens say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do staff say?

Staff have undergone appropriate training in Thrive and/or attachment awareness, and report very favourably on the impact of these interventions.

What do our regulators say?

We have not identified any information and are pursuing this as a data gap.

What we don't know.

The context of exclusions needs to include the numbers in Pupil Referral Unit (PRU), managed moves, and those in receipt of elective home education.

Are there differences in localities?

The highest level of deprivation are found in specific areas such as Newtown, Welshpool and Ystradgynlais.

Are there any preventative measures associated with this data?

Local Challenge Advisors provides monitoring, support, and challenge for schools and head teachers to improve the performance of vulnerable pupils. Schools are also provided with a comprehensive resource of best practice in terms of effective use of the PDG. Challenge Advisors make a judgement of the effectiveness of PDG in all schools.

What might the future impacts be?

Expectation is that exclusions will reduce to a level that reflects what may happen, for example, where a permanent exclusion is appropriate.

Childcare Sufficiency



What do we know about childcare sufficiency?

There are a total of 267 registered childcare settings (Children and Young People's Partnership, 2015). These are made up of a mixture of privately operated, volunteer based, and school run organisations. In addition to this, the Welsh Government operates two national schemes in Powys. The first, Flying Start, operates in Powys' five major towns. This scheme provides for a total of 12.5 hours of care per week beginning in the term after their second birthday and ending at the start of the term following their third birthday (CYPP, 2013). In addition to Flying Start, the Welsh government also provides the Three Year Old funded education scheme, which provides ten hours of childcare per week beginning after a child become ineligible for Flying Start, and ending at the start of the term before their fourth birthday. Following the Council's decision to raise the age of primary school admission, a gap in provision is expected to appear with no full time day care for those over three years old. The Welsh government is developing a proposal for a program providing 30 hours per week of childcare to support working parents. However, this proposal has not yet been confirmed.

How do we compare with other local authorities?

We have not identified any information will now look to strengthen the evidence base on this topic

What do citizens say?

Currently consulting parents as part of the Childcare Sufficiency Assessment.

What do staff say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do our regulators say?

We have not identified any information will now look to strengthen the evidence base on this topic.

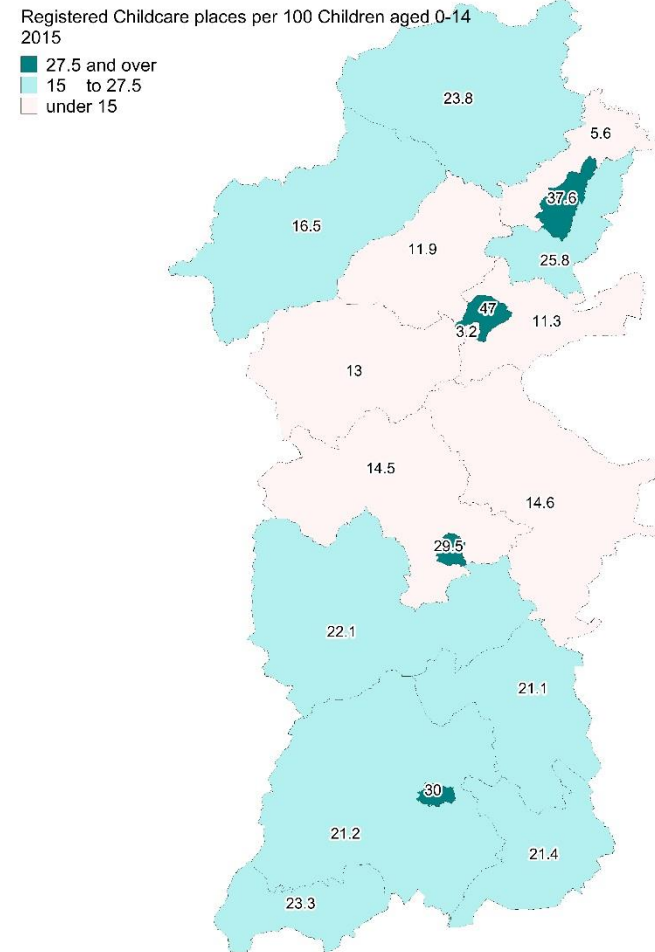
What we don't know.

We have not identified any information will now look to strengthen the evidence base on this topic

Are there differences in localities?

The number of childcare places available per 100 children varies from 13 places in Guilsfield Brook to 86 places per 100 children in Newtown North-East (PCC, 2016). When looking at these figures, we should bear in mind that parents may choose childcare in an area outside of where they live (e.g. closer to where they work) and this may account for the wide variation seen in the number of places in a particular area compared with the estimated population of that area. The childcare market is ultimately subject to demand and supply forces and the Council will support childcare settings which have temporary sustainability issues and it will also support new childcare settings to establish in areas where there is demand for new provision.

Additional information © Powys County Council 2017
No additional copies should be made without the permission of the Council.
Gwybodaeth ychwanegol © Cyngor Sir Powys 2017
Ni ddylid gwneud unrhyw gopïau ychwanegol heb ganiatâd y Cyngor.



Printed by gdmorgan Date: 10/01/2017

Are there any preventative measures associated with this data?

We have not identified any information will now look to strengthen the evidence base on this topic

Vulnerable Children



What do we know about vulnerable children?

Over the last five years in Wales, the number of looked after children has increased by 5% (PCC, 2015). In Powys however, this has not been the case, with figures remaining largely static for the past five years at around 150 looked after children, representing one of the lowest rates in Wales (PCC, 2015). However, the needs of these children have steadily become more and more complex, result in more frequent placement breakdowns, at great expense to the local authority. Powys has 103 approved foster parents on the local authority register (Welsh Government, March 2016). There is a strong need for more foster parents, with better training and ability to cope with these more complex needs (Welsh Government, 2015). While the number of looked after children is low, the number placed on the child protection register has been steadily increasing, with neglect being the most common reason (PCC, 2015). The number of new entrants to the Youth Justice Service has fallen since 2010. The number of children in need has recently began to drop following improvements to the service, which allowed more cases to be closed.

The importance of early childhood experiences has been demonstrated in recent research by Public Health Wales, which examines the long-term effects of adverse childhood experiences (ACEs), such as domestic or sexual abuse, and violence (Public Health Wales, 2016).

How do we compare with other local authorities?

Powys has one of the lowest rates of looked after children in the whole of Wales, and while the numbers of looked after children has increased by 5% in the rest of Wales, we have remained static.

What do citizens say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do staff say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do our regulators say?

We have not identified any information and are pursuing this as a data gap.

What we don't know.

We need to undertake greater analysis around where children are known to services, in order to understand if there is anything that can be done differently to prevent escalation of need.

Are there differences in localities?

Over the past 6 years Newtown has consistently been the locality with the highest levels of registrations, and these are significantly higher than many of the other similar localities.

Are there any preventative measures associated with this data?

Service is currently investing in training to support foster carers and is actively recruiting foster cares for specific children with complex needs. The service is also in the process of reviewing its Corporate Parenting Action Plan. Educational outcomes for our looked after children remains one of the key priority areas for both Children's Services & Schools Service.

What might the future impacts be?

We may see increased pressures being placed on local authority budgets as a result of increased cost to accommodate children with complex needs. The ability for our complex looked after children to fully achieve educational outcomes may be impacted as research shows that looked after children do not attain as well as non-looked after peers. This may lead to reduced employment opportunities and long term reliance on local authority support.

Childhood obesity

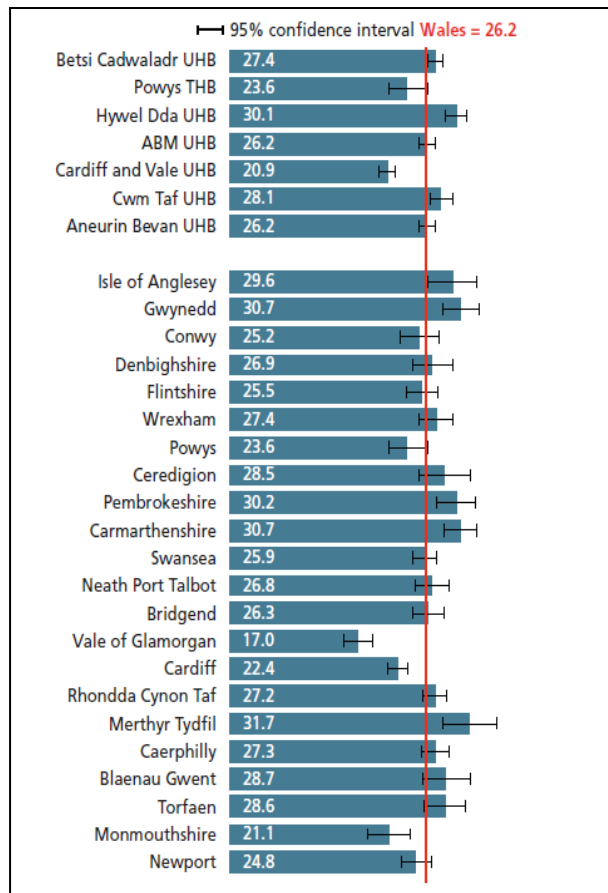


What do we know about childhood obesity?

The issue of childhood obesity is becoming one of increasing concern in Wales. While rates are low in Powys compared to other local authorities in Wales, in Powys just under 1 in 10 children will still start school obese, with just under a quarter either overweight or obese (Public Health Wales Observatory, 2014). Overweight and obesity are of public health concern across age groups, however they are of particular concern in children and young people as they have detrimental effects on health and well-being during childhood and the longer term implications for future ill health.

How do we compare with other local authorities?

Rates of overweight or obesity in children are not significantly different to the Wales average. Powys does have significantly lower rates than some local authorities, however the following figures show some national and local differences.



Percentage of children aged 4 to 5 years who are overweight or obese, Wales, health boards and local authorities, Child Measurement Programme for Wales, 2014/15
 Source: Public Health Wales

Percentage of children aged 4 to 5 years who are obese, Powys THB MSOAs, Child Measurement Programme for Wales, 2012/13-2014/15

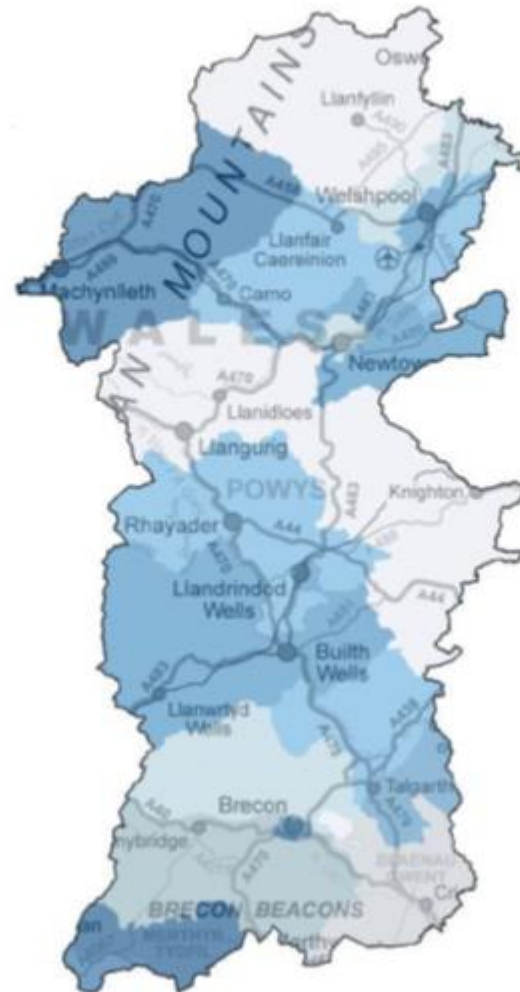
Due to smaller sample sizes at MSOA level, caution should be taken when making comparisons between areas.

Produced by Public Health Wales Observatory, using CMP data (NWIS) © Crown copyright and database right 2016. Ordnance Survey 1000044810

Obesity at 4-5yrs, Powys MSOAs, 2012/13-2014/15.

Source: Public Health Wales

- 13.0 to 15.0 (2)
- 11.0 to <13.0 (5)
- 9.1 to <11.0 (5)
- 7.1 to <9.1 (3)
- 5.1 to <7.1 (4)
- Local authority boundary



What do citizens say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do staff say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do our regulators say?

We have not identified any information and are pursuing this as a data gap.

What we don't know.

The Child Measurement Programme (CMP) is a large-scale annual survey and provides robust data on weight in reception age children (4-5yrs) across Wales including at Health Board and Local Authority level.

There is no equivalent survey for children or young people of other ages or for adults although self-reported data on overweight and obesity is available for adults.

Are there differences in localities?

We have not identified any information will now look to strengthen the evidence base on this topic.

Are there any preventative measures associated with this data?

Powys Healthy Weights Steering Group chaired by the Director of Public Health coordinates a range of work which aims to promote healthy weight across the life-course. Sub-groups have been established to coordinate aspects of PHWSG's overall action plan. These include sub-groups which focus on health weight in pregnancy and pre-school aged children and in school-aged children and young people. A wide range of the services provided or commissioned by local authorities have the potential to influence child obesity through opportunities for physical activity and the promotion of healthy eating.

What might the future impacts be?

The assessments for children and young people who are carers, those with mental health issues sensory impairment, disabilities or learning difficulties have been analysed according to the themes below and can be accessed by clicking on the links.

- [Carers](#)
- [Mental health](#)
- [Sensory impairment](#)
- [Health and physical disabilities](#)
- [Learning disabilities and autism](#)



Created by Thomas Helbig
www.helbig-project.com

34,158 people aged 65 and over
(26% of population)

3% aged over 85

15,571 people aged 50+ are
predicted to be living alone

Page 415

Projections

The **65 plus** population is projected to increase by **38%** by 2036.

The **85 plus** population is expected to increase by **159%** by 2036.

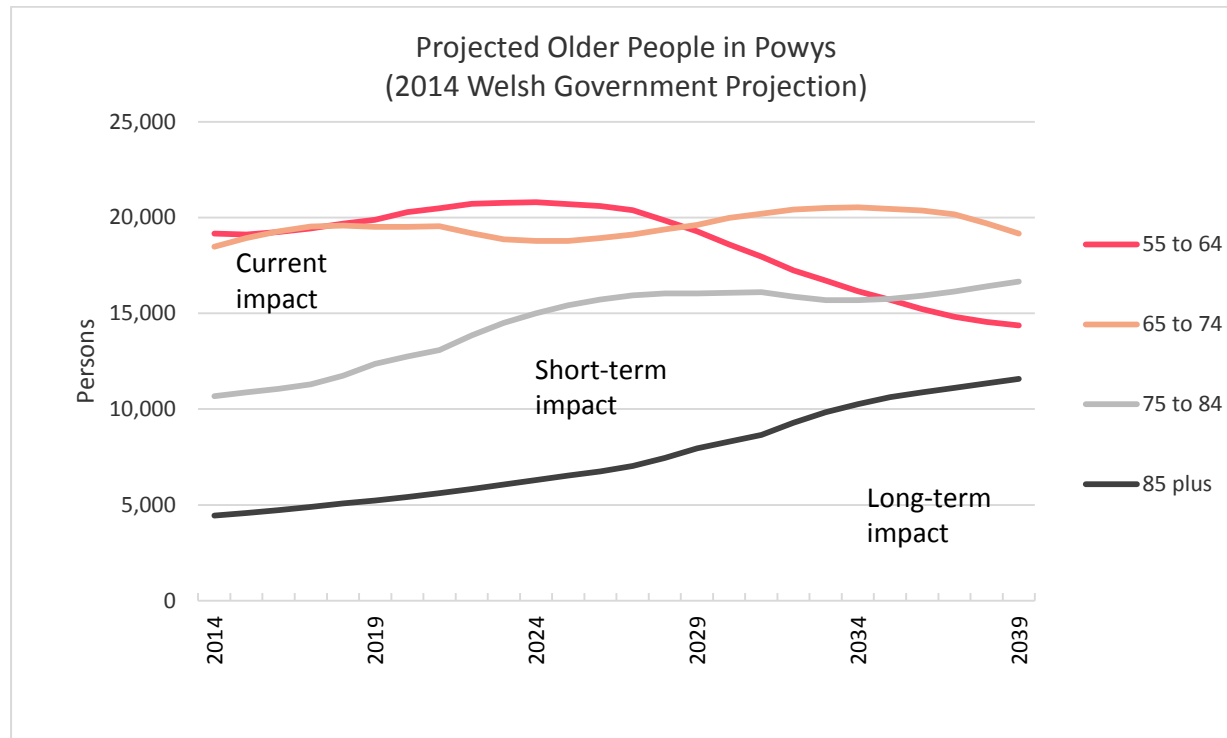
We want to support older people to live independent lives. This includes supporting people to live at home or providing suitable accommodation options. As the elderly population increases (including the number of people with dementia), there will be more demand on the services that we provide to support older people.

A proportion of elderly residents currently live in social housing and many wish to stay in their own home for as long as possible. When people are placed in a care home they are sometimes placed somewhere that is not close to their home. The number of people that we support through domiciliary

care is increasing. There are challenges for independent living, especially isolation and loneliness which can increase as people get older. Rural areas can face extra challenges in terms of supporting people to live at home for example the number of people that we support through domiciliary care varies across the county.

This section assesses the older population in Powys, with particular reference to people aged 65 and those aged 85 plus. The “65 plus” population (currently 34,158) is projected to increase by 38% by 2036 (to 47,165). The “85 plus” population is expected to increase by 159% by 2036 (4,547 to 10,879 (ONS, 2015)).

There are estimated to be 15,571 people over 50 living alone in Powys in 2015 (ONS, 2015). Age UK (2010) states that research shows the figure of those often or always lonely is between 6% and 13%. 6% in Powys would equate to approximately 1,697 people suffering from loneliness and social isolation; 13% would equate to 4261 (Age UK, 2010). The Institute for Research and Innovation in Social Services (IRISS) found that loneliness and isolation are common problems amongst older people and that tackling loneliness and isolation is inherently preventative in terms of delaying or avoiding the need for more intensive support.



What do we know about older people and how we support them?



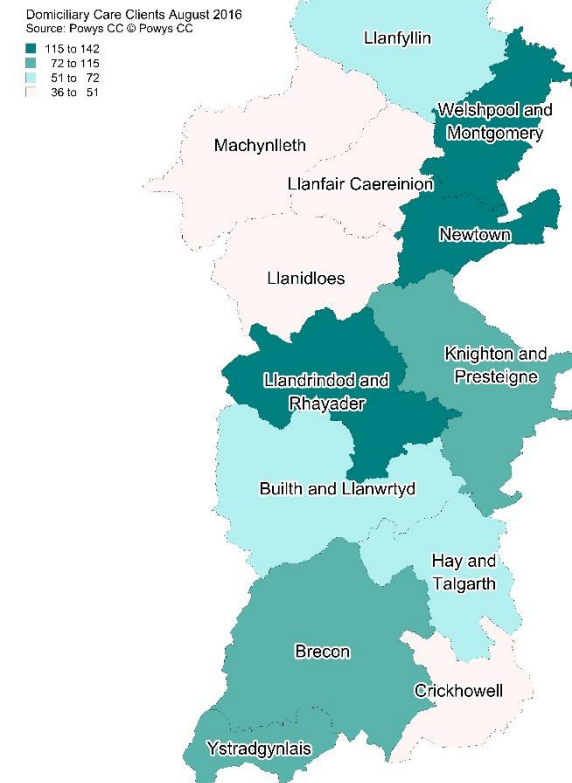
We support people to live at home through services that include Domiciliary Care and assistive technology. There are currently 2,823 people over 65 receiving a service (from PCC) (2,494 for sensory disability, 120 for mental health, 102 for learning disability, 4 for substance misuse, 103 for other reasons). 83% of adult clients

aged 65 plus are supported in the community. In 2015/16 we provided 354 housing adaptations for older people and 11,773 hours of Domiciliary Care per week to 859 clients around Powys (August 2016). Between 1st April 2015 and 31st December 2015 there were 5,555 referrals into Reablement (including Primary and Secondary referrals, of which 2,155 were accepted into Reablement).

Day time activities for older people are provided at 11 centres: 6 PCC owned or leased centres with 306 clients registered, 5 non-PCC sites with 114 clients registered. Of the day time activity service users, 52% live alone, 45% have mobility issues, and 15% are wheelchair users. 76% are women and 24% men. The average age of daytime activity service users is 83 years.

Housing plays an important part in any individuals' well-being, but for older people, suitable accommodation can be even more important, helping them to stay independent and live fulfilled lives. In Powys, we currently have three main accommodation types: people own homes, sheltered housing and care homes (residential or nursing). There are 31 care homes in Powys, 12 of which are council owned homes run by Bupa and 19 privately run homes. We provide 406 Residential care beds, 276 Residential EMI care beds, 246 nursing care beds and 187 EMI Nursing care beds. There are 58 extra care units, currently one 10 unit Extra Care Housing facility attached to a Sheltered Housing scheme (Blodlondeb) in Llanidloes and 48 unit Extra Care Housing scheme at Llys Glan yr Afon in Newtown. These schemes are currently only available to rent. Over the period September 2015 to August 2016, 717 Elderly or Frail people resided

Additional information © Powys County Council 2016
No additional copies should be made without the permission of the Council.
Gwybodaeth ychwanegol © Cyngor Sir Powys 2016
Ni ddylid gwneud unrhyw gopiau ychwanegol heb ganiatâd y Cyngor.



in a Powys care home, including 228 new admissions in that 12 month period. 254 Older/Frail clients received a respite placement with the same period. There were an additional 131 placements made in care homes located outside Powys. 69% of residents are female, 31% male and the average age of people at admission is 84.

There are 2,005 sheltered housing units in Powys – 1,420 receive a regular visit by mobile warden or home support, 167 includes some form of shared facilities (e.g. a residents' lounge and possibly laundry and garden), and all have a Careline Alarm connection.

The proportion of adult care clients supported with electronic assistive technology as part of a care package is increasing (69 and 106 per 1,000 clients respectively of that period)

Our Integrated Care Teams for Older People aim to support older people to lead fulfilled lives within their communities (One Plan, 2014) by bringing together health with social care through shared processes, information systems and co-location, these teams help maximise opportunities for individuals to be supported at home. (PCC/PtHB Statement of Intent, 2015). We are in the early stages of this project with a pilot underway in Ystradgynlais and a plan for the roll out of Integrated Care Teams for Older People across Powys in 2017.

How do we compare with other local authorities?

In 2015/16 we supported 67 people aged 65 plus (per 1,000 population), slightly higher than the Wales figure of 64. We supported 19 people aged 65 plus (per 1,000 population in a care home (Wales 19).

What do citizens say?

Many people say that they want to stay in their own home and stay connected with their community rather than move as personal needs change. Other things that people said were important to them were feeling safe and secure, being able to socialise and meet the challenge of chores and upkeep.

