

Proposal to close the Welsh-medium stream at Brecon High School

Appendix D – Impact Assessments

Updated following consultation

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Impact Assessment (IA)

The integrated approach to support effective decision making

1. Integrated Impact Assessment

This Impact Assessment (IA) toolkit incorporating Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management supporting effective decision making and ensuring compliance with respective legislation.							
Service Area	Schools Service	Head of Service	Ian Roberts	Strategic Director	Jeremy Patterson	Portfolio Holder	Cllr Arwel Jones
Policy / Change Objective / Budget Saving	School Transformation Policy						
Outline Summary							
This Impact Assessment relates to a proposal to close the Welsh-medium stream at Brecon High School.							

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

Version	Author	Job Title	Date
1	Sarah Astley	Project Manager, Schools Transformation	10/11/16
2	Sarah Astley	Project Manager, Schools Transformation	27/02/17

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

Council Priority	How does the policy / change objective impact on this priority?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement

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The integrated approach to support effective decision making

<p>Supporting people in the community to live fulfilled lives</p>	<p>Implementation of the proposal would mean that no secondary Welsh-medium provision would be provided in Brecon, therefore additional travel would be required for pupils in order to attend Welsh-medium provision. This could impact on the ability of pupils to access extra-curricular activities, particularly where these take place after school. In addition, the additional travel could impact on pupils' ability to take part in other activities in the community when they return from school.</p> <p>Whilst home to school transport would be provided to pupils in accordance with the council's policy, it is acknowledged that there would be additional travel and time pressures on parents to collect children from activities or to attend meetings and other activities at the school.</p>	<p>Poor</p>	<p>The alternative schools pupils would be expected to attend should the proposal be implemented already serve large catchment areas and are experienced in meeting the needs of pupils who are reliant on home to school transport.</p> <p>Should the proposal be implemented, the authority would work with the alternative schools to ensure that pupils reliant on home to school transport are not disadvantaged compared with other pupils at the school, and that an appropriate range of extra-curricular activities is available to them. This could mean providing access to activities during lunchtime instead of after school. However it is acknowledged that it would not be possible to totally mitigate the impact on pupils and their families.</p>	<p>Poor</p>	<p>Consultation Document / Consultation Report</p>
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<p>Developing the economy</p>	<p>During the consultation period, concern was expressed that implementation of the proposal would lead to a reduction in Welsh speakers locally and would make it more difficult for employers such as the Brecon Beacons National Park to recruit Welsh speakers.</p>	<p>Neutral</p>	<p>Should the proposal be implemented, Welsh-medium pupils would attend alternative provision where they would be part of a larger cohort of Welsh-medium learners, and would receive an increased level of subject provision through the medium of Welsh. This would enable them to continue to develop their Welsh language skills through their time in secondary school, and are better equipped to use Welsh in the workplace when they leave education.</p> <p>Should the proposal be implemented, the authority would work with organisations such as Menter Brycheiniog a Maesyfed and Mudiad Meithrin to promote Welsh-medium education in the Brecon area, to ensure that pupils in the Brecon area continue to access Welsh-medium education to ensure that local employers can recruit Welsh speaking employees in the future.</p>	<p>Good</p>	<p>Consultation Document / Consultation report</p>
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<p>Improving learner outcomes for all, minimising disadvantage</p>	<p>The proposal aims to provide access to improved Welsh-medium secondary provision in mid and south Powys.</p> <p>Since the start of the consultation period, Brecon High School has been removed from Special Measures. However, the number of pupils accessing the stream remains very small. Builth Wells High School remains in Special Measures, however it is showing signs of improvement. Estyn’s response to the consultation document concluded: ‘the proposer appears to have suitably demonstrated that, given the small numbers of pupils in the Welsh medium stream, that overall the proposal is likely to at least maintain the current standards of education in the area.’</p> <p>Concern was expressed during the consultation period that pupils from low income families would be disadvantaged and would be unable to continue to access Welsh-medium provision should the proposal be implemented. Whilst home to school transport would be provided to all eligible pupils, concern was expressed about the impact on families and the additional travel costs required in order to attend activities at the alternative schools.</p>	<p>Neutral</p>		<p>Neutral</p>	<p>Consultation Document / Consultation Report</p>
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The integrated approach to support effective decision making

<p>Remodelling council services to respond to reduced funding</p>	<p>The proposal will provide better value for money for the council in the long term, by ensuring more equitable distribution of funding.</p> <p>The current number of pupils attending the Welsh-medium stream at Brecon High School is small. Closure of the stream and centralising provision for mid and south Powys in Builth Wells would ensure that provision was delivered in a more cost effective manner.</p>	<p>Good</p>		<p>Good</p>	<p>Consultation Document / Consultation Report</p>
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3. How does your policy / change objective / budget saving impact on the Welsh Assembly’s well-being goals?