Many older people reported being happy with the service that they currently receive in terms of day time activities and there is strong support for the existing provision from service users and their families and carers. Citizens have stressed the Importance of this service to carers/family members in terms of the respite that centres provide. Service users enjoy the companionship, meals and the independence that they provide. In addition, the overarching issue that came out during the Listen and Learn process was the companionship that people valued most in terms of attending the Day Centre. Loneliness and isolation was remarked upon by a number of citizens, including in reference to the socialisation opportunities available through day centres. When Powys Residents were asked which services are missing from their local community, the sixth most common answer was “places to go during the daytime for older people”

In terms of Domiciliary Care, concern was expressed about the time allowed for individual visits, missed appointments, changes to routines and continuity of carers visiting clients. 40% of those we asked said they felt that the service in Powys was Very Good or Good. Concern was expressed about the perceived lack of skills and professionalism of carers although there was also a lot of praise for the dedication and caring nature of the staff. Some older people say that they would use more assistive technology if they knew what was available and how it operates: (Joint Older Peoples Commissioning Strategy Consultation / Listening and Learning). Direct payments are popular with some citizens, although some felt that service users often needed a family member to support them in managing the process and some expressed concern from some about potential safeguarding issues.

Similarly to day centres, residential accommodation provides opportunities for older people to socialise. Respondents have called for more ‘bespoke’ and flexible provision within residential homes with greater opportunities for interaction outside the care home and for more specialist dementia care and nursing provision in parts of the county. Whilst the majority of people in a care home chose to be in one, others were moved there due to a decline in their health, and an inability of family or carers to adequately provide for them.

What do staff say?

Regarding older people, there is support to continue to support people to live in their current accommodation. It has been suggested that a community approach needs to be taken, and community support / public services responses could be managed or targeted at communities by grouping residences together via hub and spoke models.

Dependency levels increase upon admission into a residential home, and staff vary at each home in terms of promotion of independence. Staff identified that transport links and rurality can provide challenges to service provision.

The suggestion of a retirement village was put forward by staff members. Staff feel that clients worry about isolation and loneliness if they live alone. Staff expressed the need to develop existing facilities for day time activities and the important respite that they provide for carers.

For providers the ability recruit high quality staff was considered the most important consideration to enable them to remain as independent for as long as possible

What do our regulators say?

Care and Social Service Inspectorate Wales (CSSIW) report March/May2015:

The council continues to align itself for the implementation of the Social Services and Wellbeing (Wales) Act in 2016, with elected member development days to ensure that members are kept fully abreast of the new legislation and how the council seeks to enable the independence of people. In February 2015, the cabinet approved a change in adult social care's eligibility criteria to 'substantial' to bring them in line with the majority of other Welsh authorities and to prepare for the eight forthcoming national eligibility criteria. The council has also achieved the commissioning and retendering of its supported living services during the year, which led to a major redesign of services, moving to a more outcome focussed and meaningful service, which not only achieved significant financial savings but clearly has improved outcomes for people.

CSSIW reviewed the new integrated intermediate care facility in Builth Wells which is registered as a care home. This facility has already been able to evidence positive outcomes for people who are benefiting from the integrated approach to early intervention and prevention. The ability of people to access a range of health and care services on one site has already proved valuable. There is now a need to evaluate its performance in order to ascertain whether this service is meeting its original goals and to ensure that social care support is regularly maintained.

Continuing to commission and work with all local providers within the domiciliary care market has remained a high priority for Adult Social Care following challenges met in implementing the outcome of previous procurement measures undertaken in early 2014. In meeting the challenges encountered, the service re-established its in-house domiciliary care service following three successful tendering organisations subsequently leaving the Powys market.

The need to stabilise and shape the domiciliary care market and culture of provision was acknowledged by staff and stakeholders as being necessary for service development. The launch of a single point of access, together with the restructure of adult services in a relatively short timescale, with its inherent anxieties and challenges, has caused additional pressure on care management teams and their ability to embed these changes effectively. This agenda, whilst necessary for the successful implementation of the Social Services and Wellbeing (Wales) Act 2014, is both demanding and ambitious in the context of budget restrictions and capacity. Therefore prospects going forward are uncertain. However, CSSIW recognises there are signs of improvement as the council follows through its internal action plans with regard to carers work, review performance and engagement with the provider sector. The positive delivery of care to people and the effectiveness of the reablement service is evidenced by the percentage of clients age 65 and over who are supported in the community having improved from 81% last year to 86% this year. The rate of older people aged 65 and over helped to live at home per 1,000 population has improved from 71% last year to 73% this year. The percentage of clients receiving no ongoing support following reablement has increased from 64% last year to 69% this year, and the percentage of reablement clients where outcomes have been achieved at 84% at year end is above the 80% target.

Areas for improvement include the implementation and realisation of the role of assistive technology in supporting people at home.

What we don't know.

- Causes of hospital admissions (currently it is the ailment that is recorded rather than the cause).
- People who are admitted and then as a result need a change in accommodation on hospital discharge

The advantage of obtaining this data is to help understand whether there are hospital admissions due to people living in hazardous accommodation. Understanding whether there could have been alternative accommodation types for people leaving hospital is key in terms of the modelling being undertaken preventing residential care admissions.

A tracking and mapping of outcomes for people accessing early intervention and prevention services - we need to ensure that WCCIS (Welsh Community Care Information System) is linked to any early intervention and prevention model so that we can provide robust evidence of interventions taken and potential costs saved.

We are lacking data on trips and falls.

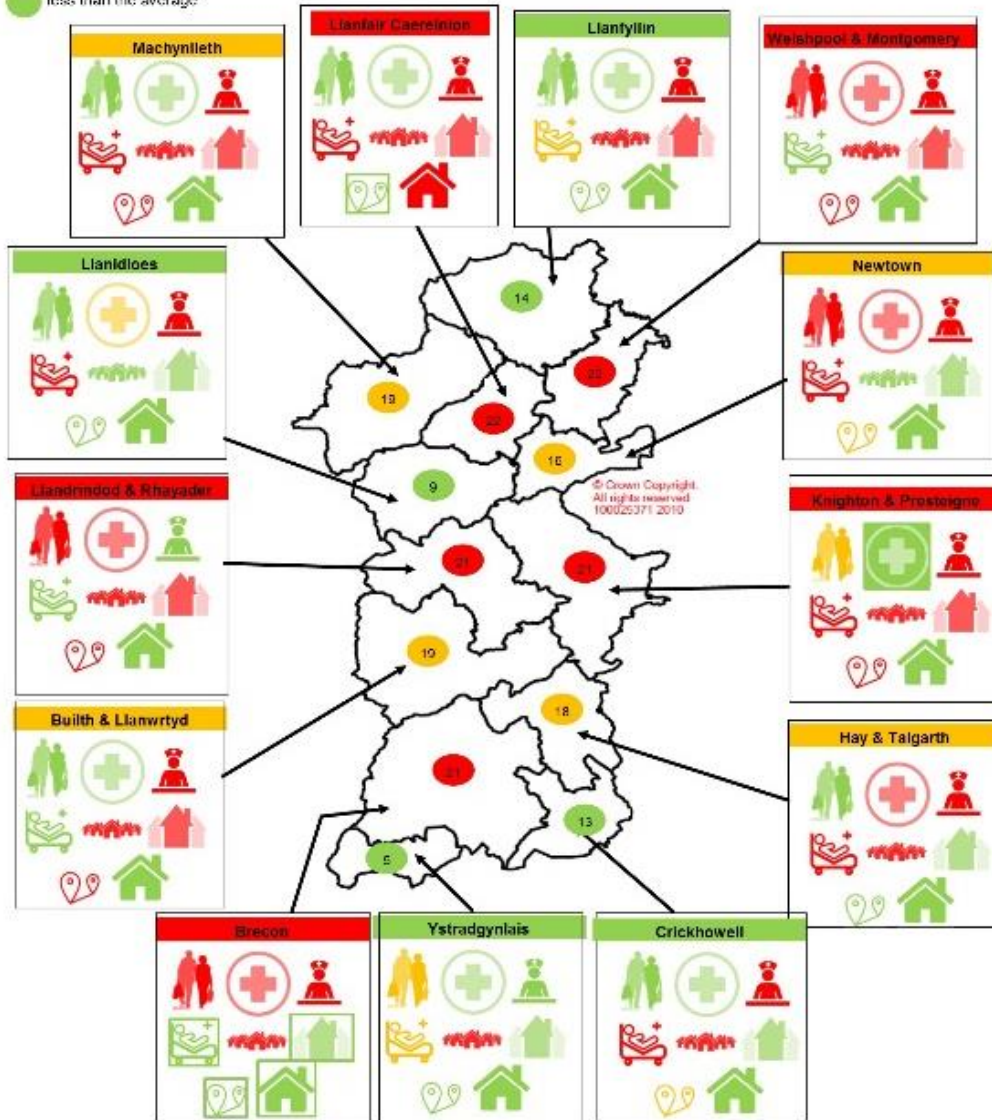
Are there differences in localities?

The map below illustrates the current situation across the 13 localities in terms of a range of care home measures. Each locality has been given a RAG status according to how far from the Powys average each locality.



The shading assigned to each of the icons below reflects how far from the Powys average each locality is:

- more than 10% above average (or no provision)
- up to 9.9% MORE than the average
- less than the average



The table below summarises domiciliary care provision across the 7 Powys Community Areas by hours and number of clients

Community Area	Number of Carer Hours Provided per week as at 1st Aug 2016 (Data in brackets is per 1,000 population)	Number of Clients provided with Domiciliary Care as at 1st Aug 2016 (Data in brackets is per 1,000 population)
South Central	1,913 (64)	129 (4)
Mid-West	2,334 (120)	171 (9)
Mid-East	969 (100)	66 (7)
North East	2,742 (99)	199 (7)
North Central	2,442 (82)	175 (6)
North West	428 (69)	44 (7)
South West	945 (93)	75 (7)
Total	11,773	859

The average number of days it takes to commission a domiciliary care package varies across the county. In the South it takes 24.9 days, Radnor is 16.3 days and the North is 16.7 days (as at Q3 2016/17).

Are there any preventative measures associated with this data?

2,000 units of accommodation designated for Older People. Adult Social Care own 12 Residential homes and work in partnership with Powys Teaching Health Board on one integrated care facility. Adult Social Care have recently worked in partnership with Wales and West to open Extra Care in Newtown. There is currently a range of services traditionally focused on crisis management and continued care rather than addressing demand failure, early signs of crisis and Reablement/independence. It is recognised that there are opportunities to improve service alignment a co-ordination and work is under way to seize these opportunities.

What might the future impacts be?

Expenditure in this area is likely to keep rising because we will be unable to manage the front door of people flowing in to statutory services - more time will be spent assessing people's needs and public anxiety will grow because we are unable to respond. Safeguarding issues could rise because people are falling through the net because the service is unable to cope. Higher DTOC longer delays and higher expenditure for Health and other services. Provision is available but not in the right place. For example, people travelling further afield for services plus an increased cost for service provision. There may be vacant care beds in the Mid and South and insufficient capacity in the North resulting in out of county placements.

The assessments for older people who are carers, those with mental health issues sensory impairment, disabilities or learning difficulties have been analysed according to the themes below and can be accessed in these sections:

- [Carers](#)
- [Mental health](#)
- [Sensory impairment](#)
- [Health and physical disabilities](#)
- [Learning disabilities and autism](#)



The population of Powys has significantly greater **life expectancy** than
Wales

A child born in the least affluent parts of Powys can expect to live 6 years less than a child born in the most affluent areas.

6,872 people in Powys have a physical or sensory disabilities

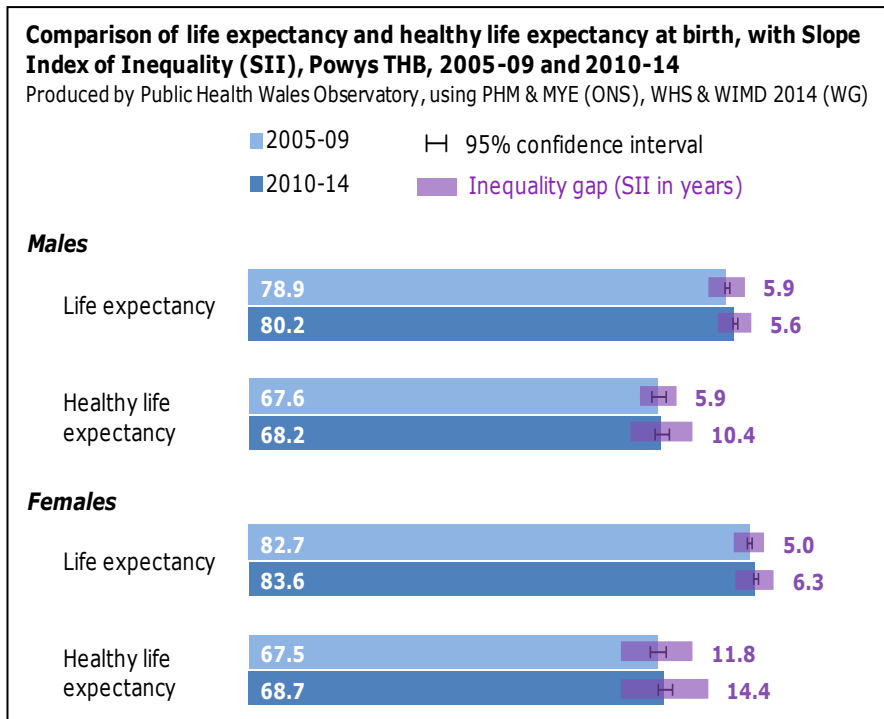
20% of working age people are Equality Act (EA) core or work-limiting disabled

0.9% of working age people claiming Disability Living Allowance, Attendance Allowance or Industrial Injuries benefits

What do we know about health and physical disability in Powys?



When you compare Powys with the rest of Wales, we experience significantly higher life expectancy for men and women. This continues to improve, yet inequalities have widened between the most and least affluent along the social gradient (The social gradient in health refers to the fact that inequalities in population health outcomes are associated with the socioeconomic status of individuals (Rebalancing healthcare, working in partnership to reduce social inequity, Welsh Government, 2015-16). Comparison of life expectancy (LE) and healthy life expectancy (HLE) at birth, with Slope Index of Inequality (SII), Powys THB, 2005-09 and 2010-14



Source: Public Health Wales

Children living in the least affluent parts of Powys can expect to live six years less than a child living in more affluent areas (Public Health Wales NHS Trust, 2016). Also, a child brought up in the least affluent areas can expect to live 10 years less in good health if they are male, and 14 years less if they are female.

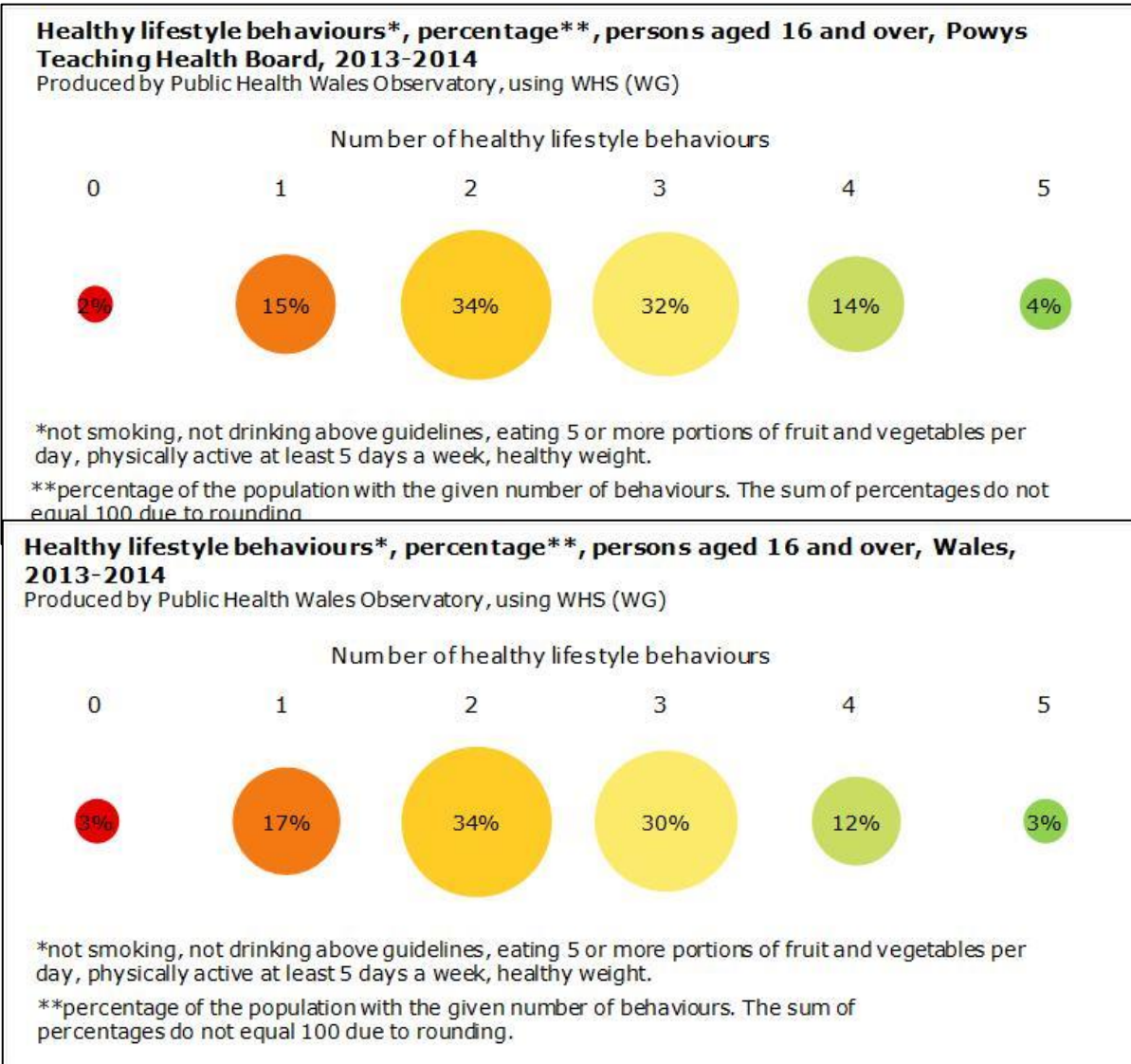
When compared with the rest of Wales, Powys adults tend to have healthier lifestyle behaviours. However, nearly 6 in 10 adults are overweight or obese and this is predicted to continue to rise (Public Health Wales NHS Trust, 2016). Several serious conditions are associated with being overweight or obese. They include type 2 diabetes, hypertension, coronary heart disease and stroke, osteoarthritis and cancer.

Just under one in five adults currently smoke (Public Health Wales NHS Trust, 2016). Smoking is the single greatest cause of preventable mortality. Smoking causes a range of cancers, it leads to cardiovascular disease and a range of respiratory conditions, e.g. COPD and emphysema.

Four in 10 adults drink in excess of guideline amounts (Public Health Wales NHS Trust, 2016). Regular drinking to excess can cause cancer, stroke, heart disease, liver disease, brain damage, and damage to the nervous system. The impact of unhealthy lifestyles on individuals and wider health and social care services means that prevention is an important topic for the population assessment.

Just over one in three adults report eating five or more portions of fruit and vegetables in the previous day. In Powys, nearly four in ten adults reported being physically active on five or more days in a given week. In contrast, a quarter of the population reported that they did no physical activity.

Across Powys, nearly two in ten adults reported their health generally being as fair or poor. This is slightly lower than the Welsh average.



Healthy lifestyle behaviours, persons aged 16 and over, Wales and Powys.

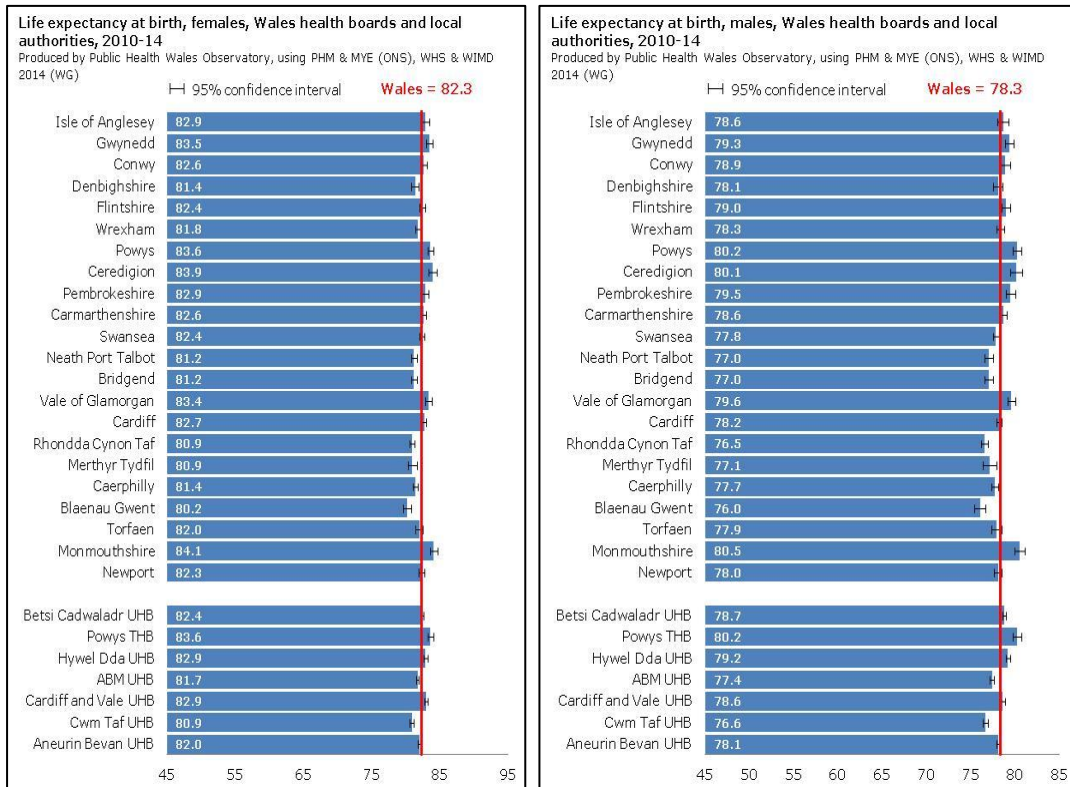
Source: Public Health Wales

There is strong evidence that investment in promoting the mental health and wellbeing of parents and children notably in the pre-school years, can avoid health and social problems later in life. The Wales Health Survey indicates that levels of emotional wellbeing are significantly higher in Powys than in Wales. The distribution of health assets at small area level are also generally higher than in Wales as a whole. Health assets enhance the ability of individuals, communities, and populations to maintain their health and wellbeing. These act as protective or supporting factors to buffer against life's stresses. They include the capacity, skills, knowledge, connections and potential in a community.

How do we compare with other local authorities?

Life expectancy in Powys is generally higher than in other local authority areas in Wales. This is especially so for males, where life expectancy is the second highest in Wales. The distribution of healthy lifestyle behaviours across health boards is very similar, although Powys has a slightly higher percentage of adult exhibiting three or more healthy behaviours.

Life expectancy at birth, females and males, Welsh health boards and local authorities, 2010-14.



Source: Public Health Wales

6,872 people in Powys have a physical or sensory disabilities (Wales 75,753; March 2016). 20% of people of working age are Equality Act (EA) core or work-limiting disabled (Wales is 23%, 2015). 5% of the working age people claiming Disability Living Allowance.

The number of referrals for alcohol misuse is falling (377 in 2013/14). Research shows variance across Powys with regard to alcohol use among the adult population. The southern and northern areas experience higher levels of binge consumption than mid Powys. This may reflect the population distribution, as well as access to cheaper alcohol in the more urban areas. In comparison to Wales, Powys' adults report in the lower to mid-ranges of binge drinking patterns compared to higher rates in south Wales in general. Hospital admissions for alcohol specific conditions have remained stable for Powys, with a modest upward trend. This remains below the Welsh national average and slightly below the comparative area of Hywel Dda University Health Board. Although Powys is among the lowest health boards for months of life lost due to alcohol, if alcohol related premature deaths were avoided, it would still add a year to male life expectancy and an additional 6 months to female life expectancy.

Whilst general rates of children in need are below the Welsh averages, those children living with parents with substance misuse related problems is closer to the national average. Across the reporting period of April 2013-March 2015, the adult Service Provider Kaleidoscope has received between 200-325 referrals per quarter, with an average of 256 referrals.

Of the 2,054 presentations (a small percentage of clients presented more than twice), 58 per cent are for drug problems, 39 per cent for alcohol problems and the remaining 2.4 per cent presented as a concerned other. The current treatment system in Powys was commissioned in 2011 and saw a radical shift in treatment provision across the county. Prior to this time, one principle service had evolved across the county, largely driven by grant allocations. In 2011, a new commissioning model was adopted that placed integrated treatment systems into the local community, governed by adjunct Welsh Government policy standards. The Kaleidoscope and CAIS partnership won the contract to deliver adult and young people's services respectively. Currently a wide range of psychosocial therapies are being offered as 'named' interventions which have proven validity with drug and alcohol users.

What do citizens say?

This indicates that citizens in Powys generally report higher levels of engagement with healthy behaviours than in Wales as a whole. Powys citizens self-report higher levels of regular fruit and vegetable consumption, they report exercising more and drinking to excess on a less frequent basis than in the rest of Wales. Levels of self-reported well-being also tend to be higher and levels of self-limiting illness tend to be lower. Although Powys citizens do not report better results to Wales on all measures, taken together, the findings

from the Welsh Health Survey suggest that the population of Powys participate in healthy behaviours to a greater extent when compared to the average across Wales. However it is important to note that results for Powys overall will mask differences which exist among different communities in Powys, and countywide findings may not be representative of all areas.

What do staff say?

The Healthy Weights Steering Group has recognised that gaps exist in the provision of weight management services in Powys. There is some evidence of whole population services and interventions being in place to provide primary prevention programmes, and services are available at the other end of the scale for people requiring surgical intervention. However, gaps do exist in the intermediate stages where one to one or group-based intensive lifestyle management services are needed to help overweight/obese individuals stabilise their weight gain. This is the case for both children and adults. It is for these specific population groups that staff are focussed on trying to establish programmes and where service need is currently greatest.

What do our regulators say?

We have not identified any information and are pursuing this as a data gap.

What we don't know

No information identified.

Are there differences in localities?

Life expectancy varies by locality, male: 74.3 - 83.2 years (Newtown South-West and Ffridd Faldwyn respectively), female: 80.1 – 88.8 (Welshpool and Guilsfield Brook respectively).

Physical activity: mid Powys has the highest rate (40%), whilst north-east Powys has the lowest rate (36%). All areas are significantly higher than Wales (2008-13 data)

Smoking: North-West and North-Central Powys have the highest rates of adult smoking (24%). Mid and South Powys have lower rates than Wales (2008-13 data).

Drinking above guidelines: South Powys (43.4%) has the highest rate of adult drinking above guidelines on at least one day a week. Mid-Powys (40.9%) is the lowest which is lower than Wales (2008-13 data).

Healthy eating: North-East Powys has the highest rate of adults reporting eating five or more portions of fruit and veg in the previous day (42.9%). North-East and Mid-Powys have higher rates than Wales (2008-13 data).

Adult obesity: North-West, North-Central Powys and Mid Powys are lower than Wales.

Are there any preventative measures associated with this data?

A number of efforts to address health inequalities at a strategic partnership level are captured in the Powys One Plan. This includes work to support vulnerable families, improve education for all, and provide stronger, safer communities.

What might the future impacts be?

Health inequalities are unlikely to alter very much over such a relatively short time period although over longer time-frames we could see life expectancy and healthy life expectancy gaps widening.

D. Learning disability and Autism



Created by the pictures from Hear Project

370 people with Learning Disabilities are supported to live in the community

A high proportion of the population have a learning disability compared with the rest of Wales

753 people are known to have autism: **302** children and **421** adults.

Projections

The percentage of people with learning disabilities is predicted to **increase** by 1.7% between 2015 and 2020.

The percentage of people with a severe learning disability is predicted to slightly decrease over the same period (-0.4%).



What do we know about learning disability & autism and what we currently provide?

Powys in comparison to the Welsh average has a high percentage of the population who are 30-75 year olds with a learning disability and particularly higher than the national percentage of the population in the category 60-75 and 75+ (Daffodil).

The number of people in Powys with a learning disability is increasing, particularly in the older age categories and this has significant implications for the type and volume of support likely to be needed in the future. Powys has a number of systems and processes in place to support people to access services and support. These include assessment and care management systems, resource allocation systems, continuing health care, health checks, direct payments, transition arrangements, ongoing consultation, planning and strategy systems. Powys has a system for people to have a direct payment (a sum of money each week), so that people can arrange their own care through recruiting a personal assistant to help them reach their agreed outcomes. We currently support 65 people with a learning disability are supported to live where they want to with a direct payment.

Learning disability services in Powys are provided by the two statutory authorities and by independent sector providers. The joint learning disability services in Powys include: Consultant Psychiatrist, Psychologist, Social Workers, Speech & Language Therapist, Occupational Therapist, Community Support Officers, Health Care Assistants, Community Learning Disability Nurses, Physiotherapist, Clinical Nurse Specialist and Team Leaders.

A range of long-term and short-term accommodation services are commissioned in Powys, including residential care placements and supported living tenancies. However, there are also people that are placed out of county. These placements include small domestic settings, residential homes, residential specialist colleges, specialist behavioural facilities and larger residential communities catering for a diversity of service users with differing disabilities, care needs and behaviours which challenge services. To enable these people to return home would require an appropriate infrastructure within health and social care to sustain local placements.

As at September 30th 2016 services provided include:

- 24 people were receiving a day care service
- 108 people receiving direct payments
- 63 people receiving domiciliary care
- 8 people receiving meals
- 2 people supported receiving respite care

83% of the people we support are aged 16-64 and 51% are male, and 49% are female

Key priorities for the future are:

- Information
- Staying healthy
- Choice, control and relationships
- Flexible support
- Accommodation/housing
- Opportunities for work leisure and learning
- Staying safe
- Moving on and transition,
- Good Support
- Consultation and co-production

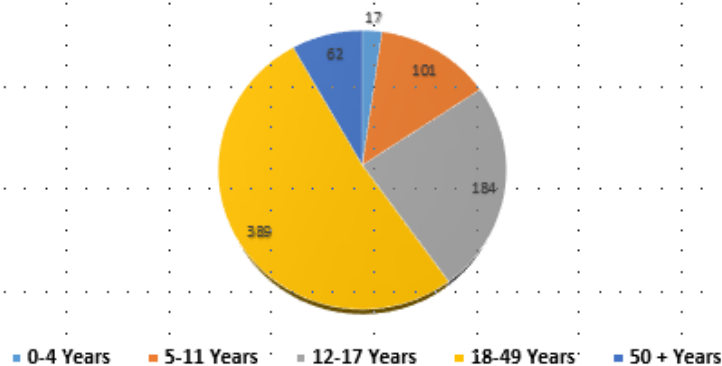
(Joint Commissioning strategy: adults with learning disabilities in Powys)



What do we know about children with learning disabilities and autism and how do we support them?

Autistic spectrum disorders (ASD) are the most common presentation of disability within children in Powys. This is followed by learning difficulties and conduct disorders.

Number of Individuals known to have an ASD in Powys – August 2016



Number of individuals with an ASD by Age Range						
Age Range	0-4	5-11	12-17	18-49	50 +	TOTAL
No of People	17	101	184	389	62	753
TOTAL	Children = 302			Adults = 451		

There were 155* open cases referred to the children with disabilities team in October 2016, the majority of these cases came from the north of the county, which is a slight decrease (25 cases) compared to 2012 (CYPP, 2015).

It is thought that this decline in number of presentations is linked to a steadily decreasing child population. If this is correct, the number of cases can be expected to continue to decline in line with the reducing child population. However, while the number of children appears to be decreasing, the complexity of their issues seems to be increasing. This may be linked to the increasing average age of mothers. According to the ONS, in 2014 there were three times as many mothers aged 25-34 than there were under 25 (ONS, 2014).

Number of individuals known to have an ASD in Powys (at August 2016), data source: Powys Health Board.

How do we compare with other local authorities?

We have not identified any information will now look to strengthen the evidence base on this topic

What do citizens say?

There are more children and young people with complex needs, such as challenging behaviour and classic autism. There are also more young people displaying mental health issues including those with disabilities. There is a need for more respite provision and specialised services such as trained foster carers and residential provision.

Service users have told us they want to have more control over their lives and disabled children and young people want to access the community activities that other children do. The transition between pathway stages needs to be smooth, having clear and meaningful outcomes and support. Parents have also told us that short breaks should be more accessible at an earlier stage, this would help to prevent escalation to specialist support.

What do staff say?

Service capacity is a problem with some services such as educational psychology, learning disabilities nursing and occupational therapists. Delivering consistency of services across the sparsely populated rural community will remain a challenge especially with decreasing resources. We deliver short breaks to help support families and provide them with respite.

What do our regulators say?

A number of commissioning strategies have been developed including learning disabilities, older people's accommodation, carers, mental health, physical disabilities and sensory loss.

The council has an integrated health and social care leadership board and has produced joint commissioning strategies in partnership with Powys Teaching Health Board, in relation to learning disability, older people and carers.

What we don't know

- Special Educational Needs statement (including statement reason).
- Educational attainment of children with disabilities.
- Distance travelled to special schools - requested from Schools Service.
- Health Data.
- Service level Data (such as Ty Hafan hospice provision usage).

Are there differences in localities?

52% of cases are in the North and 48% are in mid and south Powys. The sparsity of population is more significant in the south of the county.

Are there any preventative measures associated with this data?

Commissioning of services to deliver short break support to families.

10.4% of adult population report being on the mental register

(Wales 12.4%)

More males than females report mental health problems



Total number of social care clients (aged 18 plus) receiving services recorded as 223

Projections:

People in Powys with dementia is predicted to rise over the next five years

2,386 in 2015 to 2,771 (an increase of 16% by 2020) and to 4,399 by 2035 (84% increase)

By 2030, the number of people over 85 with dementia is predicted to overtake those aged 65-85. (2,532 for over 85's compared to 1,832 for over 65's, 532 for over 85's compared to 1,832 for over 65's)

Mental Health in adults

Improving mental health is a critical issue for people of all ages and its impact is cross cutting, affecting life chances, learning, home life, employment, safety, physical health, independence and life expectancy.



What do we know about young people's mental health and what we do to support it?

The average lost years to life for males with mental health problems is 11 years. Women with mental health problems on average lose 6 years. 1 in 4 people in the UK will experience a mental health problem each year. 25% of GP consultations are for people with mental health problems.

Depression and Anxiety

8% of the Powys population report being treated for depression or anxiety and it is one of the top three leading causes of disability. One in four patients presenting to their GP live with depression with the average GP seeing at least one patient with depression during each surgery session. 80% of people identified as having depression, are managed entirely in a primary care setting. In the UK, 25% of older adults have depression requiring an intervention and over 40% of those in their 80s are affected by depression. This is significant given Powys' demography. It is also important to note that depression is the leading cause of suicides in England and Wales each year. It has been estimated that between 10-15% women suffer from post-natal depression. In Powys there are approximately 1000 births per year, which means around 100 women may suffer post-natal depression

Dementia and Alzheimers

4,256 people in Powys aged over 65 are estimated to have dementia. At 44% Powys, along with Ceredigion, has the highest projected rise in the number of people with dementia in Wales. Dementia prevalence increases with age, roughly doubling every five years for people aged over 65 years. Dementia affects 20% of people over 80 years of age in the UK and one in 14 people over 65. In Powys it is thought that only 39.6% of the projected number of people with Dementia have a diagnosis. Up to 70% of acute hospital beds are occupied by older people, approximately 40% of whom have dementia. However, patients who have dementia experience many more complications and stay longer in hospital than those without dementia. It is also estimated that 30 per cent of people will die with dementia and many of these die in general hospital settings. The improvement in care for people with dementia in general hospitals is a component of the Powys Dementia Plan.

What do citizens say?

What do staff say?

What do our regulators say?

What we don't know

Are there differences in localities

Are there any preventative measures associated with this data?

What might the future impacts be?

Mental Health in children



What do we know about young people's mental health and what we do to support it?

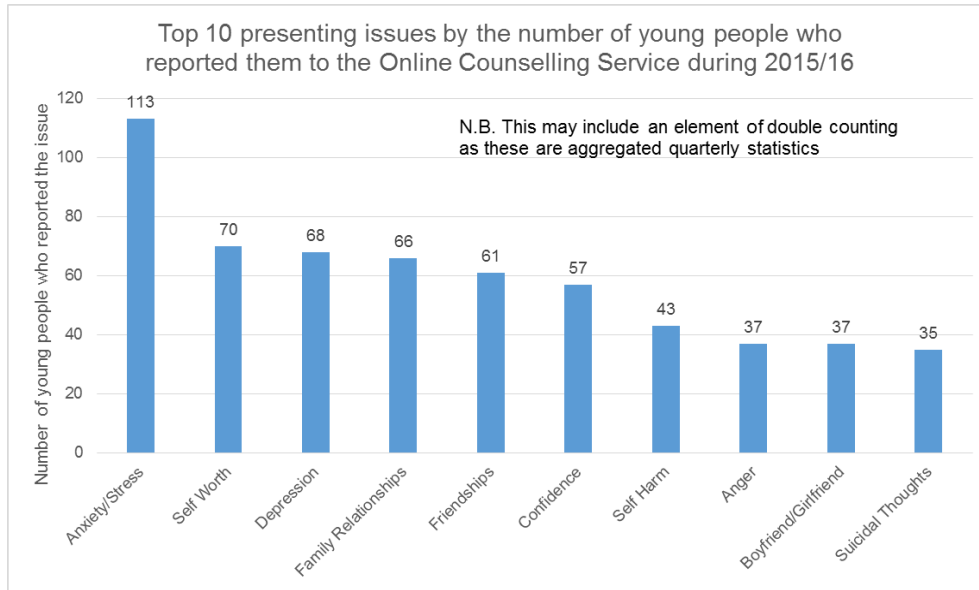
Overall, the number of assessments undertaken by Powys CAMHS (Child and Adolescent Mental Health Service) has increased between April 2014 and March 2016 and overall during this period, patients are waiting less time for an assessment.

In 2015/16, a total of 68 cases referred to "Team around the Family" highlighted emotional health and wellbeing as an area for improvement. Following the intervention, 29 cases showed an improvement in emotional health and wellbeing. During the same period, 64 cases highlighted identity, self- image and self-esteem as an area for improvement and following the TAF intervention, 35 had shown an improvement in this area.

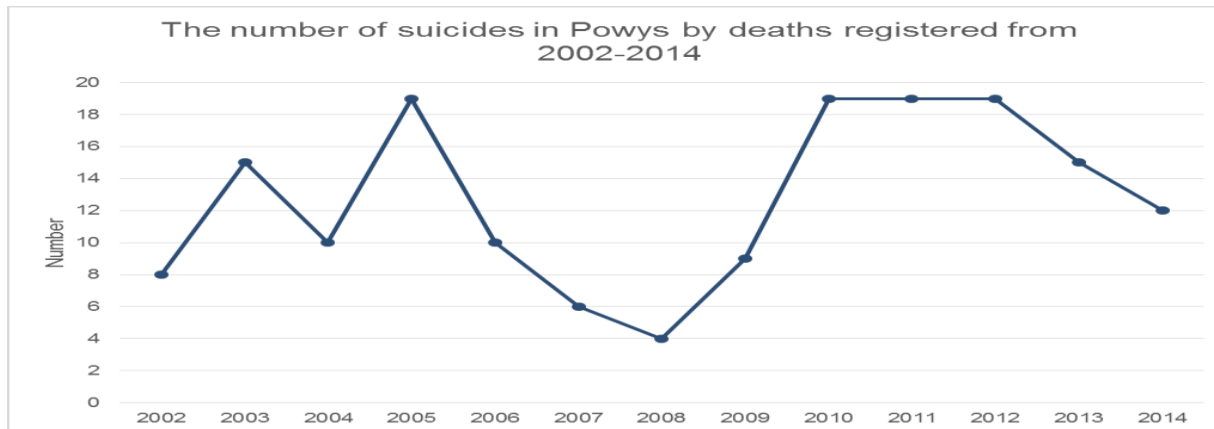
The number of new registrations to the Online Counselling Service has shown a slight increase over the period and this is despite the funding to the service having to be cut due to a cut to the Welsh Government grant which funds it.

The face-to-face service has also seen a similar increase in the number of referrals received during the period - over a third of referrals (36%) to this service are from males, which is in line with the Welsh average and is pleasing to see as males are often less likely to access counselling services (<http://www.bacp.co.uk/media/index.php?newsId=3462>).

Anxiety/stress was by far the most reported presenting issue for young people in Powys, followed by self-esteem related issues (self-worth and depression) and relationships with others (family and friends). Across Wales, males were more likely to be referred due to anger or behaviour related issues and females were more likely to be referred due to stress, self-harm or self-worth issues than their male counterparts. Both counselling services are also working with complex cases, as can be seen from the number of young people reporting suicidal thoughts and self-harm as issues for them.



We have also looked at the presenting factors when individuals have been referred to our 0-11 Family Behaviour Support Service - from April 2014-March 2016, 104 were due to low self-esteem, 48 due to mental health issues, 11 for bereavement, 11 for social isolation and 6 for bullying.



The number of suicides in Powys peaked during 2009-2012, however numbers do seem to be steadily falling.

What do citizens say?

We have not identified any information will now look to strengthen the evidence base on this topic

What do staff say?

More and more young people are becoming aware of issues and seeking help and advice from services. Recent surveys suggest that young people continue to place a much higher priority on their mental health than their predecessors, and are consequently more likely to seek help. As a result, greater demand is being placed on mental health services, and this is exacerbated by further pressure from ongoing cuts to service's budgets.

Males are also now more willing to access these services than in the past. Anxiety and stress represent the most common reported problem, along with self-worth issues and relationship difficulties.

At present, need is being managed and waiting times for assessments within CAMHS have improved. Additional funding was available to allow more young people to access counselling services, but this is no longer available due to funding reductions from Welsh Government. This impacts on the number of hours that online counsellors can support young people in Powys.

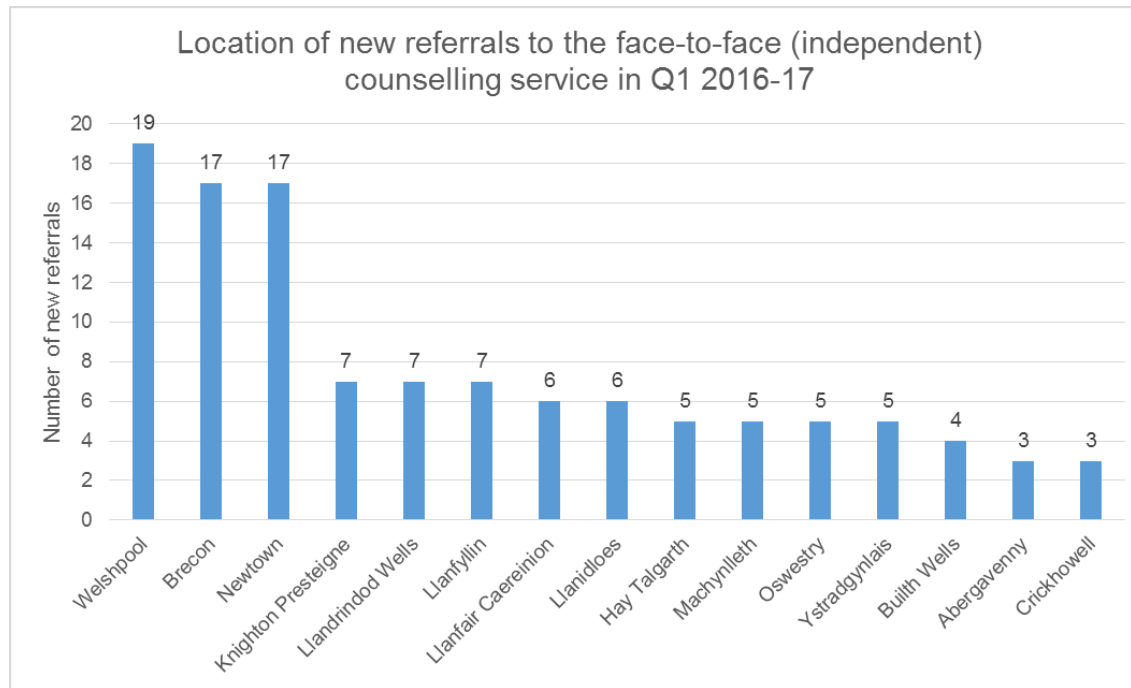
What do our regulators say?

The Care and Social Services Inspectorate Wales (CSSIW) Performance Evaluation Report 2014–15:

The council has in place an integrated health and social care leadership board, comprising representation from the council, health board and the third sector. Alongside its stakeholder partnership boards in physical disability, sensory impairment, mental health, and learning disability together with the integrated care pathway for older people, this continues to drive the integrated agenda for the council.

What we don't know

We do not have mental health data in relation to children with complex needs, some of whom are looked after children or children from other local authorities (COLA) who reside in Powys.



Are there differences in localities?

The percentage of patients on the Mental Health register varies from 0.5 in Llanidloes to 1.29 in Hay and Talgarth

More young people have accessed the face-to-face counselling service in Welshpool, Brecon and Newtown.

Are there any preventative measures associated with this data?

Young people can access online counselling 24/7 and can also request an appointment with a face-to-face counsellor via the online site. Within the online service, young people articulate goals at the start of support and the number of goals reached is measured at the end of the intervention. The face-to-face service uses the Young Persons-CORE outcome measure to track whether there is a clinical or reliable change following the intervention.

F. Sensory Impairment

To be completed by PTHB

G. Carers



16,154 unpaid carers on census

2,203 adult carers (age 26+) are known to Credu

27% of unpaid carers are aged over 65 (4,299)

7% young carers aged 0-24 years (1,066)

80% of young carers are providing up to 19 hours of care per week

Projections

The number of unpaid carers over 65 is predicted to increase by **35%** by 2030

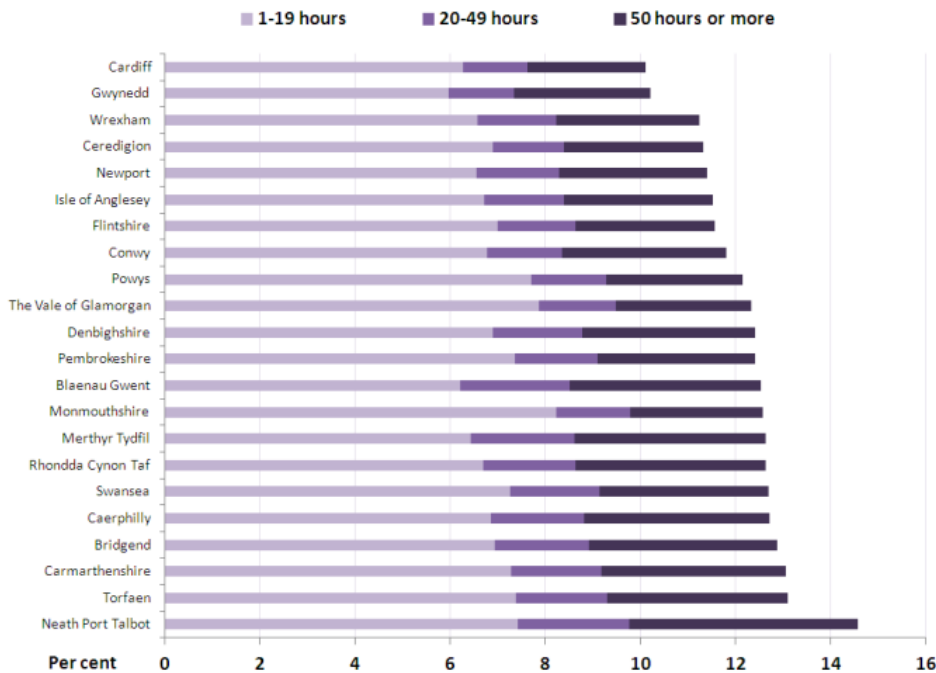
The number of unpaid carers under 65 is predicted to decline by **10%** by 2030

Adult Carers



What do we know about adult carers and how do we support them?