<p>Well-being Goal</p>	<p>How does the policy / change objective contribute this goal?</p>	<p><u>Inherent Judgement</u> Please select from drop down box below</p>	<p>What will be done to better contribute to positive or mitigate any negative impacts?</p>	<p><u>Residual Judgement</u> Please select from drop down box below</p>	<p>Source of Outline Evidence to support judgement</p>
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<p>A prosperous Wales:</p> <p>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal will provide better value for money for the council in the long term, by ensuring more equitable distribution of funding.</p> <p>During the consultation period, concern was expressed that implementation of the proposal would lead to a reduction in Welsh speakers locally and would make it more difficult for employers such as the Brecon Beacons National Park to recruit Welsh speakers.</p> <p>In addition, concern has been expressed about the environmental impact of increased reliance on home to school transport.</p>	<p>Neutral</p>	<p>Should the proposal be implemented, WM pupils would attend alternative provision where they would be part of a larger cohort of WM learners, and would receive an increased level of subject provision through the medium of Welsh. This would enable them to continue to develop their Welsh language skills through their time in secondary school, and are better equipped to use Welsh in the workplace when they leave education.</p> <p>The authority would work with organisations such as Menter Brycheiniog a Maesyfed and Mudiad Meithrin to promote WM education in the Brecon area, to ensure that pupils in the area continue to access WM education to ensure that local employers can recruit Welsh speaking employees in the future.</p> <p>It is acknowledged that additional travel would have an environmental impact. However transport to alternative providers is already provided, therefore the additional transport that would be required would be minimal.</p>	<p>Good</p>	<p>Consultation document / Consultation report</p>
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<p>A resilient Wales:</p> <p>A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Concern has been expressed about the environmental impact of increased reliance on home to school transport, and the potential impact of increases in Welsh-medium pupil numbers in the future.</p>	<p>Poor</p>	<p>A large number of secondary Welsh-medium pupils from the Brecon catchment area are already travelling to alternative schools due to parental choice, and transport is provided by the authority, therefore the additional transport that would be required would be minimal. However, it is acknowledged that the transport required could increase in the future should there be an increase in Welsh-medium pupil numbers from the Brecon area.</p>	<p>Neutral</p>	<p>Consultation document / Consultation report</p>
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<p>A healthier Wales:</p> <p>A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p>	<p>Implementation of the proposal would involve additional travel for Welsh-medium pupils, which could have a negative impact on their well-being.</p> <p>In addition, reliance on home to school transport could impact on pupils’ ability to take part in sports activities in the community outside school.</p>	<p>Poor</p>	<p>A large number of pupils from the Brecon catchment have already chosen to travel to alternative provision instead of attending the Welsh-medium stream at Brecon High School. The number of pupils accessing the Welsh-medium stream at Brecon High School is very small, and the authority’s view is that the very small class sizes are not providing an appropriate educational experience for pupils.</p> <p>Should the proposal be implemented, the authority would work with the alternative schools to ensure that pupils reliant on home to school transport are not disadvantaged compared with other pupils at the school, and that an appropriate range of extra-curricular activities is available to them. This could mean providing access to activities during lunchtime instead of after school. However it is acknowledged that it would not be possible to totally mitigate the impact on pupils.</p>	<p>Neutral</p>	<p>Consultation document / Consultation report</p>
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<p>A Wales of cohesive communities:</p> <p>Attractive, viable, safe and well-connected Communities.</p>	<p>Implementation of the proposal would mean that no secondary Welsh-medium provision would be provided in Brecon, therefore there would be additional travel required for pupils in order to attend Welsh-medium provision. This could impact on the ability of pupils to access extra-curricular activities, particularly where these take place after school. In addition, the additional travel could impact on pupils' ability to take part in other activities in the community when they return from school.</p> <p>Concern has also been expressed that pupils living in the Brecon community but attending school elsewhere would be less integrated into the Brecon community by not attending school in Brecon.</p>	<p>Poor</p>	<p>The alternative schools pupils would be expected to transfer to already serve large catchments and are experienced in meeting the needs of pupils who are reliant on home to school transport.</p> <p>Should the proposal be implemented, the authority would work with the schools to ensure that pupils reliant on home to school transport are not disadvantaged compared with other pupils at the school, and that an appropriate range of activities is available to them. This could mean providing activities during lunchtime instead of after school. However it is acknowledged that it would not be possible to totally mitigate the impact on pupils and their families.</p> <p>BW High School already serves a large catchment area, and has links with town and villages across the area. Should the proposal be implemented, the school / the new Mid Powys Secondary School would aim to establish links within the Brecon community, initially by strengthening links with Ysgol y Bannau.</p>	<p>Neutral</p>	<p>Consultation document / consultation report</p>
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<p>A globally responsible Wales:</p> <p>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p>	<p>The authority’s view is that the proposal seeks to improve the opportunities available for Welsh-medium learners in mid and south Powys, and that the proposal has the best interests of the child at heart. However, concern has been expressed about the proposal’s impact on pupil well-being due to the additional travel that would be required and the impact on the ability of pupils to access after-school activities.</p> <p>The authority met with pupils during the consultation period, and Cabinet will give full consideration to their views when determining how to proceed.</p>	<p>Good</p>		<p>Good</p>	<p>Consultation document / consultation report</p>
<p>A Wales of vibrant culture and thriving Welsh language: 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>					

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<p><i>Opportunities for persons to use the Welsh language</i></p>	<p>The number of pupils accessing the Welsh-medium stream at Brecon High School is very small, which limits the Welsh-medium opportunities the school can provide for these pupils. Implementation of the proposal would mean that pupils would be able to access greater level of Welsh-medium provision, would be part of a larger group of Welsh-medium learners and would benefit from increased opportunities to use Welsh.</p> <p>Brecon High School would continue to teach Welsh as a Second Language and would be expected to provide appropriate opportunities for pupils to use their Welsh outside the classroom.</p> <p>Concern has been expressed that closure of the stream would lead to a reduction in the number of pupils accessing Welsh-medium provision in the Brecon area. The following risks are also identified by the authority in the consultation document:</p> <ul style="list-style-type: none"> i) Pupils choose to attend English-medium secondary provision instead of continuing to access Welsh-medium provision on transfer to secondary school ii) Pupil numbers at Ysgol y Bannau decrease due to the lack of Welsh-medium secondary provision at Brecon. 	<p>Good</p>	<p>The authority has provided risk management measures in respect of the risks outlined in the consultation document. These are as follows:</p> <ul style="list-style-type: none"> i) Retaining pupils within the Welsh-medium sector is one of the Welsh Government's priorities, and the authority will work with the primary schools concerned to establish transition links with the alternative providers with the aim of reversing any reduction in transfer rates into KS3 in the longer term ii) Work with Ysgol y Bannau, Menter Brycheiniog and other organisations to promote the benefits of Welsh-medium primary education in the Brecon area. 	<p>Good</p>	<p>Consultation document / consultation report</p>
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Impact Assessment (IA)