According to the 2011 census, there are 16,154 unpaid adult carers in Powys, which represents 12% of the population (ONS, 2016). 27% (4,304) of unpaid carers are aged over 65 whilst 7% (4,299) are aged 24 or under (ONS, 2016). 39% of adult carers are retired, 23% are full-time carers and 12% are employed part-time. Around half of carers provide between 1-19 hours of care per week. The number of unpaid carers is expected to increase along with the county's ageing population (ONS, 2016). However, unpaid carers under the age of 65 are projected to decrease by almost 10% by 2030. Ceredu are a Carers Trust Network Partner, and they support carers via outreach through Ceredu Powys (formerly known as Powys Carers Service). 2,203 adult carers (age 26+) are known to Ceredu. During the period 1 April 2016 to 30 November 2016, Childrens Services have undertaken 19 assessments on young carers. 5 of these have led to a care and support plan.



The perceived health of these carers has been found to be significantly poorer when compared to those who are not acting as carers.

How do we compare with other local authorities?

The chart shows the percentage of the population that provide unpaid care by duration category and unitary authority. 12% of the Powys population provides unpaid care.

Source: Census - Office for National Statistics

What do citizens say?

The Powys Populations Assessment Carers survey, was conducted in 2016 as part of this assessment, and examined how carers perceived the service in Powys. Of all carers surveyed, 69% said that they lived in a home that supported their well-being. 75% said that they were always or sometimes able to do the things that are important to them, and a large majority of the respondents (87%) also felt that they were part of their local community, although it should be noted that of the responding group only 56% said this was the case all the time. In terms of support from family, friends, and neighbours, 86% said that they were happy with the level of support they had. A total of 19% of all respondents said that they only felt safe at times. Only 38% knew who to contact about support, whilst 50% said that only at times did they have access to the right information and advice. However, the majority of carers, 69%, said that they had been actively involved in all discussions regarding their support.

A large majority of respondents, 94% said that they were able to communicate in their preferred language. A further positive result was that 86% of respondents said that they were treated with dignity and respect. Over two thirds of respondents, 62%, said that they felt supported to continue in their role as a carer, and finally, 69% said that they were happy with the support they had received.

Many carers (81%) of carers surveyed agreed that the support they had received had helped improve their health and wellbeing (Powys Population Assessment Questionnaire, 2016), and many also agreed that that contact with Credu has improved the social, employment or educational areas of life (72%).

The perceived health of carers in Powys is significantly poorer than the average for all people in Wales. A survey conducted by Credu in 2011) comparing the health of carers in Powys to the Welsh Health Survey of all citizens (2009) identified that the health of carers suffered as a result of their caring responsibilities.

What do staff say?

Staff suggest that Peer Support groups can work independently but group dynamics can suffer without some Outreach Worker facilitation or support. Some staff see the need for developing capacity and resilience at community level engaging with the 3rd sector.

What do our regulators say?

The Care and Social Services Inspectorate Wales (CSSIW) Performance Evaluation Report 2014–15

<http://cssiw.org.uk/docs/cssiw/report/150810-powysen.pdf>

“The assessment documentation used by Powys County Council supported an outcome focussed approach. Carers were identified and offered an assessment but the take up appeared to be low. One of the challenges for Powys is that many of the family carers lived at some distance from the person they cared for.”

“The low uptake in carers’ assessments is also a concern in this context as it puts additional strain on family and friends in this role.”

What we don't know

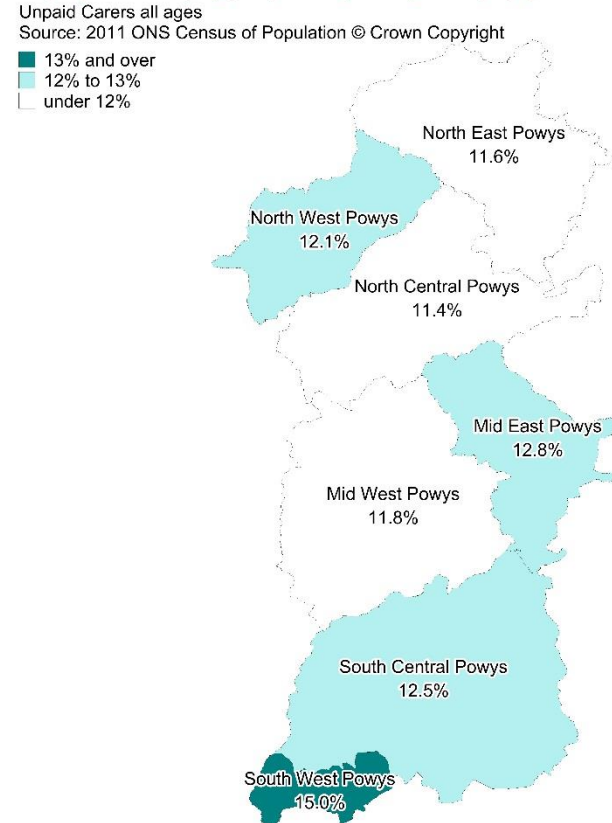
Carers who we do not know about; Ethnicity for Carers reporting (although this has improved).
 Information sharing protocols. There is no agreement in place between our Service Provider and Education in respect of sharing basic contact information with the Schools Service in order that we establish the number of young carers within Schools (by flagging them on Teacher Centre). This would allow us to check attendance and attainment levels of young carers. (If implemented, there would need to be a process to continually update this information and the service provider would need to be registered as data controllers with the Information Commissioners’ Office in their own right).

Are there differences in localities?

North Central Powys area has the lowest percentage of unpaid carers. South West Powys has the highest number of unpaid carers in the county.

Are there any preventative measures associated with this data?

Additional information © Powys County Council 2016
 No additional copies should be made without the permission of the Council.
 Gwybodaeth ychwanegol © Cyngor Sir Powys 2016
 Ni ddylid gwneud unrhyw gopïau ychwanegol heb ganiatâd y Cyngor.



Powys is working to achieve an Everybody's Business model which means that identifying carers and understanding their support needs is part of everybody's role.

The Powys One Plan in 2014 identified unpaid carers as a priority group for support.

A Programme of work for Adult Health and Social Care was subsequently established and an Accountability Framework to deliver on the carers' thematic area was developed and agreed.

Across Wales, Powys has seen the second largest increase in the percentage of unpaid carers between 2001 and 2011. The county has seen an overall increase of 8.7%, ranking it joint second with Ceredigion, and only slightly behind Monmouthshire, which has seen an increase of 11.2%. In total, Powys has seen an increase of 2,036 new carers during the ten year period.

What might the future impacts be?

There will be an increased demand for services. For carers there is likely to be increasing impacts on carers' health, ability to work, study, or access leisure opportunities and increased social isolation

Young Carers



What do we know about young carers and how do we support them?

- 352 young carers and 235 young adult carers registered with Credu at 30 September 2016 (CYPP, 2015).
- We have undertaken 19 assessments during the period 01/04/2016 to 30/09/2016 on young carers. 5 of these led to a care and support plan (CYPP, 2015).

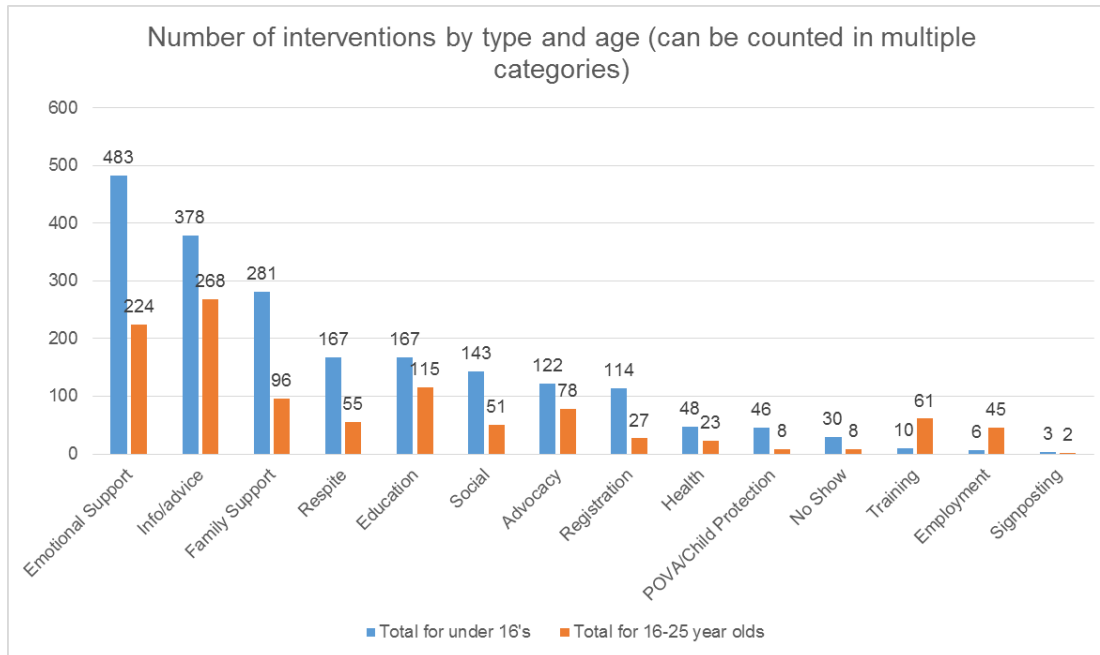
Due to the increase in Powys' elderly population, more and more young people are becoming carers.

- 80% (860) of young carers are providing up to 19 hours of care per week;
- 12% (123) provided 20-49 hours per week; and
- 8% (83) provided 50+ hours of unpaid care each week.

This has a knock on effect of some young carers missing school due to their responsibilities.

Only 576 young carers were known to Credu service in 2016 (CYPP, 2015). Around 1 in 20 young carers miss school due to their responsibilities. In turn, this affects their education and chances of long term employment. Young carers have a significantly lower attainment level at GCSE and are much more likely to be NEET, which further reduces their life chances. In spite of their need for extra support, young carers are no more likely than their peers to be in contact with Social Services or Educational Welfare Services, both of which were designed to offer them support.

The chart below shows that most young carers require emotional support and information and advice, particularly those aged 16 years and under.



Most young carers we are in contact with have responsibilities to provide physical care to their loved ones, closely followed by providing mental and emotional health support.

How do we compare with other local authorities?

While Powys has seen a reduction since 2014/15 in the number of young carers identified by Social Services, the overall trend reveals an increase since 2009/10 in the number of young people acting as carers.

What do citizens say?

Carers Advisory Support Service Youth Group ('CASSY' Group): the group are concentrating on raising awareness in schools. Many young carers are helped to explore options and prioritise goals in terms of educational aspirations and employment opportunities. One young carer had put in order of priority her mother's need for her support to care for her sister, her desire to continue to learn to drive, her desire to complete the NVQ hair level 3 and the Welsh baccalaureate and her desire to work part time to bring in additional money. However, with the help of outreach workers

"B's previous aspirations were to stay at home and care for her mother, she now wants to develop those skills and take them elsewhere into a career." (Outreach worker)

After school groups for both younger and older young carers are thriving and have been enjoyed by 126 Young Carers. Each group has its own character and programme because they respond to the needs and wishes of its particular cohort. Young Carers are really able to relax and be themselves. They are supportive and accepting of everyone and new members quickly feel part of the group.

"We had a fun food challenge night with the YAC group that involved being creative, letting go of inhibitions and being playful as a group." (One member of the group)

"The YACs have enjoyed a relaxed atmosphere at clubs with continuation of relaxation and meditation workshops. Feelings of tiredness have been expressed by many this term during exam times and controlled assessments in schools for the younger YACs." (Llandrindod Group)

Feedback from Young Carers on Outreach Workers coaching support;

"Martine will always ask me what I want to talk about and take the time to listen. She always smiles and is very approachable and helps me to think of options to overcome certain situations"

What do staff say?

Credu assist carers to feel recognised and feel valued, making the most of their lives, and providing them with a strong voice. In particular, they help young carers to have a positive sense of identity, have aspirations and success in learning, plus a positive childhood experience.

Some carers have said they would like to help other carers to help support them. Our Young carer's forum is thriving, however we need to support them to enable them to become leaders in their own areas.

The work with numerous stakeholders and our listening campaign with Young Carers, identified three key themes in our work. These were for our Young Carers and Young Adult Carers to be;

- Valued, taken seriously and have a positive sense of identity.
- Population Assessment Staff Questionnaire: "Some survey respondents identified the need for continued independence, self-sufficiency, and control over one's own life as the key outcomes desired by service users. This was most prominent in areas dealing with Powys' ageing population"
- The service users want to be able to remain in their own homes with adequate support. With this support the service user would like to be treated like a human being and not just a job. So a certain level of social interaction is required.' – Contracts and Commissioning"
- "Local provision within the community – i.e. good residential and nursing care. Safe from risks in the home. Medication management. Nutrition Hygiene'. – Adult Services"
- "There are an ever increasing numbers in people requiring home support and with the new legislation there will be more emphasis on people staying at home. This will in turn have an increase in home care request as families do not live close together any more. The population are also working longer hours so they are unable to support their family members in day to day activities."
- "Complexity of health conditions. Increased demand due to people retiring into Powys. Continued strategic direction from institutional to home setting. Technology advances will change the need for the way in which services are delivered. More specialist Community support model with develop."
- "The aging population require more support and to know that as they grow older they will be looked after."
- "There is a lack of care providers within the area, so people are unable to get the care packages they request."
- Around half of carers provide between 1-19 hours of care per week. The majority of these identified caring as being a major contributing factor to their poorer health.
- "Unable to recruit: paid carers, volunteers, skilled professionals e.g. social workers Market capacity – e.g. domiciliary care providers Access to specialist and complex provision Critical mass to locate services Transport Supporting more people to remain in their own home."

- "Increased gatekeeping around financial spend. Increased signposting to other therapeutic interventions services. Specialist domiciliary care e.g. Mental Health DToC due to availability of home of choice, waiting for housing adaptations"
- Able to grow up with positive childhood experiences, broad horizons and emotional resilience.

The young carers are planning and shaping the services we offer them. Their voices are the loudest ones we want to hear. The regular groups are shaped by the Young Carers wishes, with regular opportunities to discuss activity and trip ideas. Young Carers are also given opportunities in planning and organising the trips where they wish to be involved.

It can be the first time in many of their lives that Young Carers 16+, have choices and big decisions to make and they can be overwhelmed, especially with the complication of their caring responsibilities to consider. Support varies with each individual. As well as face to face work in various settings, Outreach Workers use Text and Facebook as a way of keeping in touch and supporting this age group with things they want to achieve. The focus of support is always to encourage and develop Young Carers own self-belief, independence, confidence and resourcefulness.

Outreach Workers in Schools use their skills as trained Advocates to help our Young Carers voice their thoughts and feelings in a variety of settings.

"A Yr 11 Young Carer was struggling with emotions and had been relying on a school teacher for ongoing emotional support. The school teacher, Young Carer and I met to form a plan of support over her exams." - Outreach Worker

What do our regulators say?

The Care and Social Services Inspectorate Wales (CSSIW) Performance Evaluation Report 2014–15/

<http://cssiw.org.uk/docs/cssiw/report/150810-powysen.pdf>

The assessment documentation used by Powys County Council supported an outcome focussed approach. Carers were identified and offered an assessment but the take up appeared to be low. One of the challenges for Powys is that many of the family carers lived at some distance from the person they cared for."

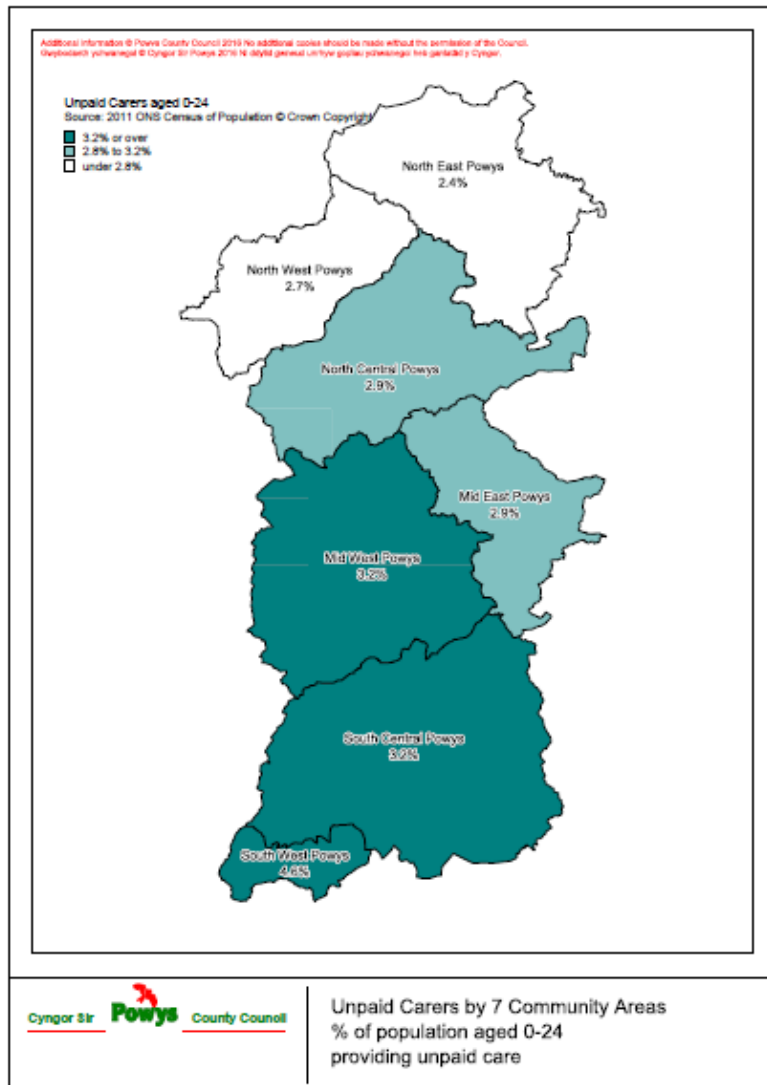
"The low uptake in carers' assessments is also a concern in this context as it puts additional strain on family and friends in this role."

Care and Social Service Inspectorate Wales (CSSIW) report March/May 2015:

What we don't know

The number of young carers in each schools and whether schools are aware of the number of young carers within their school (A survey by The (Former) Princess Royal Trust for Carers (2010), found that for over 39% of young carers, school staff were not aware that they were young carers and 68% said they had been bullied in school) - we're working with colleagues in Schools Service about this.

Are there differences in localities?



Are there any preventative measures associated with this data?

Powys is working to achieve an Everybody's Business model which means that identifying carers and understanding their support needs is part of everybody's role.

Team around the Carer approach once a Wellbeing Assessment has been completed.

What might the future impacts be?

There will be an increased demand for services. For carers there is likely to be increasing impacts on carers' health, ability to work, study, or access leisure opportunities and increased social isolation

964

**Reports of Domestic Violence reported
from January 2016 to August 2016.**

1/3

**Of all Child Protection cases refer to
Domestic Violence for the reason for
opening the case.**

What do we know about violence against women, domestic violence, and sexual violence?

January 2016 to August 2016, a total of 964 incidents of domestic violence have been reported to the police (Dyfed Powys Police Service, 2016). It should be noted that this figure may not reflect the true number of incidents as many occurrences of domestic violence continue to go unreported. During the same period there were 533 domestic violence crimes reported to the police (Dyfed Powys Police, 2016), a 9% rise on the previous year. The long-term trend is a continual rise of some 75% since 2010

MARAC (Multi Agency Risk Assessment Conference), which handles those domestic violence cases where the victim is believed to be at the highest level of risk, also suggests a sharp rise in the number of domestic violence

incidents when compared with neighbouring local authorities. While this may well be attributed to a lack of pre-screening of cases referred to MARAC, this has not been researched and cannot be verified. MARAC data shows an increase rate of between 28-36% (PCC, 2016). It is not yet clear why this ongoing trend has occurred, and further research, in greater detail would be required.

The figures below are reported by Dyfed Powys Police (2015/16)

- Number of people aged 18-64 who were alleged victims of physical abuse: 816
- Number of people aged 65 or over who were alleged victims of physical abuse:32
- Number of people aged 18-64 who were alleged victims of sexual abuse: 63
- Number of people aged 65 or over who were alleged victims of sexual abuse: 2
- Number of people aged 18-64 years who were alleged victims of emotional psychological abuse: 219
- Number of people aged 65 or over who were alleged victims of emotional psychological abuse: 5

- Number of people aged 18-64 years who were alleged victims of financial abuse: 162
- Number of people aged 65 or over who were alleged victims of financial abuse: 72
- Number of people aged 18-64 years who were alleged victims of racial abuse: 28
- Number of people aged 65 or over who were alleged victims of racial abuse: 5
- Number of people aged 18-64 years who were alleged victims of domestic abuse: 639
- Number of people aged 65 or over who were alleged victims of domestic abuse: 27
- Incidence of domestic abuse: 909
- Incidence of sexual crime: 278
- Predicted number of people aged 18-64 who will be survivors of childhood sexual abuse – unable to quantify.

Caveat: There may be a number of crime reports that do not document the victim's age and therefore the figure above may be slightly under estimated.

Funding from supporting people, and from children's services main budget, funds domestic abuse services in the North and South of Powys. Currently these services are being re-commissioned against a new Domestic Abuse strategy. The Council has 15 refuge bed spaces in total. Funding is also given for the IDVA service provided by Hafan Cymru, though this particular funding stream is matched with Home Office funding which will be end in April. By comparison with other Councils, Powys has a reasonable network of refuges and provision for domestic abuse. However the rurality of Powys means that some victims will find themselves a long way from providers.

Powys does not have provision of wider VAWDASV services to respond to issues such as forced marriage, FGM or sexual harassment and stalking. The extent of the provision needed and the best means of meeting this service will be considered as part of the work being undertaken to develop a local VAWDASV strategy.

The existing domestic abuse services are operating at capacity and there is a high-risk that if wider publicity of this issue, and the services available, is given they would be quickly over-whelmed. Part of the strategy for responding to this is to build better capacity and resilience within local communities through the Ask Me project currently being piloted with Women's Aid.