The integrated approach to support effective decision making

<p><i>Treating the Welsh language no less favourable than the English language</i></p>	<p>Should the proposal be implemented, there would no Welsh-medium secondary provision in Brecon – pupils wishing to access Welsh-medium secondary provision would need to travel to access provision elsewhere.</p> <p>Concern has been expressed during the consultation period that the council is treating the Welsh language less favourably than the English language, and that the proposal is discriminating against the Welsh language.</p> <p>However, the number of pupils accessing the Welsh-medium stream at Brecon High School has decreased in recent years as parents have chosen for their children to attend alternative provision. As a result, the level of Welsh-medium provision available at Brecon High School has decreased, and the Welsh-medium provision currently provided is limited. The authority’s view is that the current situation does not provide equality for Welsh-medium pupils, and does in fact treat the Welsh language and Welsh-medium education less favourably than the English language / English-medium education</p>	<p>Good</p>	<p>N/A</p>	<p>Good</p>	<p>Consultation document / consultation report</p>
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Impact Assessment (IA)

The integrated approach to support effective decision making

<p><i>Opportunities to promote the Welsh language</i></p>	<p>Should the proposal be implemented, there would be no Welsh-medium secondary provision in Brecon. However Ysgol y Bannau would continue to provide primary Welsh-medium provision in the town.</p> <p>In contrast to other Welsh-medium schools in Powys, pupil numbers at Ysgol y Bannau have remained fairly stagnant over recent years. It is hoped that greater clarity and a greater level of Welsh-medium provision in the secondary provision will provide a new opportunity to promote Welsh-medium education in the area, and the authority will work in partnership with organisations such as Menter Brycheiniog a Maesyfed to do this.</p>	<p>Good</p>	<p>N/A</p>	<p>Good</p>	<p>Consultation document / consultation report</p>
<p><i>Welsh Language impact on staff</i></p>	<p>It is acknowledged that the proposal could impact on staff currently teaching through the medium of Welsh at Brecon High School.</p>	<p>Poor</p>	<p>If a decision is made to proceed with the proposal, any implications for changes to staff employment will be taken forward by the school in accordance with the authority's Management of Change procedures.</p>	<p>Poor</p>	<p>Consultation document / consultation report</p>

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<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>Implementation of the proposal would involve additional travel for Welsh-medium pupils via home to school transport, which could impact on their ability to take part in extra-curricular activities, especially where these take place after school. In addition, the reliance on home to school transport could impact on pupils' ability to take part in sport, art and recreation outside school.</p>	<p>Poor</p>	<p>The alternative schools pupils would be expected to transfer to already serve large catchments and are experienced in meeting the needs of pupils who are reliant on home to school transport.</p> <p>Should the proposal be implemented, the authority would work with the schools to ensure that pupils reliant on home to school transport are not disadvantaged compared with other pupils at the school, and that an appropriate range of activities is available to them. This could mean providing activities during lunchtime instead of after school. However it is acknowledged that it would not be possible to totally mitigate the impact on pupils and their families.</p>	<p>Poor</p>	<p>Consultation document / consultation report</p>
<p>A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).</p>					
<p><i>Age</i></p>	<p>Please see separate Equality Impact Assessment</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	
<p><i>Disability</i></p>	<p>As above</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	
<p><i>Gender reassignment</i></p>	<p>As above</p>	<p>Choose an item.</p>		<p>Choose an item.</p>	

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<i>Marriage or civil partnership</i>	As above	Choose an item.		Choose an item.	
<i>Race</i>	As above	Choose an item.		Choose an item.	
<i>Religion or belief</i>	As above	Choose an item.		Choose an item.	
<i>Sex</i>	As above	Choose an item.		Choose an item.	
<i>Sexual Orientation</i>	As above	Choose an item.		Choose an item.	
<i>Pregnancy and Maternity</i>	As above	Choose an item.		Choose an item.	
<i>Equality Impact on PCC Staff</i>	As above	Choose an item.		Choose an item.	

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

Principle	How does the policy / change objective impact on this principle?	<u>Inherent Judgement</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>Residual Judgement</u> Please select from drop down box below	Source of Outline Evidence to support judgement
Sustainable Development Principle					

The integrated approach to support effective decision making

<p>Long Term: <i>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs.</i></p>	<p>This proposal will provide better value for money for the council in the long term, by ensuring more equitable distribution of funding.</p> <p>Pupils will be able to access Welsh-medium provision in alternative schools which offer more Welsh language provision for pupils, and Brecon High School would be able to run more efficiently as a single stream school.</p>	<p>Good</p>		<p>Good</p>	
<p>Collaboration: <i>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its well-being objectives.</i></p>	<p>Should the proposal be implemented, Ysgol y Bannau would become a feeder school for Builth Wells High School / the new Mid Powys Secondary School. Strong links would be established between the two schools, to ensure effective transition arrangements for pupils and to ensure the well-being of all pupils.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>Involvement: <i>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves.</i></p> <p>Communication and Engagement</p>	<p>Full consultation on the proposal has taken place in accordance with the School Organisation Code which has given all interested parties the opportunity to submit their views on the proposal. All views expressed during the consultation period will be taken into consideration by Cabinet when determining how to proceed in relation to the proposal.</p>	<p>Neutral</p>		<p>Neutral</p>	

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<p>Prevention: <i>How acting to prevent problems occurring or getting worse may help public bodies meet their objectives.</i></p>	<p>The number of pupils currently accessing the Welsh-medium stream at Brecon High School is small. As a result the Welsh-medium opportunities available to pupils are limited, and do not meet the aspirations of the council's Welsh in Education Strategic Plan (WESP).</p> <p>Should the proposal be implemented, pupils would be able to access a greater level of Welsh-medium provision in alternative schools, and Brecon High School would be able to run more efficiently as a single stream school.</p>	<p>Good</p>		<p>Good</p>	
<p>Integration: <i>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies.</i></p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	

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<p>Preventing Poverty:</p> <p>Prevention, including helping people into work and mitigating the impact of poverty.</p>	<p>Free transport will be provided to all qualifying pupils to their closest alternative provider.</p> <p>However, concern has been expressed that implementation of the proposal would mean that it would be more difficult for pupils from lower income backgrounds to access Welsh-medium education due to the additional travel that would be required of parents in order to attend activities at the school, or to collect pupils from after school activities.</p>	<p>Poor</p>	<p>Should the proposal be implemented, free home to school transport would be provided to all eligible pupils, regardless of their socio-economic background.</p> <p>The schools pupils would be expected to transfer to serve large catchment areas and are experienced in meeting the needs of pupils and families from a range of backgrounds.</p> <p>Should the proposal be implemented, the authority would work with the Headteacher and Governing Body of the named receiving school and other schools pupils may wish to transfer to, to ensure that participation in all school activity is maximised for all learners and their families. However, it is acknowledged that it would not be possible to totally mitigate the impact on pupils and their families.</p>	<p>Neutral</p>	
<p>Safeguarding:</p> <p>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>Safeguarding is of the utmost importance and safeguarding measures are in place in any other school pupils may wish to transfer to.</p>	<p>Neutral</p>		<p>Neutral</p>	

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<p>Corporate Parenting: Enabling our looked after children to fulfil their potential.</p>	<p>The authority has no concerns about looked after children moving to any of the other schools they may wish to transfer to.</p>	<p>Neutral</p>		<p>Neutral</p>	
<p>Impact on Workforce</p>	<p>Staff at Brecon High School may be adversely affected by the proposal. In addition, it is possible that the proposal would have an adverse impact on staff at Ysgol y Bannau, should pupil numbers reduce significantly as a result of the proposal.</p>	<p>Poor</p>	<p>Staff with 2 years or more continuous service would be entitled to a redundancy payment. The authority will also attempt to identify alternative employment for staff through the redeployment process.</p>	<p>Neutral</p>	

5. Achievability of Policy / Change Objective / Budget Saving?

Impact on Service / Council	Deliverability of Policy / Change Objective / Budget Saving	Inherent Risk
<p>Low</p>	<p>Low</p>	<p>Low</p>

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

Description of risks
<p>Risks associated with this proposal are outlined in the consultation document, along with risk management measures. The risks that have been identified in relation to this proposal are:</p> <ol style="list-style-type: none"> 1 Pupils choose to attend English-medium secondary provision instead of continuing to access Welsh-medium provision on transfer to secondary school 2 Pupil numbers at Ysgol y Bannau decrease due to the lack of Welsh-medium secondary provision at Brecon 3 The alternative schools are unable to accommodate additional pupils

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4 Additional travel has an adverse impact on pupil well-being and attainment			
Judgement (to be included in service risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
			X
Mitigating Actions			Residual Risk
Risk management measures in respect of each individual risk are provided in the consultation document.			Choose an item.
			Choose an item.
			Choose an item.
Does the Policy / Change Objective / Budget Saving have potential to impact on another service area?			
No			

7. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:	
The proposal aims to provide improved Welsh-medium provision for pupils living in mid and south Powys, and aims to establish a sustainable provision which can be further developed in the future. The negative impact of the proposal is related to additional travel requirements for learners and potential difficulties with accessing after school activities.		

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

What additional evidence and data has informed the development of your proposal?
Consultation document, consultation report

9. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
<p>The School Transformation Programme Board is responsible for overseeing the strategic direction of the modernisation agenda: setting direction, implementing change, monitoring and reporting to the Cabinet of the Council.</p> <p>Equality monitoring will form an integral part of the County Council’s arrangements for any school reorganisation and will be undertaken where a significant or material change in provision is proposed.</p> <p>The Head of Schools Service will be responsible for on-going monitoring.</p>
Please state when this Impact Assessment will be reviewed.
<p>If it is decided to proceed with the publication of Statutory Notices in respect of closure of the Welsh-medium stream at Brecon High School, the Impact Assessment will be reviewed if required to take account of any additional issues raised during the Objection Period.</p>

10. Sign Off

Position	Name	Signature	Date
Service Manager:	Marianne Evans	Marianne Evans	28/02/17
Head of Service:	Ian Roberts	Ian Roberts	01/03/17
Strategic Director:	Jeremy Patterson	Jeremy Patterson	
Portfolio Holder:	Arwel Jones	Arwel Jones	

3. Equalities Impact Assessment



/Equality Impact Assessment (EqIA) – Decision Assessment reporting template

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

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

Proposal	To close the Welsh-medium stream at Brecon High School from the 31 st August 2017	Lead Person undertaking the assessment	Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Ian Roberts Head of Schools
Date of Assessment	November 2016 Updated 27 th February 2017		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

- (a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
- (b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- (c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.**

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

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

1. AIM or PURPOSE	
Briefly describe the aim or purpose of the change proposal being assessed.	<p>Powys County Council recently carried out consultation on the following:</p> <ul style="list-style-type: none"> - To close the Welsh-medium stream at Brecon High School from the 31st August 2017, with Brecon High School becoming an English-medium school from the 1st September 2017. <p>Should the Welsh-medium stream at Brecon High School close, Welsh-medium secondary provision for pupils who live in the catchment area currently served by the Welsh-medium stream of Brecon High School would be able to attend Builth Wells High School or their closest secondary Welsh-medium provision.</p> <p>From the 1st September 2018, all pupils wishing to access Welsh-medium secondary provision who live in the catchment area currently served by the Welsh-medium stream of Brecon High School would be able to access provision at the Builth Wells site of the New Mid Powys Secondary School or their closest Welsh-medium provision.</p>
2. OBJECTIVES	
Please state the current business objectives of the change proposal.	<p>The reasons why the authority is proposing to close the Welsh-medium stream at Brecon High School are:</p> <ul style="list-style-type: none"> - Low pupil numbers in the Welsh-medium stream at Brecon High School - Need to ensure robust linguistic progression and appropriate curriculum choice for Welsh-medium pupils throughout all key stages
3. BENEFITS and OUTCOMES	
i) What are the intended benefits or outcomes from the change proposal?	<p>The benefits of the proposal, as outlined in the consultation document, are:</p> <ul style="list-style-type: none"> - Creation of a critical mass of Welsh-medium secondary learners in Mid / South Powys - Additional Welsh-medium opportunities to be provided to Welsh-medium pupils from Brecon through access to a wider range of Welsh-medium subjects - Would enable the development of increased Welsh-medium provision at post-16 - A larger group of Welsh-medium pupils will enable Builth Wells High School to build on the progress already made in relation to developing Welsh-medium provision - An increased number of Welsh-medium pupils would enable Builth Wells High School to further develop its Welsh