Powys does not have any funding to enable referrals to be made to an accredited perpetrator programme and this is a very significant impediment to the prevention of VAWDASV. The Council is required to produce a training plan by March 2017 identifying which employee falls within the six designated groupings of staff in the National Training Framework. Group 1 of this framework includes every single employee and the statutory requirement is that 50% must be trained by March 2017 and the remainder by March 2018. Group 2 is "Ask and Act" training for professionals who work with persons affected by abuse, the Group 3 are the champions who will provide the training for group 2 and lead within each team. Group 6 is the senior management team within the authority.

How do we compare with other local authorities?

Women's aid collected data from all providers of support services across Wales.

An analysis of this data for the 17 Councils who provided it in Quarters one and two of 2016/17, expressed as a population rate:

- Powys has the fourth highest level of supported units.
- Powys has 6th and 7th highest rate of referrals
- Powys has the 6th and 8th highest rate of supported persons

What do citizens say?

As the vast majority of abuse is unreported we have no local data on the views of citizens.

The latest national crime surveys show that 30% of women and 16% of men report having been the victims of domestic abuse, the methodology used in this survey restricts the number of incidents a person can report and it is argued that this lead to an under-representation of domestic violence to women.

What do staff say?

Staff from Children and Adult Social Services and Housing are aware of the data for the first quarter of this year shows that 49.5% of cases registered had DA as a significant parental factor making it the largest of all the parental factors.

What do our regulators say?

Voluntary providers like Calan, Hafan Cymru and MFCC feel they are at capacity coping with the current level of referrals, they are concerned about their ability to cope with an increase in demand as more victims feel able to come forward during the implementation of the VAWDASV (Violence against Women Domestic and Sexual Violence Act 2015) Act.

What we don't know

- Understanding our high rate of MARAC referrals and understanding unmet needs for all VAWDASV issues.
- There is some evidence form Women's Aid that referral rates for domestic abuse may be higher in rural areas.
- Number of people aged 18-64 who were alleged victims of abuse

- Number of people aged 65 or over who were alleged victims of abuse
- Number of people aged 18-64 years who were alleged victims of neglect
- Number of people aged 65 or over who were alleged victims of neglect

Are there differences in localities?

Powys MARAC data is split North and South. In the North there appears to be a higher than expected incidence of referrals involving BME (Black and Minority Ethnic) and LGBT (Lesbian, Gay, Bisexual and Transgender) communities but the numbers are small and this could be a statistical anomaly, more research into the data is needed.

Are there any preventative measures associated with this data?

We have not identified any information will now look to strengthen the evidence base on this topic

What might the future impacts be?

It is highly likely that reported domestic violence incidents and crimes will continue to rise in accordance with long term trends. As population changes continue we can also expect to see an increase in the risk of FGM and other such issues in Powys. Prospects will depend on the extent to which Powys establishes effective arrangements for VAWDASV. If good progress is not made then there is a very high risk that services to victims and survivors will be overwhelmed and costs to the Council's Childrens and Adult services teams escalate. Looking longer term, if progress has not been achieved in reducing VAWDASV then the health and economic impact on the community of Powys will be very considerable.

I. Advocacy services

Advocacy is about speaking up for people, empowering them to make sure their rights are respected and their views, wishes and feelings are heard at all times, representing their views, wishes and feelings to decision-makers, and helping them to navigate the system.

We provide:

Self-advocacy (where individuals represent and speak up for themselves),

Informal advocacy (where family, friends or neighbours support an individual in having their wishes and feelings heard, which may include speaking on their behalf)

Collective advocacy (involves groups of individuals with common experiences)

Peer advocacy (where one individual acts as an advocate for another who shares a common experience or background)

Citizen advocacy (a one-to-one long-term partnership between a trained or supported volunteer citizen advocate and an individual)

Independent volunteer advocacy (involving an independent and unpaid advocate who works on a short term, or issue led basis, with one or more individuals)

Formal advocacy (may refer to the advocacy role of staff in health, social care and other settings where professionals are required as part of their role to consider the wishes and feelings of the individual and to help ensure that they are addressed properly)

Independent professional advocacy (a one-to-one partnership between an independent professional advocate who is trained and paid to undertake their professional role as an advocate)

Advocacy and mental capacity - The Mental Capacity Act 2005 introduced Independent Mental Capacity Advocates (IMCAs). An IMCA supports people who can't make or understand decisions by stating their views and wishes or securing their rights. This is a statutory advocacy service, which means in certain situations people who lack capacity must be referred to an advocate. An IMCA is not the decision-maker (such as the person's doctor or care manager), but the decision-maker has a duty to take into account the information given by the IMCA

Children and young people

Powys commissions its advocacy services as part of the Mid and West Wales region alongside Powys Teaching Health Board, Hywel Dda Health Board and Carmarthenshire, Ceredigion, and Pembrokeshire local authorities. Powys County Council plan to support 100 children with an advocacy service. Powys teaching Health Board also purchase an additional 25 places as part of the contract. Powys Children's Services have recently led and completed a re-commissioning exercise in respect of advocacy, with the award of a new contract being awarded to Tros Gynnal Plant to provide Independent Professional Advocacy to all children and young people 0-25 years accessing service from Children's Service.

Independent Advocacy Services available in Powys, provide independent professional advocacy support for Children and Young People that is person centred, issues based and outcome focused. The service is provided to Looked After Children (LAC) and Former LAC,

children on the child protection register and children with a care and support plan. We also provide support to children 11+ making a complaint in respect of schools exclusions.

Mental Health

Statutory Independent Mental Health Advocacy (IMHA) is commissioned on an all Wales basis. Access to an IMHA is a statutory right for people detained under most sections of the Mental Health Act, subject to Guardianship or on a community treatment order (CTO). IMHAs are independent of mental health services and can help people get their opinions heard and make sure they know their rights under the law. IMHA can make a significant difference to people's experience of detention and are highly valued by people who use services. People eligible for IMHA support include, inpatients in hospital and being assessed or receiving treatment for a mental health problem, those detained in hospital under the Mental Health Act, informal patients, those being considered for neurosurgery for mental disorder or ECT for under eighteen years, people subject to a Community Treatment Order and those conditionally discharged or subject to guardianship.

Older People:

Age Cymru provide general and crisis advocacy.

Carers

Information, Advice and Support services for carers of all ages provided by Credu. Credu supports carers and their families in Powys.

Learning Disability

In north Powys 'A voice for you' provides a service specialising in the support of people with learning disabilities. They recruit, train and support volunteers to act as Advocates and Crisis Advocates for people with Learning Disabilities in Brecknockshire and Radnorshire and ensure the voice of the person with Learning Disabilities is heard. In south Powys, Brecon Citizen Advocacy provides a service specialising in the support of people with learning disabilities. They recruit, train and support volunteers to act as Advocates and Crisis Advocates for people with Learning Disabilities in Brecknockshire and Radnorshire and ensure the voice of the person with Learning Disabilities is heard. Across the county Powys People First support people to advocate for themselves.

Other adults

Citizen Advice Bureau are commissioned by Adult Social Care to support people in maintaining and/or recovering their independence by enabling them to understand their rights and to help themselves in dealing with their civil legal, financial and other problems by advising them of their legal rights and responsibilities.

4. Assessment of Welsh Language

New Welsh Language Standards have been introduced, under the Welsh Language (Wales) Measure 2011, and issued by the Welsh Language Commissioner, which list ways in which the Council is expected to provide services through the medium of Welsh and provide opportunities to use the language, to assess the impact of policies and decisions on the Welsh language, and state how it will promote the Welsh language in order to increase the number of Welsh speakers and its use within the county. The Council must also operate according to the requirements of 'More Than Just Words', the Welsh Government's Strategic Framework for providing Welsh language services in health and social care.

According to the 2011 census, 19% of citizens (23,990 people) said they could speak Welsh. Promotion of the Welsh language has continued, with an increase in the number of young Welsh speakers since 1991. There is a large difference in the percentage of Welsh speakers within the different localities in Powys, ranging from 53.8% in the Machynlleth locality and 39% in the Ystradgynlais locality to 8.6% and 9.8% in the Knighton and Presteigne, and Hay and Talgarth localities respectively. But it is also important to recognise that there are Welsh speakers and that the language is used within every community and locality in Powys. According to our Population assessment questionnaire (2016), 84% of users feel that they can communicate in their preferred language. Other consultation exercises have highlighted that some people are not being communicated with in a language of their choice.

The Council contributes towards the work of two language initiatives (Mentrau Iaith) in north and south Powys, which promote and provide opportunities to use the language socially, and work with other Welsh language organisations working within the area. Our recent well-being survey with young people was available in English and Welsh so that young people can respond in their preferred language. Service provision, including quality Welsh medium education, opportunities to use the Welsh language, both with the Council and in a social capacity, for them and their families, and opportunities to develop careers through the medium of Welsh are key to keeping Welsh speaking staff within the area. This is essential for the authority, and partner organisations, to be able to provide services according to the requirements of the Welsh Language Standards and More Than Just Words, the Welsh Government's Strategic Framework for providing Welsh language services in health and social care, and according to the expectations of the Welsh speaking public. Day time activities consultation was carried out in the language of Welsh if that was the preferred language. 95% of those we spoke to identified that their main language was English with 5% as Welsh speaking. The Council's Public website and the Information, Advice and Support Service provider for Carers provides information through the medium of Welsh and English.

What are the gaps in Welsh language provision?

There are gaps in the provision across many services. The Council currently does not hold data for the Welsh language skills of all its staff (it currently holds data for 56.45% of the workforce). This data is required to measure the ability of service areas to provide services according to the requirement of the Welsh Language Standards, and therefore according to the needs of the community.

5. What are the challenges for Powys and how does this impact on the population?

Drawing together the information that we have used to analyse across the 8 core themes of the assessment (see section 2) we are currently identifying whether the current situation in Powys was having a negative or positive impact on each of the Social Services National Outcomes Framework under the Social Services Well-being Act. The tables below illustrate the results of discussions so far regarding how different areas currently impact on the outcomes of an individual's life.

National Outcomes Framework: <http://gov.wales/docs/dhss/publications/160610frameworken.pdf>

Key	
	Negative – Critical
	Negative - Substantial
	Negative - Moderate
	No current impact on well-being
	Positive - Moderate
	Positive - Substantial
	Positive - Critical

Situations	8 Wellbeing Outcomes							
	Physical and Mental Health and Emotional wellbeing	Protection from Abuse and Neglect	Education, Training and Recreation	Domestic, family and personal relationships	Contribution made to society	Securing rights and entitlements	Social and economic wellbeing	Suitability of living accommodation
Children and Young People								
Older People	Light Red	Light Red	Grey	Light Red	Light Green	Light Red	Light Green	Red
Health and Physical Disabilities	Light Green	Grey	Light Green	Light Green	Light Red	Light Red	Light Green	Light Green
Learning disability & Autism								
Mental Health								
Sensory Impairment								
Violence against women, domestic abuse and sexual violence	Red	Red	Light Red	Dark Red	Light Red	Dark Red	Light Red	Red
Carers	Red	Grey	Light Red	Light Red	Light Green	Red	Light Red	Light Green

The population of Powys is changing. People are living longer, the older population is increasing and the child population is in decline. Whilst the elderly population in Powys is predicted to increase significantly over the next 20 years, more young people are likely to become carers. This number is steadily increasing, in spite of the decreasing child population. This can have impacts on their education and long term employment prospects. In addition young carers can find their role impacting on their own health and social well-being. There is also an increasing number of young people identified as having mental health problems in Powys, including anxiety, stress and self-harm, and mental health is known to impact on many aspect of young people's lives and well-being.

People have told us that they want to live independently in their own homes and communities for as long as possible. As the elderly population increases, it is likely that greater pressure will be placed on supporting people in this way. This will need to include increasing the resilience of communities to enable them to support people, increasing the use of assistive technology (including the opportunities provided by new technologies) and ensuring that suitable accommodation options are available, particularly for older people in the county.

Whilst life expectancy in Powys is good there is a widening gap between genders and socio-economic circumstances. Our assessment of adults with learning disabilities has not allowed us form a conclusion about the outcomes for clients now or in the future and our findings were therefore not scored against the 8 outcomes. Although incidents of violence against women, domestic abuse and sexual violence affect a relatively small proportion of the population, there are negative impacts on many aspects of wellbeing and on all population assessment outcomes and we know that the issue is under-reported.

Across multiple areas of the population, people want to be able to access the right service in the right place at the right time. This will be need to be addressed within the challenging context of austerity, the affordability and sustainability of current services and the need to recruit a skilled workforce which is currently in decline.

6. How have we produced our population assessment?

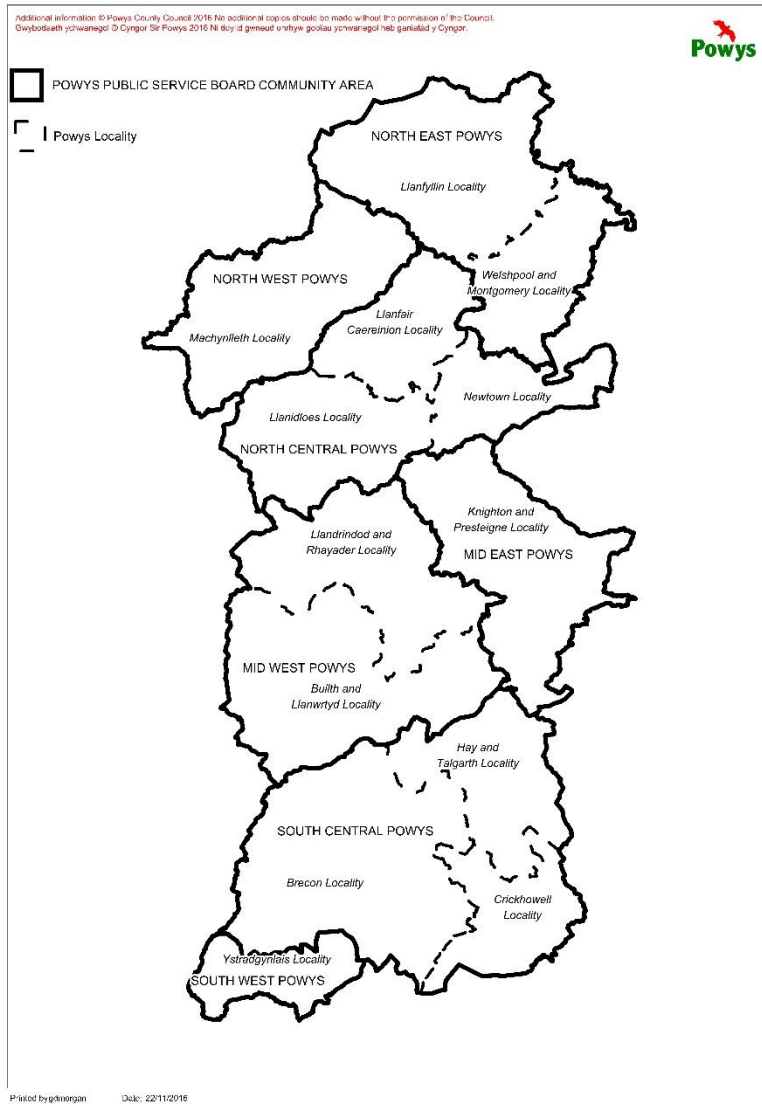
In order to develop this assessment we began by collating and analysing relevant data sets from a variety of sources, including:

- Current service user data
- External/ secondary data sets (e.g. Office for National Statistics census data (ONS))
- National indicators and national trends report
- Qualitative data from service user surveys and consultation/engagement work e.g. Residents Satisfaction Survey, consultation feedback
- National Surveys e.g. Welsh Health Survey and indicators

To assess the population at a lower geographical area than the whole of Powys, we divided the county into seven community areas in order to better understand the populations at a local level. These reflect the ONS super-output areas used to analyse data drawn from the census and other national sources. Although the 13 localities do not necessarily match the boundaries or terminology of all partner

organisations or service area borders, they are a best-fit for the purposes of analysis.

Page 468



In order to engage broader stakeholders in the process and to get their views on the findings that had been identified, two challenge events were held in November 2016, one with internal staff and another with partner organisations and community representatives. Below is a full list of stakeholders and partners invited to the challenge events.

- Action for Children
- Age Cymru
- All Wales Forum
- Care Forum Wales
- Community Councillors
- Credu
- Disability Powys
- Dyfed Powys Police
- Neath Port Talbot College
- Powys Association of Voluntary Organisations
- Powys County Councillors
- Powys Community Health Council
- Powys Teaching Health Board
- Public Health Wales
- Visual Impairment Breconshire
- Welsh Government

7. How have we engaged with our communities?

Before publishing this assessment, the Regional Partnership Board (made up of Powys County Council, Powys Teaching Health Board, Public Health Wales, Powys Association of Voluntary Organisations, voluntary sector body (Action on Hearing Loss), Care Forum Wales and citizens representing people with needs for care and support and carers) has consulted with a number of groups including:

- Current service users
- Partner organisations
- Relevant voluntary sector organisations
- Staff members

Alongside analysing key data sets held by all the partner organisations, the process of producing the population assessment has involved collating and analysing resident/stakeholder insights gathered by and from a multitude of different consultation and engagement exercises conducted over the past 18 months – primarily by Powys County Council but not solely so.

These consultations covered a diverse range of issues and sought views from interested and affected residents, service users, professionals and other stakeholders. All of the views received have fed into the process and have provided both a mix of quantitative and qualitative insights into why and how residents have responded in the way they have.

Powys County Council incorporated some very specific questions based on some known data gaps around well-being in both its Residents Attitude Survey and its Residents Satisfaction Survey. The two pieces of work provided robust and representative views on data gaps around fuel poverty, the Powys pound and how people spend their disposal income, what resident's priorities are currently and would be in ten years' time.

Members of the Powys Youth Forum as future custodians of the county have also played a key role in providing the organisations with their views about current and future services. The forum also created an exercise for all schools, youth clubs and Young Farmers to take part in and this will inform the response analysis phase of the work going forward.

In order to gather the views of the public, including those not necessarily reached through the methods described above we have published regular posts on social media (Facebook and Twitter), asking for people to comment of some of the findings that have emerged from our analysis.

8. Equalities

To help us determine whether this population assessment and resulting plan will assist or inhibit our ability to eliminate discrimination; advance equality; and foster good relations an Equality Impact Assessment (EIA) was carried out. The outcome is to ensure that Powys County Council and Powys Teaching Health Board services are delivered equitably.

Carrying out an EIA involves systematically assessing the likely (or actual) effects of a policy or practice on people in respect of the 9 protected characteristics: Disability, Gender, Gender Identity, Race, Age, Religion and Belief, Sexual Orientation and Marriage/Civil Partnership. Also when assessing impact we have tried to look at diversity within, as well as between the groups e.g. disabled people with different impairments.

For each of the 8 core themes we have summarised how we have:-

- Engaged with the 9 protected characteristics and any gaps
- Made sure we've taken these groups into account in the population assessment itself
- Reflected their needs in the data collected.
- Identified if there any groups of people we don't know enough about and set an action to resolve.

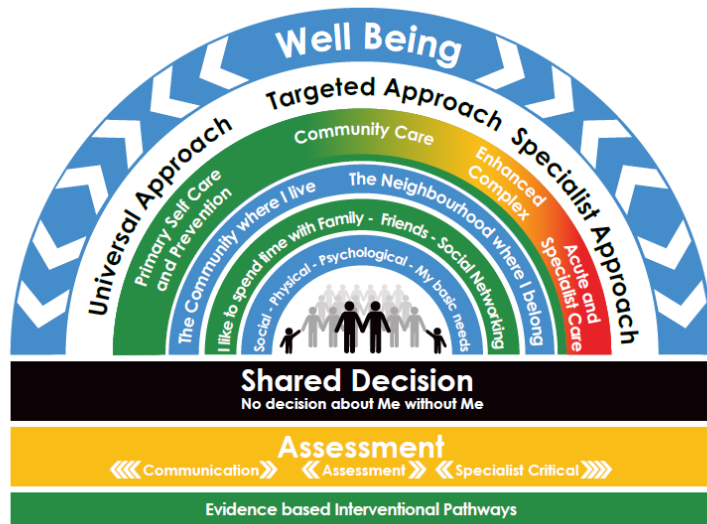
Please see [Powys Population Assessment – Protected Characteristics Impact Assessment](#) for our results of this assessment.

A full EIA will be carried out on our local area plans.

9. Next Steps

The evidence in this assessment will allow us to identify and prioritise the issues that are most important locally and begin to examine how they can be addressed. We will use the information and insight this assessment provides to plan our care and support and ensure we focus to make a positive impact on the outcomes for the population of Powys. The assessment will ensure that Powys County Council and Powys Teaching Health Board have a joint, clear and specific evidence base in relation to care and support needs and carers' needs to underpin the delivery of our statutory functions and to inform planning and operational decisions. This will ensure services are planned and developed in an efficient and effective way to promote the well-being of people with care and support needs. The assessment will be a source of information that will contribute to the development of a wide range of strategic plans relating to health and social services and will inform various planning and operational decisions to help develop services and ensure that services are appropriately procured to meet identified need.

The population assessment will be used to inform our area plans going forward. Our local area plans are due to be produced by March 2018 and our next steps include looking at how we can respond by working through an integrated approach between Council and Health Board Services to have a maximum positive impact. An example of this is shown in the diagram below which shows Health and Adult Social Care future integrated approach to promote independence.



Our local area plans will be developed in line with the four principles of the Social Services and Well-being (Wales) Act 2014 which are:

- Voice and control (putting the individual and their needs at the centre of their care, and giving them a voice in, and control over reaching the outcomes that help them achieve well-being)
- Prevention and early intervention (increasing preventative services within the community to minimise the escalation of critical need)
- Well-being (supporting people to achieve their own well-being and measuring the success of care and support)
- Co-production (encouraging individuals to become more involved in the design and delivery of services)

These plans will consider social enterprise, co-operative organisations, co-operative arrangements, user led and third sector options as part of any decision to plan, promote and deliver care and support and preventative services.

Find out more and stay involved

If you would like any further information or have any questions about this population assessment, there are many ways you can get in touch with us:



By phone: 01597 826 000



By email: business_intelligence@powys.gov.uk



By post: Powys Regional Partnership Board, Powys County Council, County Hall, Llandrindod Wells, Powys, LD1 5LG

10. Bibliography and links

Social Services and Wellbeing Act part 2 section 14 – Welsh Government <http://gov.wales/docs/dhss/publications/151218part2en.pdf>

Carers Wales, Year 11 Destinations 2015, 2015

Carers UK, Facts about carers Policy Briefing October 2015, 2015

Carers UK, In Sickness and in Health, 2016

Children and Young People's Partnership, Number of People with ASD in Powys, 2015

Children and Young People's Partnership, Young Carers 2015/16, 2016

Children and Young People's Partnership, How much did we do?, 2016

Children and Young People's Partnership, Substance Misuse in Powys: A Brief Review, 2016

Daffodil (www.daffodilcymru.org.uk)

Dyfed Powys Police Service, Domestic abuse by Lower Super Output Area 2014-16, 2016

Office for National Statistics, Provision of unpaid care by age, 2016

Office for National Statistics, Tenure by economic activity by age, 2016

Office for National Statistics, 2011 Census, 2011

Powys County Council School Services, Free School Meal Eligibility, 2013

Powys County Council School Service, Subject results for 17 year olds in all secondary high schools, 2015
Powys County Council, Childrens' Services, 2015
Powys County Council, DRAIG, 2016
Powys County Council, Powys' Assessment of Play Sufficiency, 2013
Powys County Council, Powys' Assessment of Childcare Sufficiency, 2015
Powys County Council, Young People's Well-being Survey, 2016
Public Health Wales NHS Trust, Measuring Inequalities, 2016
Public Health Wales Observatory, Healthy life expectancy at birth, 2013
Public Health Wales Observatory, Percentage of children who are overweight or obese, 2014
Public Health Wales, Adverse Childhood Experiences and their impact on health-harming behaviours in the Welsh adult population, 2016
Welsh Government, Living in Wales Survey, 2011
Welsh Government, Powys – Single Person Household Estimates 2014, 2014
Welsh Government, Welsh Health Survey, 2016
Welsh Government, Young carers by local authority and measure, 2014
Welsh Government, Young People Not in Education, Employment, or Training, 2015
Welsh Government, Social Service and Well-being (Wales) Act 2014, 2014
Welsh Government, Rebalancing healthcare – Working in partnership to reduce social inequity, 2016
Welsh Women's Aid, Prevalence of domestic abuse, sexual violence, and other forms of violence against women, 2016

Powys Population Assessment – Protected Characteristics Impact Assessment

The tables below illustrates how we have engaged with and taken account of the 9 protected characteristics, and identified any groups of people we don't know enough about.