	<p>ethos</p> <ul style="list-style-type: none"> - Social and emotional benefits to Welsh-medium pupils from being part of a larger group of Welsh-medium pupils - More opportunity for pupils to take part in extra-curricular activities through the medium of Welsh - More financially efficient model of delivery for secondary Welsh-medium provision in Mid and South Powys - Would enable Brecon High School to run more efficiently as a single stream school - Welsh-medium pupil numbers could grow to a point where a Welsh-medium secondary school could be considered viable 	
4. CORPORATE RELEVANCE		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	<p>The proposal supports Powys County Council’s vision for education, which is outlined within the One Powys Plan for 2014-17. ‘Transforming Learning and Skills’ is one of the priorities within this plan, and the authority’s aim is to ensure that ‘All children and young people are supported to achieve their full potential.’</p> <p>Within this priority, the Plan states that</p> <p><i>‘We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’</i></p> <p>In addition, the proposal supports the strategic aim stated in the council’s Welsh in Education Strategic Plan (WESP) for 2014-17 to ‘Provide more robust linguistic progression for Welsh-medium learners’</p>	
5. DATA USED		
5.1. What data has been used to conduct this assessment?	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
Tick/shade boxes as appropriate.	Service user satisfaction rates, broken down by the protected characteristics.	
Tick/shade boxes as appropriate.	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	

	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	
	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	Yes <input type="checkbox"/> ✓ Please state the gaps: N/A How will the gaps be addressed going forward? N/A	No <input type="checkbox"/> ✓

6. DATA ANALYSIS

<p><u>6.1 Quantitative</u></p> <p>Summarise the key quantitative data analysis results, providing key headline statistics.</p> <p>Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare</p>	<p><u>Brecon High School Welsh Stream</u></p> <p>At the time of the consultation period, there were 19 pupils in the Welsh stream at Brecon High School. The following pupils belonged to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 5% of pupils in the Welsh-medium stream receives free school meals - SEN: 21% of pupils have special educational needs. 0% of pupils have statements, 10.5% of pupils are on School Action and 10.5% of pupils are on School Action Plus - English as an Additional Language – Welsh or English is the first language of all pupils in the Welsh stream - Ethnicity: The ethnic group of 95% of pupils in the Welsh stream is White British. 5% of pupils have an ethnic group other than White British <p>The number of pupils currently accessing the Welsh-medium stream at Brecon High School is very small, therefore the number of pupils belonging to the protected characteristic groups that would be affected by the proposals is very small.</p>
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across the protected characteristic groups? How will a change affect this?

Ysgol y Bannau

The following shows the profile of pupils attending Ysgol y Bannau according to PLASC information provided in January 2016 for 142 pupils in total, which includes 108 pupils aged 5 and over:

- Free school meals: 6% of pupils are eligible for free school meals
- SEN: 1% of pupils have a Statement of Special Educational Needs. 8% of pupils are on School Action
- English as an Additional Language: English or Welsh is the first language of all children
- Ethnicity: PLASC only provides information about the ethnic group of the 108 pupils aged 5 and over. The ethnic group of 98% of pupils is White British. The ethnic group of the remaining pupils is as follows: Other mixed background – 1%, White other – 1%

Sennybridge CP School

At the time of the consultation period, there were a total of 45 pupils in the Welsh-medium stream at Sennybridge CP School. The following pupils belonged to the protected characteristic groups:

- Free school meals: 2 pupils in the Welsh stream receive free school meals
- SEN: 2 pupil has special educational needs. Of these, 0 pupils have a statement, 1 pupils are on School Action and 1 pupil is on School Action Plus
- English as an Additional Language – Welsh or English is the first language of all pupils in the Welsh stream
- Ethnicity: The ethnic group of 100% of pupils in the Welsh-medium stream is White British. The ethnic group of the remaining 2% of pupils is White Asian

This information shows that the number of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. A number of pupils that have additional learning needs will be affected by the proposal, and a number of pupils who are in receipt of free school meals will be affected by the proposal.

As the proposal relates to changing Welsh medium secondary provision in Brecon, all of the pupils affected are fluent Welsh speakers, who are educated through the medium of Welsh, therefore Welsh speakers are

	the key group that will be affected by this proposal.
<p><u>6.2 Qualitative</u></p> <p>Summarise the key qualitative data analysis, providing key themes or patterns.</p> <p>Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>Consultation on the closure of the Welsh-medium stream was carried out in accordance with the requirements of the School Organisation Code (2013), and included meetings with pupils at the affected schools. This provided qualitative data in respect of the proposal, and the impact on pupils that belong to the protected characteristic groups.</p> <p>The following issues were raised in relation to the proposal’s impact on those in the protected characteristic groups:</p> <p><u>Impact on pupils with additional needs</u></p> <ul style="list-style-type: none"> - The proposal will affect children with learning difficulties and medical problems - Concern about how the council will support pupils with additional needs - Concern about pupils with additional needs who don’t travel well - Concern about the impact of additional travel on pupils with learning difficulties - Concern that pupils with special needs will be unable to carry on in Welsh-medium education - Concern about the impact on dyslexic pupils who attend extra classes after school – they wouldn’t be able to do so if they were reliant on school transport - There is inadequate provision for pupils with additional learning needs – a school day is already tiring for pupils on the Autistic Spectrum, added travel either side on a noisy crowded bus will mean that the school day will become overwhelming and they will be unable to meet their potential in school or at home - Some pupils with additional needs might be happier in a smaller class, as they are in the Welsh stream at Brecon High School - Concern about wheelchair access on school transport for wheelchair users
<p>7. EqIA RESULT</p>	