Children and young People

Characteristic	How have we engaged people sharing this characteristic?	How have we taken this characteristic into account in the population assessment ?	How are their needs reflected in the data?	Are there any groups of people we don't know enough about and how will we resolve this gap?
Age	We have engaged with young people known to Children's Services. The ages ranged from 8 years to 22 years old.	Children and young people's issues have been considered alongside that of the general population where appropriate. There is a dedicated section within the Population Assessment where there are particular issues which solely affect children and young people.	Their needs have been considered as part of the wider population where appropriate. Where there are particular issues which solely affect children and young people, their needs have been considered in a dedicated section.	We did not consult with children aged under 8, however their needs will have been incorporated in our analysis where data has been available to us.
Disability	Feedback from parents and carers of children with disabilities have been fed into the relevant sections of the population assessment. Consultation has also taken place for short breaks commissioning, Transition review and Integrated Disability Service Development Project.	There are dedicated sections in relation to disabilities within the population assessment. There has been analysis of views from consultations, needs analysis of characteristics profiles from data.	There are dedicated sections in relation to disabilities within the population assessment where their needs have been considered. Identification of people with conditions with known needs. Needs identified from consultations collated.	Sensory impairment, identification of children with sensory impairments. Data from Schools service to inform Population Assessment. We recognise that there are some data gaps within our current intelligence and we will seek to resolve these.

<p>Gender reassignment</p>	<p>We have engaged with young people known to Children's Services. The ages ranged from 8 years to 22 years old.</p>			
<p>Marriage and Partnership</p>	<p>Young people under the age of 18 can legally marry / enter into a civil partnership with their parents' consent.</p>			
<p>Pregnancy and Maternity</p>	<p>We have engaged with young people known to Children's Services. The ages ranged from 8 years to 22 years old.</p>			
<p>Race</p>	<p>We have engaged with young people known to Children's Services – 6% of these young people identified as non-white British.</p>			
<p>Religion or Belief</p>	<p>We have engaged with young people known to Children's Services. The ages ranged from 8 years to 22 years old.</p>			

Sex	We have engaged with young people known to Children's Services – 59% of those who were sent the consultation were male, 40% were female and 1% identified as agender.	Where data has been available, we have considered whether different genders have different needs.	Where data has been available, we have considered whether different genders have different needs.	
Sexual Orientation	We have engaged with young people known to Children's Services. The ages ranged from 8 years to 22 years old.			We do have limited data provided by young people about their sexual orientation, however, due to the nature of the services that young people are accessing, they may not wish to provide this information.
Welsh Language	Our survey with young people has been available in English and Welsh so that young people can respond in their preferred language.			

Older People

Characteristic	How have we engaged people sharing this characteristic?	How have we taken this characteristic into account in the population assessment ?	How are their needs reflected in the data?	Are there any groups of people we don't know enough about and set an action to resolve?
Age	<ul style="list-style-type: none"> • Listen and Learn pre consultation exercise with Day Time Activity user and their family and / or carers. • Formal consultation for Review of Day Time Activities for Older People. • Consultation and engagement for the Older People's Accommodation Strategy • The majority of people who responded were over 55 years of age. 	Older people have been central to both review processes due to demographic changes in Powys.	<ul style="list-style-type: none"> • Demographics (average age, spread, and gender) • Isolation and loneliness • Access • Levels of need / health conditions • Target geographical areas / issues • Service availability / gaps 	It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation.
Disability	<ul style="list-style-type: none"> • Disabled people were included in the above consultation and engagement processes, for example:- 	Disability was taken in to account to ensure access and types of provision can accommodate a wide range of needs	For the Day Time Activities Review we identified the percentage break down of levels of dependency to ascertain the transfer of costs if	It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation.

	<ul style="list-style-type: none"> ○ People with dementia and other neurological conditions ○ People with sight and hearing impairment ○ People with mobility and physical disabilities ● Only 21% of respondents identified themselves as having no disability at all. ● 32% felt they had a lot of conditions that prevented them doing day to day tasks – mobility was stated as the biggest issue. 		<p>services were to close or change for example:</p> <ul style="list-style-type: none"> ● 45% have mobility issues, ● 15% are wheelchair users <p>We also identified the projection increases for those who may have dementia to help us identify respite / carer need (see section of Dementia)</p>	
<p>Gender reassignment</p>	<p>We invited representatives from protective groups to attend a consultation workshop to assess whether there were gaps in issues identified</p>	<p>At this point in time we have no specific evidence to suggest we need to additional account of this group.</p>	<p>No specific needs identified</p>	<p>It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation indicating there may be a data gap.</p>

Marriage and Civil Partnership,	Partners were consulted as part of the Review of Day Services for Older People in particular the impact on their caring responsibilities. 76% of respondents identified themselves as married with 10% stating that they were single. No other status was acknowledged.	Growth in the numbers of people living alone	No data other than the views of partners / carers shared as part of the consultation process which focused on the need for respite.	No
Pregnancy and maternity	We invited the general public to comment via the consultation process and required people who completed the questionnaire to identify themselves against the characteristics. No one identified themselves within this category.	At this point in time we have no specific evidence to suggest we need to additional account of this group.	No specific needs identified	No
Race	We invited representatives from protective groups to attend a consultation workshop to assess whether there were gaps in issues identified and invited the general public to comment via the consultation process and which required people to complete the	At this point in time we have no specific evidence to suggest we need to additional account of this group.	No specific needs identified	It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation to understand their specific needs.

	questionnaire to identify themselves against the characteristics. Only 1% identified themselves as other than White British.			
Religion or belief	We invited representatives from protective groups to attend a consultation workshop to assess whether there were gaps in issues identified. The majority of respondents identified themselves as Christian, 28% stated no religion and only 1% as Jewish.	At this point in time we have no specific evidence to suggest we need to additional account of this group.	No specific needs identified	It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation to understand their specific needs.
Sex	Both male and females were consulted as part of the two key review processes outlined above. The majority of respondents were female 67% against 33% male.	At this point in time we have no specific evidence to suggest we need to additional account of this group.	<ul style="list-style-type: none"> • Gender split in residential care is 69% of residents are female, 31% male • Gender split using day time activities is 76% female and 24% male. 	It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation to understand their specific needs.
Sexual Orientation	We invited representatives from protective groups to attend a consultation workshop to assess whether there were gaps in issues identified. People were asked to	At this point in time we have no specific evidence to suggest we need to additional account of this group.	No specific needs identified at this stage.	It has been difficult to identify and / or engage with minority groups such as gender reassignment and sexual orientation to understand their specific needs.

	complete a questionnaire as part of an on line survey to identify themselves against the protective characteristics. Only 3% identified themselves as gay or bisexual with 4% preferring not to say and 92% stating that they were heterosexual.			
Welsh Language	Consultation was carried out in the language of Welsh if that was the preferred language. 95% identified that their main language was English with 5% as Welsh speaking.	There are currently services available for those who do speak Welsh, particularly in areas where Welsh is the predominant language.	No specific needs identified	This is a gap that needs to be addressed in any future outcomes framework

Characteristic	How have we engaged people sharing this characteristic?	How have we taken this characteristic into account in the population assessment ?	How are their needs reflected in the data?	Are there any groups of people we don't know enough about and set an action to resolve?
Age	<ul style="list-style-type: none"> Meeting with Carers to discuss the Joint Carers Commissioning Strategy (Adult Carers) Carers Rights Day Events (facilitated by Credu) (Adult Carers). Young Carer/Young Adult/Adult Carers groups. Carers Engagement Forum 	<p>Demographics (all ages and gender).</p> <p>Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.</p>	<ul style="list-style-type: none"> Demographics (all ages, spread, and gender) Highest levels of Caring 	
Disability	<ul style="list-style-type: none"> Disabled people were included in the above discussion (engagement process) (e.g. neurological condition.) 	<p>Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.</p>	<p>Health conditions/disability is recorded during an individual's assessment process.</p>	
Gender reassignment		<p>Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.</p>	<p>Not specifically reflected</p>	<p>It is difficult to identify and / or engage with minority groups such as gender reassignment. Recognition that individuals change over time and respond accordingly</p>

Marriage and Civil Partnership,	Partners were consulted in respect of services to carers in Powys.	Demographics of all ages and gender. Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.	Not specifically reflected	
Pregnancy and maternity		Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.	Not specifically reflected	
Race	<ul style="list-style-type: none"> • Meeting with Carers to discuss the Joint Carers Commissioning Strategy (Adult Carers) • Carers Rights Day Events (facilitated by Credu) (Adult Carers). • Young Carer/Young Adult/Adult Carers groups. • Carers Engagement Forum 	Not specifically reflected Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.	Not specifically reflected	The 2001 population census reported 1.62% (2,149) non-white ethnic group out of a total population of 132,976. Of the total population, 16,154 identified themselves as carers (12.15% of the population).
Religion or belief		Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.	Not specifically reflected	

Sex	Both male and females (of all ages) are regularly engaged with through outreach work (Young Carers/Young Adult Carers); support groups and activities.	Gender of Carers registered with the Information, Advice and Support Service in Powys.	Gender of Carers registered with the Information, Advice and Support Service in Powys.	
Sexual Orientation	Carers (of all ages) are regularly engaged with through outreach work (Young Carers/Young Adult Carers); support groups and activities.	Carers are regarded as being 'associated' with someone who is protected by the law because of their age or disability.	Not specifically reflected	It is difficult to identify and / or engage with some minority groups
Welsh Language	The Council's Public website and the Information, Advice and Support Service provider for Carers provides information through the medium of Welsh and English. The Joint Carers Commissioning Strategy is available in Welsh and English	We have no robust user information on those attending services who want to access services in Welsh.	Summative Analysis (Well being Assessment) "More than Just Words" framework and Welsh Language Standards.	Where an individual Service User has identified that they prefer (as part of the initial needs assessment process), or where it is known that an individual prefers to be communicated with through the medium of Welsh, we should ensure that communication is provided in Welsh. If (currently) unable to provide communication in Welsh, reasonable steps should be taken to improve the ability to meet Service Users' request in this regard

Violence against women, domestic abuse and sexual violence

Characteristic	How have we engaged people sharing this Characteristic?	How have we taken this characteristic into account in the population Assessment ?	How are their needs Reflected in the	Are there any groups of people we don't know enough about and how will we Resolve this gap?
Age	We have no data on the impact of VAWDASV on residents of Powys by age, however we are aware of national research which infers that older persons may under-report domestic abuse and feel there is a lack of appropriate provision for victims and survivors.	The lack of data means that we have not been able to take account of this in the assessment	The latest Home Office data indicates that 28 older people (aged 60+) in England and Wales were killed by a family member. This represented 24% of all victims. However, the reporting of domestic abuse incidents involving older people represented less than 4% of all reported incidences.	National research infers there are significant problems faced by older persons in disclosing domestic abuse. Evidence from staff in Childrens Services and from agencies suggests there may also be barriers faced by young people who may not be aware of the services and support available to them in their relationships.
Disability	We have no data on the impact of VAWDASV on residents of Powys by disability.	The lack of data means that we have not been able to take account of this in the assessment	According to the national strategy for VAWDASV Disabled people experience disproportionately higher rates of domestic abuse and also experience domestic abuse for longer periods of time, and more severe and frequent abuse than	In re-commissioning domestic abuse services we will seek to ensure that there is provision for physically disabled persons

			non-disabled people. Disabled women are twice as likely to experience domestic violence as non-disabled women and they are likely to experience abuse over a longer period of time and to suffer more abuse and injuries as result of abuse than disabled men.	
Gender Reassignment	We have no data on the impact of VAWDASV on residents of Powys by gender reassignment.	The lack of data means that we have not been able to take account of this in the assessment	The lack of data means that we have not been able to take account of this in the assessment	By talking to specialist organisations such as the Beaumont society and Gender Trust.
Marriage and Civil Partnership,	We have no data on the impact of VAWDASV on residents of Powys by this protected characteristic.	The lack of data means that we have not been able to take account of this in the assessment.	The lack of data means that we have not been able to take account of this in the assessment	This is a particular issue for honour based crimes, we need to develop appropriate services in consultation with the communities affected by these issues
Pregnancy and Maternity	We have no data on the impact of VAWDASV on residents of Powys by pregnancy and maternity.	The lack of data means that we have not been able to take account of this in the assessment	The lack of data means that we have not been able to take account of this in the assessment	Pregnancy and maternity are known from research to be risk factors for domestic abuse and are reflected in our

				specification for DA services.
Race	We have no data on the impact of VAWDASV on residents of Powys of race.	The lack of data means that we have not been able to take account of this in the assessment.	Research has found that Black and Minority Ethnic women are disproportionately affected by different forms of abuse e.g. forced marriage, “honour based” violence, Female Genital Mutilation, sexual exploitation in the form of commercial sex work, trafficking etc. the multiple vulnerabilities from these overlapping contexts makes it harder for women to flee violence. According to the national strategy on VAWDASV a major concern to service providers is their ability to assist migrant, refugee and asylum seeking women who have suffered, or are suffering violence against women and who have no recourse to public funds. This group	Certain issues such as Female Genital Mutilation, are affected by race. Training is being given to Social Workers to ensure they understand both the law and the cultural context for this abuse

			can often be subject to issues such as Female Genital Mutilation, so called 'honour' based violence and forced marriage, as well as the already complex issues of domestic abuse and sexual violence. Visa issues, cultural, language and communication barriers can further complicate and isolate these women.	
Religion or Belief	We have no data on the impact of VAWDASV on residents of Powys by religion or belief	The lack of data means that we have not been able to take account of this in the assessment	The lack of data means that we have not been able to take account of this in the assessment	Religion can be cited as an excuse for certain forms of violence against women, we need to be mindful of this when dealing with clients
Sex	We have some data on the use of DA services by gender. The extent to which men can suffer abuse is contested and the legislation makes it clear that women are disproportionately affected by abuse.	Powys is unusual in Wales in being able to offer a male only refuge	Consultations with women survivors over the last decade repeatedly and consistently provide commissioners and policy-makers with the same information: women want timely, holistic responses to their multiple needs, and for many women it is	

			important that this is delivered in safe separate provision from men, by specialist support workers with significant understanding/knowledge and skills in violence against women, domestic abuse and sexual violence, that are accessible for the most vulnerable groups, that are available out of hours, and that provide a safe space to engage with other women to reduce isolation, regain confidence, provide respite and recovery, share experiences and knowledge, and gain mutual support.	
Sexual Orientation	There is some data from Marac (Multi Agency Risk Assessment Conference) cases that abuse in same sex relationships may be a significant issue	We do not have sufficient data to take account of this.	The Welsh Government funded research in 2014 which highlighted the barriers faced by lesbian, gay, bisexual and trans people when accessing domestic abuse and sexual violence services. The report highlighted individual, interpersonal	

			and structural and cultural barriers and made a series of recommendations to improve accessibility to services, including flexibility, confidential access and inclusivity.	
--	--	--	---	--

Health and physical disabilities

Characteristic	How have we engaged people sharing this characteristic?	How have we taken this characteristic into account in the population assessment ?	How are their needs reflected in the data?	Are there any groups of people we don't know enough about and how will we resolve this gap?
Age	Through national surveys.	Figures are included for both adults and children.	Figures are included for both adults and children.	There is a lack of data included about health and wellbeing in older age. Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to be implemented at national level.
Disability	Gap in the assessment. Children with Disabilities - Consultation for short breaks commissioning, Transition review and IDS Development Project.	Gap in the assessment. Children with Disabilities - Analysis of views from consultations, needs analysis of characteristics profiles from data. Identified groups in the population assessment.	Gap in the assessment. Children with Disabilities - By identification of people with conditions with known needs. Needs identified from consultations collated	Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to be implemented at national level. Children with Disabilities - Sensory impairment, identification of children with sensory

				impairments. Data from Schools service to inform Population Assessment.
Gender Reassignment	Gap in the assessment	Gap in the assessment	Gap in the assessment	Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to be implemented at national level.
Marriage and Civil Partnership,	Gap in the assessment	Gap in the assessment	Gap in the assessment	Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to be implemented at national level.
Pregnancy and Maternity	Gap in the assessment	Gap in the assessment	Gap in the assessment	Data on healthy behaviours among pregnant women is available and will be included in the next iteration.

Race	Gap in the assessment	Gap in the assessment	Gap in the assessment	Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to be implemented at national level.
Religion or Belief	Gap in the assessment	Gap in the assessment	Gap in the assessment	Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to be implemented at national level.
Sex	Through national surveys and data sources.	Figures are shown by gender in some instances.	Figures are shown by gender in some instances.	Gender specific information is available for a lot of health and wellbeing measures and will be included in the next iteration.
Sexual Orientation	Gap in the assessment	Gap in the assessment	Gap in the assessment	Currently, there is no ability to resolve this gap locally as intelligence on health and wellbeing is derived mainly from national datasets, e.g. the Wales Health Survey. This would require changes to

				be implemented at national level.
--	--	--	--	-----------------------------------

This page is intentionally left blank

C45- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET

28 FEBRUARY 2017

REPORT AUTHOR: **CLLR ROSEMARIE HARRIS (PORTFOLIO HOLDER FOR PROPERTY, BUILDINGS AND HOUSING) & CLLR TONY THOMAS (PORTFOLIO HOLDER FOR REGENERATION) & CLLR JOHN POWELL (PORTFOLIO HOLDER FOR ENVIRONMENT AND SUSTAINABILITY)**

SUBJECT: **Use of site for development of Business Units and Recyclables Bulking Centre**

REPORT FOR: **Decision**

1. Summary

- 1.0 A site in Abermule was approved for purchase on 22 February 2017 (shown edged red on the attached plan).
- 1.1 It is proposed that the site will be shared between the Commercial Property portfolio, which will develop around 53% of the site for new Business units, whilst approximately 47% of the site will be utilised by Highways Transport and Recycling (HTR) as a new Material Recycling Facility (MRF) for the northern part of the County. Within those figures, approximately 15% of the site will be utilised as highway infrastructure, electricity substation and sewerage pumping station.
- 1.2 HTR has resources for the acquisition and development of a bulk recycling site. At the present time Corporate Property does not have the resources to develop the whole site and so HTR's contribution would help to achieve development of the whole site within a shorter timescale.
- 1.3 It should be noted that planning permission to construct any of the units on the site has yet to be obtained. However, we have obtained pre-application advice from our planning department who have raised no concerns over the proposed use of the site. The main concern raised about construction was in relation to flooding as the site was designated within a high risk flooding area. We have mitigated this risk by carrying out a detailed flood risk assessment which has shown that it is not actually a high risk flood area.

2 Proposal

- 2.1 That Cabinet confirm the proposed use of the site for both the development of business units and an MRF.

3 One Powys Plan

- 3.1 The proposal directly supports at least one of the priorities of the Corporate Improvement Plan:-

Developing the Economy: by developing and growing the existing Commercial Property portfolio, the County Council is contributing towards enabling growing businesses to expand and to create employment opportunities which contribute to success of their local communities and wider Powys economy.

This expansion should also provide a useful income stream to the Council enabling it to better meet its priorities.

It is also expected that this proposal will also contribute towards improved wellbeing, reduced poverty and – especially – the provision of new jobs for local people.

- 3.2 The proposal will also assist the Council to meet its obligations to Welsh Government to increase recycling rates to 70% by 2025, and 100% by 2050.

4 Options Considered/Available

- 4.1 Option 1- Approve the proposed use of the site and enable the development of a range of business units to aid economic growth and contribute towards stronger communities, whilst also ensuring the provision of a new bulk recycling facility for the north of the county.
- 4.2 Option 2- Reject the proposal, meaning that only part of the site can be developed for business units in the immediate term. No other viable site for an MFR can be found in the north of the County and so the Council would risk being able to meet its recycling objectives in the future.

5 Preferred Choice and Reasons

- 5.1 **Option 1** is the preferred option as it provides a viable scheme capable of delivery in the short to medium term which meets multiple Council objectives.

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

- 6.1 The proposal will make the Council more sustainable as it will have newer more energy efficient units within its portfolio. The income produced will also help the Council become more self-sufficient.
- 6.2 The proposal contributes towards sustainability and environmental issues by providing the required infrastructure to ensure the Council is able to meet and hopefully exceed the recycling targets of Welsh Government and, in doing so, by reducing the amount of waste currently sent to landfill at significant cost to the taxpayer.
- 6.3 The proposal will also contribute towards Equalities and Crime and Disorder policies by helping to ensure that opportunities exist for people living in the county to create employment opportunities for (hopefully) not only themselves but also other residents, as their business flourish and grow.

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

Not applicable

8 Other Front Line Services

- 8.1 This proposal would need a unified approach to be taken with regard to design by both the Council's Strategic Corporate Property Team and HTR, to ensure that a consistent theme and design is incorporated across the whole site.

9. Local Service Board/Partnerships/Stakeholders etc.

- 9.1 N/A.

10 Local Member(s)

- 10.1 The local member, Councillor Wynne Jones comments as follows:

Although the original intention for this important site at Abermule, was for the development of business units, the subsequent lack of ambition to take forward development by Welsh Government has resulted in many missed opportunities and I therefore fully support the County Council initiative to purchase the site from Welsh Government, with a firm intent to take forward development as soon as possible.

Although the proposed co-location proposals contained within this report, with the development of a recycling unit alongside business units is not in accordance with the original vision/plans for the site, there are I think several positives that arise from this proposal as follows:-

1. The site will benefit from additional flood protection that can now be afforded to be built into the scheme.
2. The funding in the capital plan for the Regeneration Service to purchase the site, will now not all be used as part of the purchase price will come from capital allocation to the HTR service. That will leave some of the unused capital allocation intended for the site purchase to be added to the funding allocated for planned Phase 1 development, which will enable the development of the business units to proceed faster than was anticipated. I seek assurance that this now unused portion of the allocated purchase funding will be retained and now used for the development of the site.
3. The co-location will enable the whole site to be potentially developed over a much shorter period, with building of the recycling unit and the other business units going ahead simultaneously, thus reducing building costs. I seek assurance on this issue and an indication of anticipated timeframe for beginning development on this site.

I have visited our new recycling facility at Rhayader and was very impressed with the design and operation, and I therefore have no concerns about the co-location of such a facility on this site, which will in fact also create some additional jobs. Access out onto the trunk road without traffic having to go through any residential community also makes this site most suitable for the development both the commercial and recycling co-located facilities.

Subject to confirmation of the questions raised in 2 & 3 above, the proposals receive my full support.

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

- 11.1 Legal Services: The recommendation can be supported from a legal point of view
- 11.3 Corporate Property: the Professional Lead supports the proposal as the development of new business premises will endorse the Council's stated priority of "... developing the economy..." by offering opportunities to newly created and established businesses. The acquisition of the site also provides the Highways Service with a much needed MRF for the north of the County.

11.4 The Capital and Financial Planning Accountant: The Capital and Financial Planning Accountant confirms that contribution to the purchase price is part of the capital programme.

12 Local Service Board/Partnerships/Stakeholders etc

N/A

13 Corporate Communications

13.1 The Communications Officer states: The report is of public interest and requires use of news release and appropriate social media to publicise the decision.

14 Statutory Officers

14.1 The Strategic Director Resources (S151 Officer) notes the comments made by finance

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

15 Members' Interests

15.1 The Monitoring Officer is not aware of any specific interests that may arise in relation to this report. If the Leader or Portfolio Holders have an interest he/she should declare, complete the relevant notification form and refer the matter to Cabinet for decision.

Recommendation:		Reason for Recommendation:	
That approval is given to use and develop the site for both business units and an MRF.		To enable a site to be developed as a prestige business park, and a new bulk recycling facility for the north of the County.	
Relevant Policy (ies):		Not applicable	
Within Policy:	Y	Within Budget:	Y

Relevant Local Member(s):	Councillor Wynne Jones
----------------------------------	------------------------

Person(s) To Implement	Natasha Morgan
-------------------------------	----------------

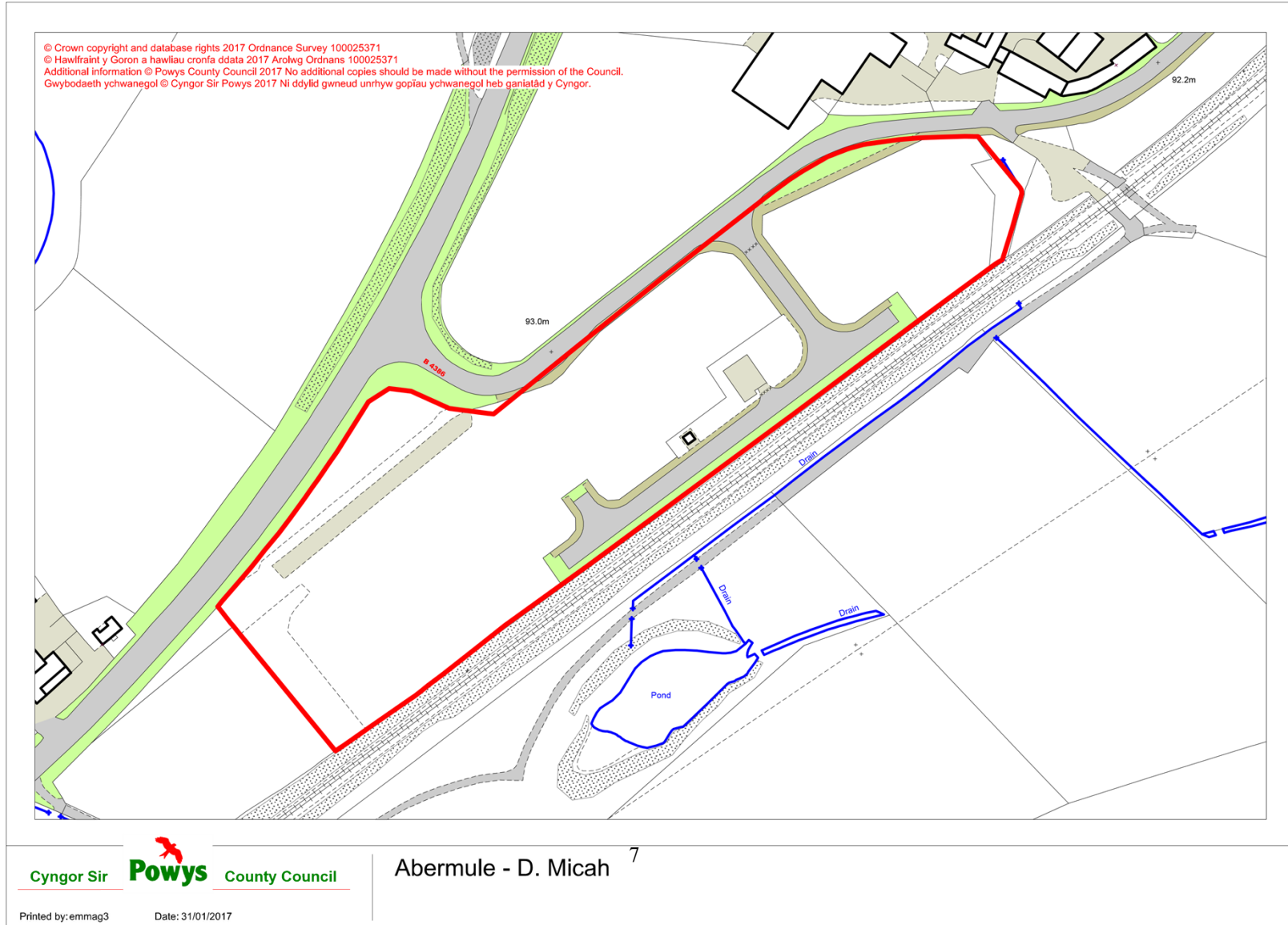
Decision:	
Date By When Decision To Be Implemented:	As soon as possible

Contact Officer Name:	Tel:	Fax:	Email:
Natasha Morgan	01597 827560	N/A	natasha.morgan@powys.gov.uk

Background Papers used to prepare Report:

PLAN

Page 503



This page is intentionally left blank

C46- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

AUDIT COMMITTEE
3rd February 2017

CABINET
28th February 2017

REPORT AUTHOR: County Councillor Wynne Jones
Portfolio Holder for Finance

SUBJECT: Treasury Management Qtr 3 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 31st December 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:

	Mar 17	Jun 17	Sep 17	Dec 17	Mar 18	Jun 18	Sep 18
Bank rate	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%	0.25%
5yr PWLB	1.60%	1.60%	1.60%	1.60%	1.70%	1.70%	1.70%
10yr PWLB	2.30%	2.30%	2.30%	2.30%	2.30%	2.40%	2.40%
25yr PWLB	2.90%	2.90%	2.90%	3.00%	3.00%	3.00%	3.10%
50yr PWLB	2.70%	2.70%	2.70%	2.80%	2.80%	2.80%	2.90%

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 31st December 2016 is as shown below:-

Invested with:	Principal £000's	Interest Rate	Start Date	Maturity Date
Santander	8,730	0.25%	N/A	Deposit A/c
BOS	3,835	0.15%	N/A	Deposit A/c
HSBC	30	0.00%	N/A	Deposit A/c
Total	12,595			
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.

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 Redemption Penalties:

There are no current fixed investments to redeem.

4.8 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	0.25%
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 December 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.

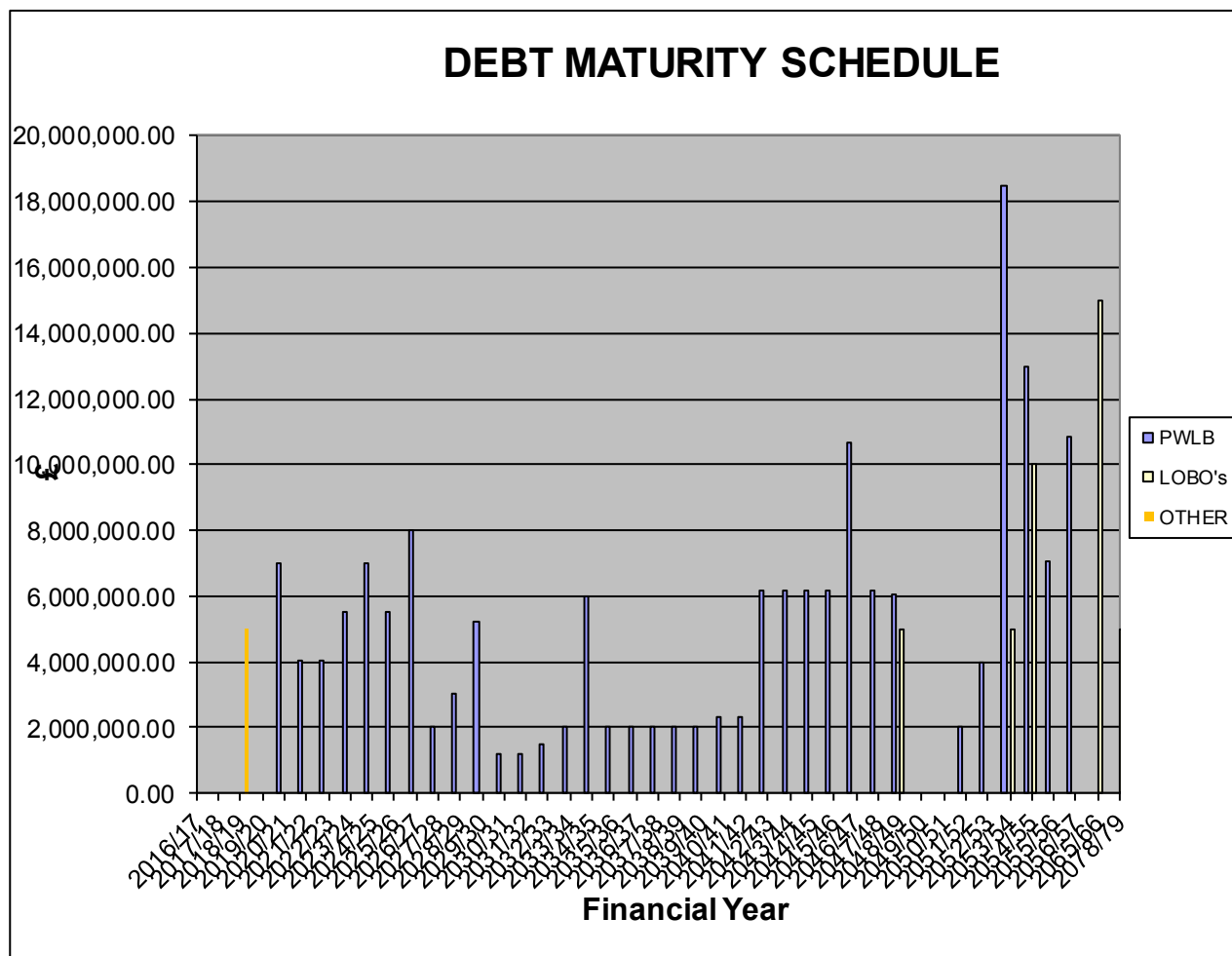
6.4 Capital Budget/Spend per efinancials:

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		58,855,874	17,515,538	29.80%
March				

The financing of the approved capital budget included £20.4M of Prudential borrowing in total.

6.5 Debt Maturity Profile as at 31.12.16:

(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 31st December 2016.

8. VAT

8.1 The Treasury Manager acts as the authority's VAT officer. VAT can pose a risk to the authority hence the TM has been asked to include VAT information in these quarterly reports.

8.2 The monthly VAT returns were submitted within the required deadlines during the quarter ending 31st December 2016.

8.3 Key Performance Indicators:

The VAT KPI's for 2016/17 are attached at Appendix C.

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 Moodys 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 Moodys 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 Moodys 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

US:

Tax cuts, increased government spending and deregulation are a few economic tools that President Donald Trump will look to use in order to boost US economic growth. Therefore, the unanimous decision in December by the Federal Reserve to raise interest rates for the first time since December 2015 to 0.5% - 0.75%, was universally expected. This rate increase was just the second since the onset of the Financial Crisis which saw the Federal Reserve cut rates to almost zero in order to stabilise the economy. The accompanying economic forecasts from the central bank were altered to reflect a faster pace of tightening in the coming year. These now suggest three rate hikes in 2017, up from two previously anticipated. Fed Chair, Janet Yellen, announced that the rate hike was in response to the “expected labour market conditions and inflation”, as the unemployment rate fell to a 9 year low in November at 4.6% and non-farm payrolls rose 156,000 from the revised figure of 135,000 in October. Moreover, Q3 GDP was finalised at its best rate in two years, at 3.5% annually, as consumer expenditure continued to perform strongly. Both pieces of data supported the decision to increase interest rates. Meanwhile, the potential impact of “Trumponomics” bolstered the view on a more aggressive rate outlook, despite an uncertain global economic outlook.

UK:

Moving on to the UK economy, the Purchasing Managers' Index (PMI) figures released for December showed strong increases. Despite this strength in current conditions, the continued rise in inflation forecasted over the coming months is likely to raise input prices which will be fed through to consumers in the form of higher prices. Consumer-level inflation figures hit a 2-year high of 1.6% in December (up from 1.2% in November) as the falling pound started to feed through to consumer prices. Air fares, petrol and food were the key components of the increase. Looking ahead, the cost of imports will continue to upwardly impact on prices with the Bank of England forecasting consumer level prices to rise to 2.8% by mid-2018. Mark Carney had previously stated that the Bank will tolerate some overshoot of its inflation target hence why the MPC stuck to the status quo in its December meeting. However a recent speech by the Bank's governor hinted that the Bank's tolerance for higher inflation was falling. He said price stability was the “primary objective for monetary policy”. Mr Carney said that he was also concerned about how much of recent UK economic growth depended on consumer spending and that the BoE needed to balance the risks from inflation against the risks to incomes and jobs.

Economists are concerned that, as inflation accelerates, it could reduce this spending. In terms of growth, the final reading of Q3 GDP came in higher than the forecasted 0.5%, at 0.6%, while the annual rate was lowered due to revisions to growth figures in the first half of the year. Overall, while growth may have moderated from the first half of the year, it has not been as negatively affected by Brexit as some had feared.

Elsewhere, figures showed that the number of people in the labour force fell for the first time in more than a year. The drop of 6,000 came despite the unemployment rate falling to 4.8% in the three months to October, from 4.9% previously. Average weekly earnings excluding bonuses rose by 2.5% on an annual basis, from 2.4% in the three months to September. This rise was the joint strongest in more than a year. However, as Britain's relationship with the EU creates uncertainty, it is widely expected that the unemployment rate will rise over the coming months as companies hold off from hiring until solid foundations about Britain's future outside the EU have been made.

Discounts on 'Black Friday' saw the majority of consumer expenditure occurring in the last week of November, damaging sales for retailers such as clothing stores who did not take part as much as department stores. Higher fuel prices also impacted last month as the annual rate of retail sales fell to 5.9% in November from 7.2% in October. Nevertheless, the October rate was always seen as unsustainable. Furthermore, the BoE has warned that despite retail sales growth being relatively robust, even after the Brexit vote, the depreciation in Sterling will increasingly feed through into the economy in the form of higher prices next year, causing growth to slow.

Public Finances seemed to be on track when compared with the new deficit reduction goals set out by Chancellor Philip Hammond. The deficit for November was the lowest for a month since 2007 coming in at £12.6 billion, 4.4% lower than the deficit for the same month in 2015. The Office for Budget Responsibility (OBR) stated that the recent deterioration in public finances is a reflection of weaker tax revenue for this financial year as tax revenue growth for November of 3.6%, was some way below the average 4.4% seen so far in 2016.

Eurozone:

The European Central Bank (ECB) altered its policy. While it left the Asset Purchase Programme at its current monthly pace of €80 billion until the end of March 2017, new policy purchases thereafter will be at €60 billion per month until the end of December 2017, or beyond, if necessary. While ECB President Draghi insisted this was not policy tapering, market participants were not convinced, pushing up bond yields across the currency bloc. Elsewhere, data for the Eurozone showed growth had remained steady in the third quarter at 0.3%, with the year-on-year growth figure being revised to 1.7% from 1.6%. The latter figure matched that recorded in the second quarter. The unemployment rate for October was the lowest rate recorded in the Euro area since July 2009, as it fell to 9.8% from 9.9% in September.

Over the coming months the economic outlook for Britain remains unclear as plans for Brexit have yet to be finalised. While the threat of this and higher prices via Sterling depreciation weighed in, the GfK consumer confidence index registered a modest increase in December. In addition to Brexit progress, the spotlight will focus on the inauguration of Donald Trump on the 20th January as the effect of his administration on the US economy and that of its major trading partners in the coming years will become clearer.

Appendix C

VAT - Key Performance Indicators:

Creditor Invoices

VAT return for	No of high value Creditor invoices checked	No of Creditor invoices highlighted as requiring "proper" document for VAT recovery	%age of creditor invoices checked requiring "proper" document for VAT recovery
Apr-16	169	5	2.96%
May-16	131	3	2.29%
Jun-16	165	10	6.06%
Jul-16	156	8	5.13%
Aug-16	220	8	3.64%
Sep-16	183	4	2.19%
Oct-16	155	8	5.16%
Nov-16	188	8	4.26%
Dec-16	171	7	4.09%

Cash Receipting Entries

VAT return for	No of cash receipting entries checked by formula per the ledger account code used	No of cash receipting entries needing follow up check	%age of cash receipting entries needing follow up check
Apr-16	3,770	6	0.16%
May-16	4,059	8	0.20%
Jun-16	4,283	10	0.23%
Jul-16	3,794	7	0.18%
Aug-16	2,888	10	0.35%
Sep-16	3,994	8	0.20%
Oct-16	4,263	19	0.45%
Nov-16	4,301	28	0.65%
Dec-16	3,515	20	0.57%

Debtor Invoices

VAT return for	No of Debtor invoices checked (value >£5k)	No of checked debtor invoices with incorrect VAT code used	%age of debtor invoices with incorrect VAT code
Apr-16	52	3	5.77%
May-16	34	9	26.47%
Jun-16	38	15	39.47%
Jul-16	32	6	18.75%
Aug-16	29	6	20.69%
Sep-16	39	5	12.82%
Oct-16	65	4	6.15%
Nov-16	55	11	20.00%
Dec-16	36	6	16.67%

Voluntary Declarations

Date of declaration	Value of voluntary declaration	Service Area	Interest charged by HMRC
25-Aug-16	£35,229.04	Newtown High School	£698.95
01-Dec-16	£119,560.81	Leisure	not yet known
11-Jan-17	£15,223.65	Fleet - Pool cars	not yet known

Errors adjusted for

Month/Year	Value of error	Service Area
May-16	£3,231.38	Llanbedr School - unable to reclaim as VA School
Sep-16	£117.06	VAT only invoices re: schools - VAT not applied to original invoice raised
Sep-16	£1,539.30	VAT only invoice re: schools - VAT not applied to original invoice raised
Sep-16	£4,800.00	VAT only invoice to BT re: ICT - VAT not applied to original invoices raised
Sep-16	£1,031.66	Incorrect invoices received from Machynlleth District Care Centre

Chargebacks to service areas

As a result of the Creditor invoice checking, Treasury Management produce a monthly list of Creditor payments for which a "proper" vat document has not been received. Any VAT amounts on these invoices are held in the vat account and are not claimed until such time as a valid invoice is received. The list is posted on the Intranet and service areas have three months to source a valid document. If this does not happen the vat amount is recharged to the service area cost centre. Going forward the three month period is being reduced to one month.

At 31st December 2016 the amount recharged in this respect for this financial year is £7,692.68.

By virtue of paragraph(s) 14 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

C47- 2017

CYNGOR SIR POWYS COUNTY COUNCIL.

CABINET EXECUTIVE 28th February 2017

REPORT AUTHOR: County Councillor Graham Brown
Portfolio Holder for Children's Services

County Councillor Stephen Hayes
Portfolio Holder for Adult's Services

SUBJECT: Powys Safeguarding Children and Adults
Quarterly update

REPORT FOR: Information

1. Summary

The purpose of this report is to provide cabinet with an update in respect of Safeguarding children's and adults in Powys. This report contains both adults and children's safeguarding information and Regional Update.

To discharge the Mid & West Wales Safeguarding Board's objectives effectively, there is one Board for Children and one for Adults with cross-cutting issues managed jointly across both. There is a live new website update for public and professionals.

2. Adults Section

2.1 Managing Risks

	Montgomeryshire		Radnorshire		Brecknockshire		Powys Total	
	15/16 Year	Q2	15/16 Year	Q2	15/16 Year	Q2	15/16 Year	Q2
Actions refused by alleged victim	3	2	3	0	0	2	4	4
Adult Protection Plan / Care Plan	129	4	9	5	6	7	144	16
Alleged Victim changed accommodation	3	1	0	0	1	1	4	2
Increased monitoring by care manager	98	14	5	12	14	17	117	43
No Action	3	2	3	8	11	5	17	15
Not applicable - no abuse found	10	1	1	5	3	2	14	8
Other - please specify	95	18	4	10	10	16	109	44
Other Additional Services	15	4	5	0	3	2	23	6
Preparation for Court	0	0	0	0	1	0	1	0
Provider Support	3	0	0	2	1	1	4	3
Referral for Advocate	0	0	0	0	1	0	1	0
Referral for IMCA	0	0	0	0	0	0	0	0
Referred for counselling	0	0	0	0	0	0	0	0
Referred to Victim Support	0	0	0	1	0	0	0	1
Not Recorded	28	0	82	0	62	0	162	0
Risk Removed/Risk Reduced	142	30	51	28	18	40	211	98
Risks Remains	53	1	47	1	52	2	152	4

The 3.92% where risk is not managed is 4 cases out of 102. The risk is recorded as not managed because the individuals involved did not engage or want to engage to employ strategies to reduce risk.

2.2 Closing enquiries within 7 days.

	Appropriate Referral – No Strategy Meeting		Appropriate Referral – Strategy Meeting	
	15/16 Year	Q2	15/16 Year	Q2
Under 1 Week	9	13	14	9
1 – 2 Weeks	3	8	7	5
3 – 4 Weeks	3	3	16	4
5 – 8 Weeks	1	10	30	7
9 – 12 Weeks	1	3	26	11
13 – 26 Weeks	6	5	37	18
27 – 52 Weeks	5	2	30	15
53 Weeks +	17	1	29	4
Total	45	45	189	73

The table above gives the total time taken from start date to end date of all referrals completed within the reporting period.

We have a number of recent and historical enquiries that remain open. The data suggests more could be closed in a timely manner to reflect the number of enquiries actually completed within the 7 day time frame. Increasing training with staff involved to escalate the importance of completing enquiries in a timely manner and managing effectively utilising the supervision process for the Safeguarding team will improve the effectiveness of meeting this.

2.3 The number of reported adults at risk

The number continues to rise as predicted by the change in legislation. Q2 reported 221 enquiries that required some form of advice/signposting/intervention and investigation. This compares with 315 for the whole of 15/16. The Population for each shire has also been included and used as a basis to establish the rate of Adult Protection referrals per 1000 population.