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality.</p> <p>[Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality.</p> <p>[Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality</p> <p>[Proceed to question 8]</p>	
<p>8. AREAS for IMPROVEMENT</p>		
<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected? ii) Will people on low incomes be affected? iii) Will Welsh speakers be affected?</p>	<p>i) The protected characteristic group that will be mostly affected by the proposal is those with disabilities / additional learning needs</p> <p>ii) Some people on low incomes will be affected. Whilst free home to school transport would be provided to alternative provision, it is likely that the greater distance to travel to the school for other activities would have a greater impact on people on low incomes</p> <p>iii) As this proposal is to close the Welsh-medium stream at Brecon High School, the proposal will impact on Welsh speakers. This aspect is considered in the Integrated Impact Assessment and in the Welsh Language Impact Assessment</p>	
<p>9. EQUALITY IMPROVEMENT</p>		
<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p>	<p>The consultation paper related to this proposal sets out how the authority will provide alternative provision that meets the needs of pupils that would have accessed the Welsh-medium stream at Brecon High School:</p> <p>‘From the 1st September 2017, there would be no Welsh-medium provision in Brecon High School for pupils in years 7, 8, 9 and 10. However, Welsh-medium provision would continue to be</p>	

<p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>provided at Brecon High School for those pupils who would be entering year 11 in September 2017. This provision would continue until July 2018.</p> <p>From the 1st September 2017, pupils in years 7, 8, 9 and 10 wishing to access Welsh-medium secondary provision who live in the catchment area currently served by the Welsh-medium stream of Brecon High School would be able to attend Builth Wells High School or their closest secondary Welsh-medium provision.</p> <p>From the 1st September 2018 all pupils wishing to access Welsh-medium secondary provision who live in the catchment area currently served by the Welsh-medium stream of Brecon High school would be able to access provision at the Builth Wells site of the new dual-sited secondary school in Mid Powys (“the New Mid Powys Secondary School”) or their closest secondary Welsh-medium provision.</p> <p>From the 1st September 2018, there would be no Welsh-medium provision at Brecon High School.</p> <p>Pupils living in the Sennybridge area would continue to be able to access Welsh-medium provision at Ysgol Gyfun Ystalyfera.</p> <p>Pupils living in other parts of the catchment area currently served by the Welsh-medium stream at Brecon High School that live closer to alternative Welsh-medium secondary provision outside Powys would have the opportunity to transfer to these schools.’</p> <p><u>Disability</u> – the authority is confident that any of the other schools pupils may access should the proposal be implemented can meet the needs of all pupils currently receiving Welsh-medium education in the Brecon area, including those with additional learning needs. Any pupil with a disability is assessed on an individual basis and relevant modifications, adaptations or reasonable adjustments are made where applicable. The authority’s specific responses to the individual issues raised during the consultation period relating to the proposal’s impact on pupils with additional needs are provided in the consultation report in respect of the proposal.</p> <p><u>Free School Meals</u> – Free home to school transport will be provided to the alternative provision for qualifying pupils, this will ensure that the proposal does not have an adverse impact on pupils from lower income families. The alternative schools pupils would transfer to in order to access Welsh-</p>
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	<p>medium secondary provision serve large catchment areas, and are experienced in meeting the needs of pupils who are reliant on home to school transport and pupils and families from a range of socio-economic backgrounds. Should the proposal be implemented, the authority would work with the alternative schools to ensure that families from lower income backgrounds are not disadvantaged compared with other pupils at the school, and that an appropriate range of extra-curricular activities is available to them. However it is acknowledged that it would not be possible to totally mitigate the impact on pupils and their families.</p> <p><u>Welsh language</u> – the number of pupils currently accessing the Welsh-medium stream at Brecon High School is very small, which limits the Welsh-medium provision the school can offer. The Welsh-medium provision available at the alternative providers would be greater than the provision that is currently available at Brecon High School. The authority is confident that all pupils, including those in the protected characteristic groups, would benefit from the enhanced level of provision available.</p>							
<p>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not:</p> <p>Need was not identified at time of writing Service Strategy</p>						
<p>10. ONGOING MONITORING</p>								
<p>How will the decision now be monitored on an ongoing basis to consider its impact over time?</p>	<p style="text-align: right;">Please tick/shade</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Equality monitoring of uptake of the service within which the decision was made</td> <td style="width: 30%;"></td> </tr> <tr> <td>Satisfaction monitoring of service users (broken down by protected characteristic)</td> <td></td> </tr> <tr> <td>Recording and analysing complaints/requests/compliments</td> <td></td> </tr> </table>		Equality monitoring of uptake of the service within which the decision was made		Satisfaction monitoring of service users (broken down by protected characteristic)		Recording and analysing complaints/requests/compliments	
Equality monitoring of uptake of the service within which the decision was made								
Satisfaction monitoring of service users (broken down by protected characteristic)								
Recording and analysing complaints/requests/compliments								

	Targeted periodic focus groups/service user interviews/feedback sessions	
	Other (please specify)	

Monitoring arrangements

The Learning in the Community Programme Board is responsible for overseeing the strategic direction of the modernisation agenda: setting direction, implementing change, monitoring and reporting to the Cabinet of the Council.

Equality monitoring will form an integral part of the County Council’s arrangements for any school reorganisation and will be undertaken where a significant or material change in provision is proposed.

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

Publication of results of the impact assessment

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

Equality Impact Assessment Action Plan

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

4. Community Impact Assessment – Final

Background

A draft Community Impact Assessment was published as part of the Formal Consultation on the following proposal:

To close the Welsh-medium stream at Brecon High School from the 31st August 2017, with Brecon High School becoming an English-medium school from the 1st September 2017.

The consultation was held between the 21st November 2016 and the 9th January 2017.

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

4.1 Current use of Brecon High School buildings as a community resource

The facilities of Brecon High School are hired out by a number of organisations, including the South Powys Youth Orchestra, Brecon Athletic Club and Brecon Basketball Club. The facilities have also been made available for Road Safety events, and are let for use by Caravan Clubs based in Gwent. NPTC Group of Colleges also have two rooms based on the school site.

4.2 Other facilities provided by Brecon High School

A number of extra-curricular activities are organised by teaching staff at different points during the year. These include the following:

Music activities: Ensembles, Performance opportunities, School Musical

Sports activities: Rugby, Netball, Basketball, Athletics, Hockey, Cricket, Football, Swimming

Other clubs: Domino Club, Revision Club, Additional Maths Club

In addition, the school's facilities are used for different events such as the cross country championships and events such as 'Race to the Sun'.

4.3 Information/issues raised during consultation

A number of concerns in relation to the proposal's impact on the community were raised during the consultation period on this proposal. These included the following:

- The proposal would have a negative impact on the community
- The impact on organisations in the community such as Brecon Swimming Club
- Impact on the economy of the community
- Impact on Welsh culture, tourism and attraction to foreign visitors
- Issues relating to the rural nature of the area

A number of concerns were also raised relating to the proposal's impact on the ability of pupils to access extra-curricular activities. These included the following:

- Children will miss out on being able to attend after school activities due to the additional travel
- Pupils will be forced out of Welsh-medium education because they don't want to give up activities out of school
- Pupils travelling to school will miss out on being able to attend clubs in Brecon

In addition, issues were raised in relation to the impact of additional travel for pupils. These included the following:

- Concern about the additional travel time that would be required, and that this would be a waste of pupil's time
- Concern that the additional travel would put pupils at a disadvantage compared to other students
- Concern that pupils would be tired due to the additional travel that would be required
- Concern about the impact of the additional travel on the health and well-being of pupils

These issues, along with the local authority's response to these issues, are listed in the consultation report in respect of this proposal. Issues relating to the impact on the community are listed in section 14 of the list of issues, issues relating to the ability of pupils to access extra-curricular activities are listed in section 1.2 of the list of issues raised, and issues relating to the impact of additional travel on pupils are listed in section 1.3.

4.4 Conclusion

Following the consultation period, the authority's view on the impact of the proposal on the community remains the same.

The number of pupils currently attending the Welsh-medium stream at Brecon High School is small. As the proposal does not involve closure of Brecon High School, it is not anticipated that the proposal will have an adverse impact on the facilities available to the community.

It is acknowledged that implementation of the proposal would lead to additional travel for Welsh-medium pupils from the Brecon catchment, however a significant proportion of pupils are already travelling out of Brecon to access Welsh-medium secondary provision elsewhere. It is acknowledged that this additional travel could have an impact on pupils' ability to access extra-curricular activities, particularly those that take place after school, however should the proposal be implemented, the council would work with the schools pupils might choose to transfer to in order to ensure that an appropriate range of extra-curricular activities are available to all pupils. All schools pupils might choose to transfer to instead of Brecon already serve large catchment areas, and are experienced in meeting the needs of pupils who are reliant on home to school transport, including in terms of ensuring access to an appropriate range of extra-curricular activities.

Should the proposal be implemented, pupils could either transfer to alternative Welsh-medium provision at other schools or they could access English-medium provision at Brecon High School. The authority acknowledges that should the proposal be implemented, pupils and their parents would need to make difficult decisions with regard to pupils' future education, taking the additional travel into consideration.

5. Welsh Language Impact Assessment

Background

A draft Welsh Language Assessment was published as part of the Formal Consultation on the following proposal:

To close the Welsh-medium stream at Brecon High School from the 31st August 2017, with Brecon High School becoming an English-medium school from the 1st September 2017.

The consultation was held between the 21st November 2016 and the 9th January 2017.

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

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

5.1 Standards in Welsh

The following tables provide information about Standards in Welsh First Language at Brecon High School and the schools the alternative schools pupils would be expected to transfer to should the proposal be implemented for the last 3 years.

Whilst this is useful as background information, the relatively small number of pupils in each year group at each school mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the two schools.

i) End of Key Stage 3

Brecon High School

	2012	2013	2014	2015	2016
Total number of Year 9 pupils assessed in Welsh First Language	19	13	8	10	4

Number of pupils that achieved Level 5+	19	10	8	10	4
% of pupils that achieved Level 5+	100%	76.9%	100%	100%	100%

Builth Wells High School

	2012	2013	2014	2015	2016
Total number of Year 9 pupils assessed in Welsh First Language	17	17	22	26	30
Number of pupils that achieved Level 5+	15	16	20	23	28
% of pupils that achieved Level 5+	88.2%	94.1%	90.9%	88.5%	93.3%

Ysgol Gyfun Ystalyfera

	2012	2013	2014	2015	2016
Total number of Year 9 pupils assessed in Welsh First Language	173	159	150	173	191
Number of pupils that achieved Level 5+	139	136	129	147	176
% of pupils that achieved Level 5+	80.3%	85.5%	86.0%	85.0%	92.1%

5+

ii) End of Key Stage 4

Brecon High School

	2012	2013	2014	2015	2016 (Provisional)
Total number of GCSE Welsh First Language entries	18	12	18	12	8
Number of pupils that achieved grades A* - C	7	6	14	9	8
% of pupils that achieved grades A* - C	38.9%	50%	77.8%	75%	100%