	Montgomeryshire		Radnorshire		Brecknockshire		Powys Total	
	15/16 Year	Q2	15/16 Year	Q2	15/16 Year	Q2	15/16 Year	Q2
Inappropriate Referral – No Further Action	7	6	9	16	8	5	24	27
Inappropriate Referral – Action Required	14	3	8	5	19	7	41	15
Appropriate Referral – No Strategy Meeting	15	11	13	22	16	10	44	43
Appropriate Referral – Strategy Meeting	68	44	59	42	77	36	204	
Referred to DLM for Decision	1	9	1	2	-	3	2	14
Threshold Not Recorded	-	-	-	-	-	-	-	-
Total	105	73	90	87	120	61	315	221
Population	50,655		26,064		29,901		106,620	
Referrals per 1000 18+ population (Q3)	1.44		3.34		2.04		2.07	
Appropriate referrals per 1000 18+ population (Q3)	1.09		2.46		1.54		1.55	

We are working with our partner agencies to manage enquiries in accordance with Part 7 of the SSWB(W)A.

This data is inputted by Powys People Direct (PPD) initially, not all of these will have an actual strategy meeting but the enquiry will have/require a degree of work. If a strategy meeting was not convened the category is changed to Appropriate Referral No strategy meeting when the enquiry is completed and closed. This will be resolved within WCCIS and when the enquiry form goes live.

2.4 Place of abuse

The data for Q2 showed that 31% of all enquiries related to adults residing within residential and nursing homes in Powys. We work closely with partner agencies including health, CSSIW, contracts and commissioning to manage enquiries.

The increase during this quarter is directly linked to 15 enquiries being received from a nursing home whereby medication was administered incorrectly to 15 residents.

Place of Abuse

		Montgomeryshire		Radnorshire		Brecknockshire		Powys Total	
		15/16 Year	Q2	15/16 Year	Q2	15/16 Year	Q2	15/16 Year	Q2
Care Settings	Residential Home	13	3	7	8	7	8	27	19
	Nursing Home	10	6	5	6	4	8	19	20
	Hospital– Independent	2	1	0	0	0	0	2	0
	Hospital– NHS	6	2	3	3	3	0	12	5
	Day Care	1	1	0	0	0	1	1	2
	Educational Est.	0	0	0	0	0	0	0	0
	Supported Tenancy	13	6	0	0	12	10	25	16
Own Home/ Community	Own Home	157	16	16	19	26	18	199	53
	Sheltered Accom.	0	0	0	0	0	0	0	0
	Relatives Home	1	0	0	2	2	1	3	3
	Home of alleged perp.	3	0	0	0	0	2	3	2
	Public Place	1	1	1	1	4	1	6	3
	Other	1	0	0	1	0	0	1	1
	Not Recorded	22	0	74	0	40	0	136	0
	Total	147	37	106	39	98	49	434	125

**Please note that each referral can have multiple places and types of abuse, therefore totals will not match the number of appropriate referrals completed in the period in the tables above and below.*

2.5 Inspection

Adult safeguarding has recently been inspected by CSSIW the verbal feedback is positive and the Inspector commented that Powys has made significant improvements to its safeguarding processes. Formal feedback is expected March 2017.

2.6 Adult Practice Reviews.

New guidance has been issued by the Welsh Assembly Government. The guidance sets our arrangements for multi-agency adult practice reviews in circumstances of a significant incident where abuse of neglect of an adult at risk is known or suspected.

No cases have been referred during this reporting period.

2.7 Adult Protection Support Orders (APSOs)

Two officers including one legal representative attended a one day training course aimed at enabling authorised officers and legal officers to act lawfully in the spirit of the SSWB(W) Act to use APSOs for the benefit of adults at risk in Wales.

The officers are now equipped to apply for an order if this is deemed to be an appropriate course of action.

No orders have been applied for during this reporting period.

2.8 Local Operational Group (LOG) Adults

2.8.1 Quality Assurance

Quarterly reports are being reviewed in line with new regional QA framework which has recently been amended and re-circulated, at present we still collate former Adult Protection Committee reporting data, this new data collection will feed into future cabinet reports.

2.8.2 Adult Practice Reviews

At the December Local Operational Group we discussed a case submitted by the police and applied draft criteria for submission to APR group, however, it did not meet the threshold and therefore the group agreed a local investigation which will be led by the Health Board. A remit has been compiled and report will be received into the next LOG meeting to determine any lessons learnt or required actions.

2.8.3 Operation Jasmine

Powys had previously compiled a comprehensive plan with regard to implementation of the action arising from Operation Jasmine and is currently reviewing the progress of this plan. Leads have been determined in relation to this piece of work.

Progress update will be received at the next LOG, along with a cross matching and status report in relation to actions agreed on the new regional plan.

3. Cross-cutting Section

3.1 CYSUR/CWMPAS (Regional Safeguarding Boards) update

Update of the key actions highlighted identified in the Cabinet Report (1st November 2016) with respect to the CYSUR /CWMPAS work plan submitted by Regional Safeguarding Board Manager, Julie Breckon,

- National Safeguarding Week. A range of activities were held during the week 14th-18th November across Powys involving a range of agencies including the Police, PTHB and PCC. Awareness raising events and actions covering key safeguarding topics promoted throughout the week.
- Mid and West Wales Safeguarding Board (MAWWSB) CYSUR /CWMPAS website was launched in October 16.
- Mid and West Wales Safeguarding Board Performance and Quality Assurance Framework was also launched and safeguarding data set to be completed Q4.

3.2 Adult and Children's cross cutting themes

MAWWSB have issued draft terms of reference (16th December 2016). The document clarifies membership of adults and children's local safeguarding operational groups, its functions, frequency, agenda, governance and chairing arrangements and will agree revised terms of reference at the March meeting.

The terms also reference the local and regional quality data framework to include data, practice audits, practice focussed Multi Agency Practice Forum (MAPF) – learning opportunities within agencies practice, regional action plans (Child Sexual Exploitation and Operation Jasmine) referrals for Child Practice Reviews and Adult Practice Reviews.

4. Children's Section

4.1 Key themes: Q2 Children's Safeguarding

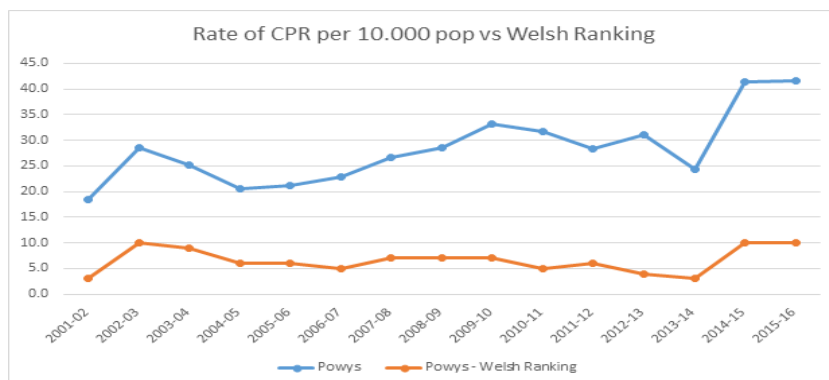
Several successful events took place across Powys during Q2 to raise awareness/training both with the public and professionals on a range of safeguarding issues including the Home Office registered PREVENT programme. The Child Protection Fora continues to be a valuable asset to multi-agency continuing professional development. Over, Q2 and Q3 an estimated 380 professionals will have registered and participated in the forums. Equally well supported were White Ribbon (raising awareness for Domestic Abuse) events.

All agencies continue to work well together with high levels of multi-agency attendance at initial child protection conferences. The police, health and commissioned third sector providers are well represented in initial case conferences.

As an ongoing commitment to continuing improvement of our safeguarding services areas for improvement have been identified which include

- A multi-agency data capture and analysis approach on missing children,
- A review of Professional Strategy (where there are allegations against professionals working with children) meetings.

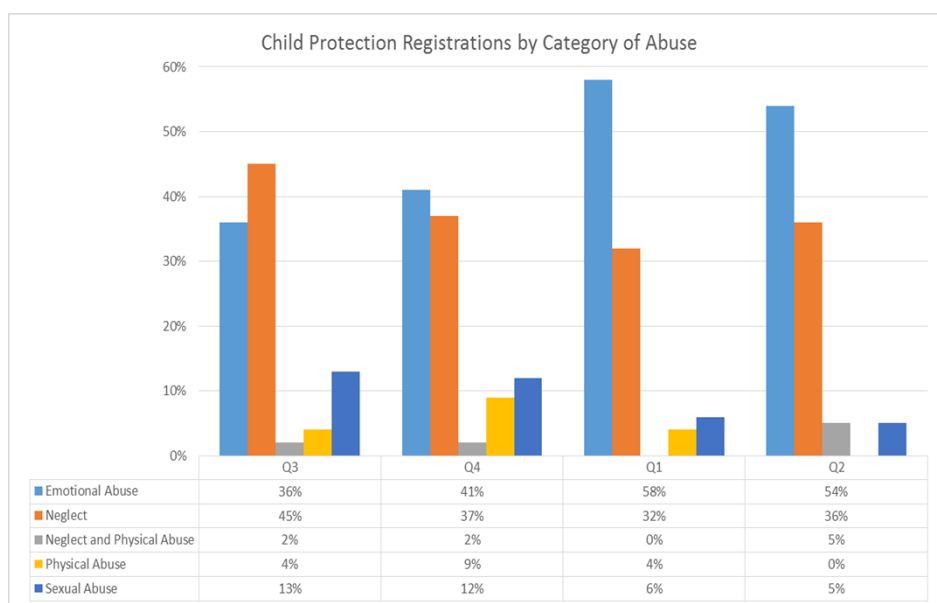
4.2 Trends in Child Protection (CP) registrations



The trajectory of CP registrations in Powys indicates an increasing trend. The data shows a rise from 22% -2013/14 to almost 40% in 2014/15/16. This increase reflects the national picture.

We are investigating this trend and reviewing through a range of measures including working with CYSUR on clarifying levels of needs to inform the action plan and will continue to work with our partners reduce the rate of CPR per 10,000, where safe to do so.

4.3 Categories of registration



Emotional abuse followed by neglect continues to be highest category of registration. We are continuing to work with our partners to build on the mapping of services to support emotional health and well-being. An audit has been commissioned to analyse the emotional health and wellbeing needs of looked after children and care leavers. The outcome of both exercises will inform changes in practice or service delivery.

4.4 Missing Children and Child Sexual Exploitation (CSE)

A regional and local multi-agency CSE action plan has been developed and monitored through CSE working group and reported through the Local Operational Group and to the Regional Safeguarding Board.

4.5 Audits

A Quality Assurance and Performance strategy and audit planner has been introduced and implemented. Regular case file and themed audits are undertaken. The findings from these audits are disseminated to enable learning and improvements in practice and service delivery. Monthly Children's Services management meetings monitor the actions arising from the audit findings.

Multi-agency themed audits are planned for in Q1 2017/18 .The learning from these audits will be disseminated through the PLOG.

4.6 Child Practice Reviews

There have been no new referrals for Child Practice Review over the reporting period.

There is currently an action plan that is being overseen via the Powys Local Operational Group (PLOG) and reported to the Regional Safeguarding Board in relation to a Multi-Agency Professional Forum for Child A (a young person who died in Powys in April 2015 where the criteria for a Child Practice Review was not met)

There was a second incident of a young person who died in Powys in July 2016 which did not meet the criteria for a Child Practice Review and an independent Multi Agency Professional Learning Forum report is being commissioned to identify learning. The PLOG will agree an action plan from the recommendations of this independent report and this will be reported to the Regional Safeguarding Board.

Powys One plan

Options Considered/Available

Not applicable.

Preferred Choice and Reasons

Not applicable.

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

The Regional and Local safeguarding arrangements positively promote the equality and linguistic needs of children and adults wherever possible.

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

The update keeps members informed of relevant safeguarding matters at a higher/strategic level.

Local Member(s)

Not applicable.

Other Front Line Services

The Powys Local Safeguarding Group engages with frontline staff/services through its child protection fora. Both the PLOG and APC have active training programmes co-ordinated by the local authority and attended by staff from all agencies. The Safeguarding team give advice and information to managers and staff working with children and adults at risk from all sectors.

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

Legal: Legal Services continue to support Front Line Services and note the content of the report.

Finance: The Finance Business Partner notes the content of the report re Safeguarding children's and adults in Powys.

Corporate Property: Contents noted

HR: No HR issues.

ICT: The report is noted by ICT. No comments to add

Business Support: The Business Support Unit is committed to providing support to Adult and Children’s Safeguarding within Powys and is integral to future developments and requirements.

Local Service Board/Partnerships/Stakeholders etc

There are reports which will be available for consideration by the Local Service Board.

Corporate Communications

No proactive communication action required.

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.

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 Cabinet accepts the safeguarding update in line with its safeguarding responsibilities.	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.

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

Relevant Local Member(s):	All
----------------------------------	------------

Person(s) To Implement Decision:	Agency representatives
Date By When Decision To Be Implemented:	N/A

Contact Officer Name:	Tel:	Fax:	Email:
-----------------------	------	------	--------

Jax Davies - Interim Safeguarding Lead for Children			Jacqueline.davies@powys.gov. uk
Karen Arthur – Safeguarding Lead for Vulnerable Adults			karen.arthur@powys.gov.uk

Background Papers used to prepare Report:

This page is intentionally left blank

C48- 2017

Minutes of the Joint Partnership Board (JPB) 19 January 2017 County Hall, Llandrindod Wells

In attendance:

Cllr Stephen Hayes (SH), Chair

Cllr Graham Brown (GB), Roger Eagle (RE), Vivienne Harpwood (VH), Owen James (OJ), Cllr Wynne Jones (WJ), Jeremy Patterson (JP), Clive Pinney (CP) David Powell (DP), Anya Richards (AR), Carol Shillabeer (CS), Cllr Barry Thomas (BT), Hayley Thomas (HT)

		<i>Action</i>
1.	Apologies	
	None	
2.	Minutes of the last meeting	
	<p>Subject to the deletion of “co-terminus boundaries” listed as a risk under the item Integration Options, the minutes of the previous meeting held on 5 December 2016 were agreed as an accurate record.</p> <p>Matters Arising Clerical Support for the JPB - PTHB had recruited to their governance team and DP was undertaking a review of scrutiny and governance arrangements at the Council. It was agreed to leave this on the agenda for the next meeting.</p> <p>Allocation of Intermediate Care Fund – CS had raised Intermediate Care Funds with Welsh Government and it had been confirmed that there would be funding for next year.</p>	
3.	Integration Options	
	<p>The integration option criteria had been scored by members of the JPB but there were a number still outstanding. DP was asked to chase up any outstanding.</p> <p>A date for the integration workshop had still to be agreed. It would be facilitated by an independent facilitator. JPB also noted that it was important to have a balance between PCC and PTHB attendance at the event.</p> <p>DP and HT were asked to prepare a timetable to show the stages to go through before purdah started on 17 March. Options would need to be considered by the PCC Cabinet on 14 March.</p>	<p>DP</p> <p>DP & HT</p>

4.	Health and Care Strategy	
	<p>JPB received the document which had been drafted following a workshop event held at Bronllys on 11th January and attended by Cabinet members, Strategic Directors and THB Board members. The Chair thanked HT and her team for producing the document so quickly after the meeting and for accurately capturing the points that had been raised in the meeting. The JPB found the document clear and concise with the use of drawings particularly helpful in conveying the key messages.</p> <p>JPB agreed that Area-based planning was a better phrase than Place-based and that there should be a reference to obesity in the document. It was agreed that document be approved for public engagement subject to minor wording changes to be agreed by the Chair and Vice Chair.</p>	SH & VH
5.	Revised Terms of Reference	
	<p>CP circulated revised terms of reference for the Joint Partnership Board incorporating changes requested by the JPB at meetings in March and December 2016.</p> <p>JP and CS noted that there was currently a gap in the governance arrangements surrounding the allocation of Intermediate Care Funds by the Regional Partnership Board which was an advisory rather than a decision making body. It was agreed that RPB should make recommendations on the allocation of Intermediate Care Funds for ratification by the JPB. CP was asked to make a further revision to the JPB terms of reference to reflect this and bring it to the next meeting for approval and then sign off by the Board and the Cabinet.</p>	CP
6.	Section 33 Agreements	
	<p>CP reported that 5 Section 33 Agreements for 2016/17 had been signed off by JP and CS.</p> <ul style="list-style-type: none"> ▪ Community Equipment Services; ▪ ICT ▪ Substance Misuse ▪ Carers Services ▪ Integrated working arrangements in Ystradgynlais. <p>The S33 Agreement for Glan Irfon would be signed off on 20 January and there was one outstanding for Reablement.</p> <p>The JPB sought and received an assurance that there were no issues of principle that would prevent the Section 33 Agreements for 2017/18 being signed off before the start of 2017/18.</p>	

7.	Major Projects Progress Report	
	<p>JPB noted that the Machynlleth hospital refurbishment offered an opportunity for further integration of services. The possibility of applying for funding for a further Glan Irfon type integrated facility had been raised with the Cabinet Secretary during his recent visit to the hospital. There were also proposals to bring the GP practice into the building.</p> <p>JPB noted that the Cabinet recommendation to provide additional funding for reduced day care activities for older people would require different models of service provision to be trialled and evaluated. From April 2018 PCC and PTHB would be jointly commissioning care home provision.</p>	
8.	Integration Brochure	
	<p>AR explained that this was an early draft produced following a meeting of the Joint Leadership Team. The document would be supported by a series of video stories and there would be tailored versions for different audiences. JPB welcomed the use of video stories and suggested that the brochure incorporate drawings similar to those in the Health and Care Strategy.</p> <p>JPB agreed that this would be a useful document to record achievements to date which could be shared with Welsh Government and newly elected councillors. JPB also agreed that JP and CS should be the lead sponsors.</p>	
9.	Date of Next Meeting	
	<p>It was agreed that the next meeting would need to be held before the Cabinet meeting on 14 March that would be signing off the Health and Care Strategy.</p> <p>Following the meeting it was agreed that the next JPB would be held on 10 March at 3 p.m. and the integration workshop on 16 February.</p>	

This page is intentionally left blank

Delegated Decision List

8 February	Portfolio Holder for Property, Buildings and Housing	Approval to roll forward budget for Southfields project to 2017/18
9 February	Portfolio Holder for Environment and Sustainability	Approval of land exchange at Bryn Offa, Four Crosses.
16 February	Portfolio Holder for Commissioning and Procurement	Approval to dispose of items from the Powys Museums' (Brecknock, Radnorshire, Llanidloes and Powysland) collections in accordance with the disposal procedures outlined in the Collections Development Policies.
16 February	Portfolio Holder for Social Care	Approval to commission People Too to provide support for the transformation of Adult Services
16 February	Portfolio Holder for Environment and Sustainability	Approval of budget virement in respect of works at the reed beds of Nantmel Closed Landfill Site.
18 February	Portfolio Holder for Social Care	Approval to change grant and contract funding in 2017/18 as follows: <ul style="list-style-type: none"> • Cease all grants under £500. • All providers over £30k will have their grants reduced by a proportionate percentage. • Cease grant offer to Hope Church Newtown • Transfer the coding of the Tanat Valley funding of £11,900 from Day Time Activity contract to grant for 2 years starting April 1st 2017. • Inform all providers (other than Tanat Valley) that this will be the last year they will receive funding in this format

This page is intentionally left blank

Cabinet Forward Work Programme

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
	February	Housing Income Collection and Recovery policy	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
	February	Resident Involvement strategy	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
	February	Adaptations to council homes policy	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
Page 545	February	Anti-social behaviour policy	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
	February	Fire safety policy in HRA homes	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
	February	Repairs and maintenance	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
	February	Estate Management Policy	Cllr Rosemarie Harris Simon Inkson	Portfolio Holder		
	February	Trade waste price increase	Cllr John Powell Ashley Collins	Portfolio Holder		
7 March	14 March	Consideration of Brecon Welsh medium consultation results	Cllr Arwel Jones Ian Roberts	Cabinet		
7 March	14 March	Approval of final Welsh in Education Strategic plan following consultation	Cllr Arwel Jones Ian Roberts	Cabinet		

C51-2017

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
7 March	14 March	Policy for the installation of mobility scooters in HRA properties	Cllr Rosemarie Harris Simon Inkson	Cabinet		
7 March	14 March	Progress with Growing Mid Wales	Cllr Tony Thomas Jan MacDonald	Cabinet		
7 March	14 March	Llanwddyn Community Centre Transfer	Cllr Rosemarie Harris Jan MacDonald	Cabinet		
7 March	14 March	Progress with the JVC	Cllr Tony Thomas Sue Bolter	Cabinet		
7 March	14 March	Highways Asset Management Plan	Cllr John Brunt Nigel Brinn	Cabinet		
7 March	14 March	Health and Care Strategy	Julia Toy	Cabinet		
7 March	14 March	Integration Options	Cllr Stephen Hayes Jeremy Patterson Carol Shillabeer	Cabinet		
7 March	14 March	Well Being Assessment	PSB Diane Reynolds	Cabinet		
7 March	14 March	PAVO Framework Agreement	Cllr Barry Thomas Paul Griffiths	Cabinet		
7 March	14 March	Strategic Asset Management Plan	Cllr Rosemarie Harris Natasha Morgan	Cabinet		
7 March	14 March	Outcome of Consultation on admission numbers at Llangorse CP School	Cllr Arwel Jones Marianne Evans	Cabinet		
7 March	14 March	Outcome of consultation on supply teachers pay and conditions	Cllr Arwel Jones Gareth Jones	Cabinet		Deferred from December to await Welsh Govt guidance

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
7 March	14 March	Response to Scrutiny Review Group report into unlicensed school budgets	Cllr Arwel Jones Ian Roberts	Cabinet		
7 March	14 March	S33 Road Traffic Act authorisation	Mark Stafford- Tolley	Cabinet		
	March	Outcome of Rosfolio Closed landfill site	Cllr John Powell Nia Hughes	Portfolio Holder		
21 March		Corporate Improvement Plan Tracker	All Portfolio Holders	Strategic Overview Board		
21 March		Risk Register	Caroline Evans	Strategic Overview Board		
21 March		Regulatory Recommendation Tracker		Strategic Overview Board		
28 March	11 April	Consideration of statutory objections regarding Welsh medium at Brecon High school – if required	Cllr Arwel Jones Ian Roberts	Cabinet		
28 March	11 April	Budget Outturn report for February	Cllr Wynne Jones Jane Thomas	Cabinet		
28 March	11 April	Brecon Cultural Hub	Cllr Rosemarie Harris Cllr Graham Brown Cllr Wynne Jones Jim Swabey	Cabinet		
	April	Sale of Cattle Market Site	Cllr Rosemarie Harris Natasha Morgan	Portfolio Holder		Deferred from November for further work
6 June	20 June	Older Persons Accommodation	Cllr Stephen Hayes Emma Palmer	Cabinet	Pre Scrutiny May	
	June	Home to school Transport policy	Cllr Arwel Jones Gareth Jones	Cabinet	Pre Scrutiny February	

Cabinet/ Management Team	Cabinet	Matter for Decision	Portfolio Holder/ Officer	Decision Maker Cabinet Portfolio Holder	Pre- Scrutiny	Comments
	June	Domiciliary Care Future Commissioning of External Services	Cllr Stephen Hayes Lee Anderson	Cabinet		Moved from 20 December
	June	Sale of County Farm Estate land	Cllr John Powell Natasha Morgan	Cabinet		
		Llanbister and Llanfihangel Rhydithon CP Schools	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	Cabinet		
	11 July	Rights of Way Improvement Plan	Cllr John Powell Mark Stafford-Tolley	Cabinet		
5 September	19 September	Treasury Management Review 2016/17	Cllr Wynne Jones Ann Owen	Cabinet		
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

This page is intentionally left blank