Builth Wells High School

	2012	2013	2014	2015	2016 (Provisional)
Total number of GCSE Welsh First Language entries	13	22	17	16	19
Number of pupils that achieved grades A* - C	10	13	13	11	11
% of pupils that achieved grades A* - C	76.9%	59.1%	76.5%	68.8%	57.9%

Ysgol Gyfun Ystalyfera

2012	2013	2014	2015	2016
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(Provisional)					
Total number of GCSE Welsh First Language entries	142	156	170	145	143
Number of pupils that achieved grades A* - C	99	112	135	100	97
% of pupils that achieved grades A* - C	69.7%	71.7%	79.4%	69.4%	67.8%

5.2 Welsh language activities provided by the schools

Brecon High School

The majority of extra-curricular activities at Brecon High School are carried out through the medium of English, however some activities take place in Welsh or bilingually, depending on which member of staff is responsible and which pupils are taking part. The impact of the previous Welsh Medium consultations on the certainty of future provision, had led to an impact on the overall number of Welsh-medium pupils at the school. This has limited the provision that could be offered. The Welsh Department has developed links with the Urdd to offer opportunities such as camping events, as part of their wider provision.

The south Powys Urdd Eisteddfod is held in Brecon High School each year.

Builth Wells High School

A number of the school's extra-curricular activities and clubs are Welsh or bilingual, depending on which member of staff is responsible and which pupils are taking part.

In addition, the school provides a range of additional opportunities for pupils to use Welsh outside the classroom. The school choir takes part in Urdd competitions, and pupils also take part in written competitions. Workshops are arranged with Welsh speakers from speciality areas, as well as workshops with Welsh poets and Welsh bands. The school holds an annual Eisteddfod, which gives additional opportunities for pupils to use their Welsh. The school puts on a musical every two years, and this is always bilingual, with some of the songs being in Welsh.

The school also supports the local 'papur bro', 'Y Fan a'r Lle', by submitting information to be included in the paper, and also supports the local Eisteddfod held annually in Llanwrtyd Wells.

Welsh for Adults lessons are held at the school on a weekly basis.

Ysgol Gyfun Ystalyfera

Ysgol Gyfun Ystalyfera is a Welsh-medium school, therefore all extra-curricular activities provided by the school take place through the medium of Welsh. These activities include the following:

- Activities provided by Urdd Gobaith Cymru,
- Music and drama activities, including whole school productions, drama productions, religious services both within the school and the community, school choirs, school orchestra and various ensembles
- Sports activities
- Duke of Edinburgh award
- Other clubs, including Reading Club, Handwriting Club, Chess Club, Art Club, Numeracy Club
- Fundraising activities

5.3 Information/issues raised during consultation

A number of concerns in relation to the proposal's impact on the Welsh language were raised during the consultation period on this proposal. These included the following:

- Concern about the impact on pupils' Welsh language skills if they transfer to English-medium provision
- Concern about the impact on the Welsh language skills of English-medium pupils
- The proposal is discriminating against the Welsh language
- Concern about Welsh-medium pupil numbers
- Concern that the proposal is limiting access to Welsh-medium provision
- Concern that the proposal would have a detrimental impact on the Welsh language / Welsh language organisations and activities in the Brecon area
- Criticism of the council's treatment of the Welsh language
- Impact on the ability of employers in the local area to employ Welsh speakers
- The proposal goes against various policies and strategies relating to the Welsh language, e.g. the Welsh in Education Strategic Plan, A Million Welsh Speakers by 2050, the Welsh-medium Education

Strategy, the Welsh Language (Wales) Measure 2011, the Welsh Language Standards

These issues, along with the local authority's response to these issues, are listed in the consultation report in respect of this proposal.

5.4 Conclusion

Following the consultation period, the authority's view on the impact of the proposal on the Welsh language remains the same.

It is acknowledged that implementation of the proposal would mean that Welsh-medium secondary provision would not be available in the town of Brecon. This could be perceived to be detrimental to the Welsh language in the area. However, provision would continue to be provided to pupils living in the current catchment area of the Welsh-medium stream of Brecon High School through the provision of home to school transport to alternative providers. The continued presence of Ysgol y Bannau in Brecon, along with the Welsh-medium stream at Sennybridge C.P. School, will continue to provide local access to Welsh-medium primary provision in the Brecon area. Should the proposal be implemented, these schools would establish transition links with the alternative secondary providers to ensure a clear pathway for Welsh-medium pupils.

Whilst Welsh-medium pupils would be leaving Brecon to access Welsh-medium secondary provision, they would continue to live in the town and surrounding areas, and will continue to be able to participate in Welsh language activities in the local community. The authority's view is that the increased level of Welsh-medium provision available to them will enable all Welsh-medium pupils to become more confident Welsh speakers, who will be able to play a greater role in terms of the Welsh language in the community.

The authority's view is that the proposal will provide positive benefits for the Welsh language and Welsh-medium education through improved linguistic progression and through providing additional opportunities for Welsh-medium pupils to use their Welsh through all key stages of education. The Welsh-medium subject provision at the alternative schools which pupils are likely to attend to continue to access Welsh-medium secondary provision should the proposal be implemented is greater than that at Brecon High School, and the Authority's view is that accessing a greater level of subjects through the medium of Welsh will enable the learners to become more confident Welsh speakers.

In addition, pupils would be part of a larger group of Welsh-medium pupils at the alternative schools, which would ensure that there would be more opportunities for pupils to use their Welsh outside the classroom, further

strengthening their confidence in using the language. However, the authority accepts that it might be more difficult for pupils from the Brecon area to access after school activities at the alternative schools, due to their reliance on home to school transport.

As with all proposals, it is acknowledged that there are risks associated with this proposal. Risks relating to the proposal's impact on Welsh-medium pupil numbers were identified on pages 16 and 17 of the consultation document, along with proposed risk management measures.