



SCHOOL
ORGANISATION
POLICY

Delivery Plan
2018

1. Background

Powys County Council has recently launched a new School Organisation Policy which reflects the Cabinet's vision as outlined in 'Vision 2025'. The policy sets out the council's priorities for developing the model of delivering education within Powys until 2025, which are as follows:

'The Council's Delivery Plan until 2025 will focus on delivering the following priorities:

- *Secondary schools to become 'all-through schools', or part of multi-sited arrangements*
- *Small primary schools¹ to be part of formal collaborations / federations / amalgamations*
- *Remove infant / junior split by creating 'all-through' primary schools*
- *New Welsh-medium provision to be established*
- *Improvements to the Powys schools estate, either as part of the Welsh Government's 21st Century Schools Programme or as part of the Council's Asset Management Programme*
- *A new model for delivering post-16 provision to be implemented*
- *Transforming the delivery of support for pupils with additional learning needs'*

This Delivery Plan also builds upon the on-going School Organisation Programme that has been underway for a number of years.

1. School Organisation Programme – progress to date

Over the last ten years, the impact of school reorganisation in Powys has resulted in the net closure of 30 Schools. This process has resulted in estimated annual revenue savings of a minimum of £1.5m.

In 2016/17, the authority reconfigured primary provision in the Talgarth and Bronllys areas, and also in Welshpool. This has resulted in the opening of three new schools – Ysgol y Mynydd Du, Ysgol Gymraeg y Trallwng and Welshpool CiW Primary School. The authority also consulted on proposals related to three other primary schools – Llanbister CP School,

¹ The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

Llanfihangel Rhydithon CP School and Nantmel CiW School. Cabinet approved the closure of Nantmel CiW School, and the other two schools have entered into collaborative arrangements.

The Council also has an on-going **Secondary School Reorganisation Programme**, to address the challenges faced by the secondary sector. The Programme is based on the following principles:

- **The need to reconfigure secondary and post-16 education** to create a sustainable infrastructure of schools and sixth forms across Powys, enabling a broader range of subjects to be provided from each school site, whilst minimising the need for inter-school travel and transport.
- **The need to reconfigure Welsh-medium education** with the aim of establishing at least one Welsh-medium secondary school in the county, and the consolidation of other Welsh-medium streams into larger units. This will enable schools to provide the appropriate curriculum offer and progression routes for Welsh-medium learners.

The following priorities were included in the Secondary School Reorganisation Programme in 2015:

- **Priority 1** – a review of secondary education in the Brecon and Gwernyfed areas, with the aspiration to build a new English-medium learning campus which would include both Brecon High School and Gwernyfed High School, with a sixth form centre run by NPTC Group of Colleges.
- **Priority 2** – review of Secondary Education in Mid Powys
- **Priority 3** – review of Sixth Form provision at Ysgol Maesydderwen
- **Priority 4** – review of Secondary education in North Powys

Progress against these priorities is outlined below:

Priority 1 - Review completed.

- Following formal consultation, Cabinet decided not to proceed with the proposal, but instead to build a new 11 – 18 campus for Brecon High School and to invest in remodelling facilities in Gwernyfed.

- Cabinet also agreed to keep the small Welsh stream at Brecon High School, as part of the authority's plans to develop and grow Welsh-medium provision.

Priority 2 – Review completed.

- Cabinet approved a proposal to merge Llandrindod and Builth Wells High Schools, and work is progressing well to establish the new school – Ysgol Calon Cymru – across the two sites in September 2018.

Priority 3 – Review completed.

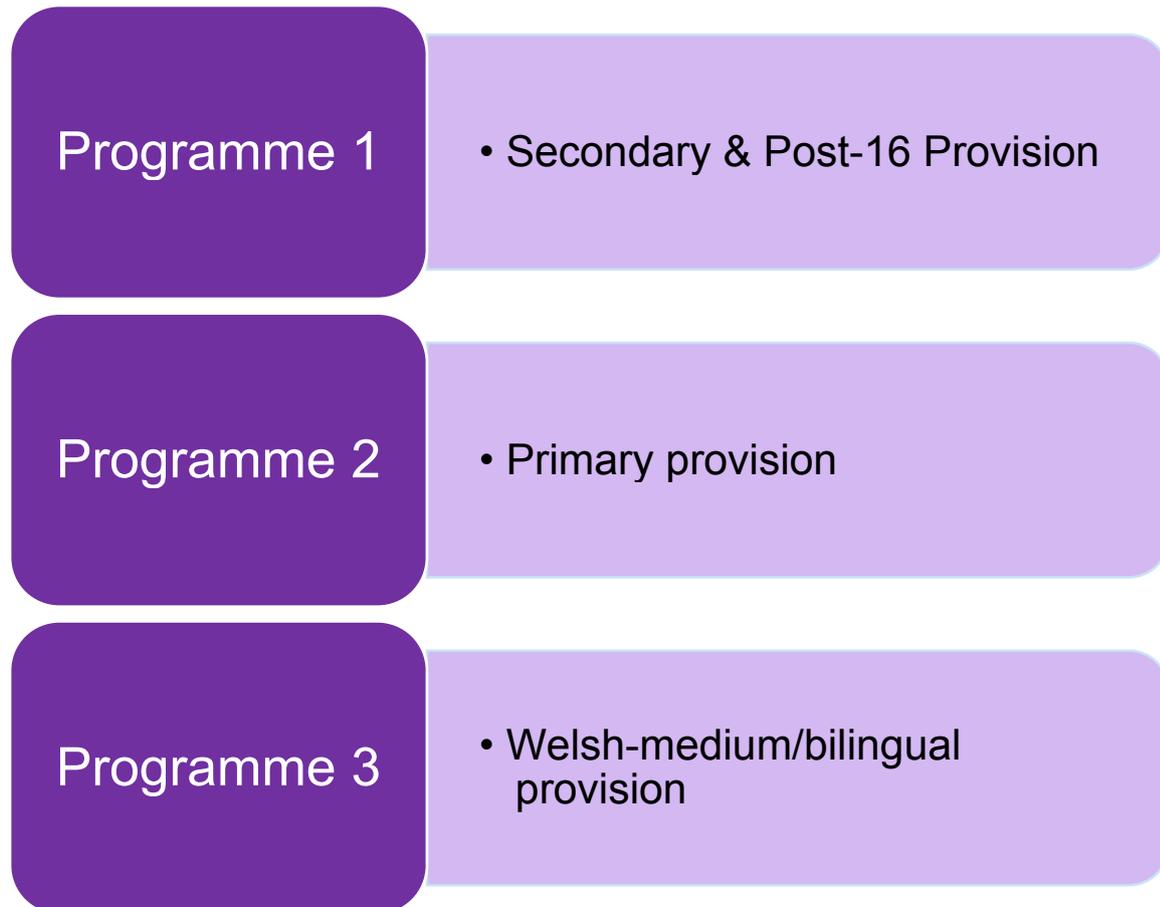
- A review of sixth form provision took place at Ysgol Maesydderwen, with concerns about the low numbers and low staying on rates into sixth form. Cabinet approved the development of a local commissioning model, which has strengthened sixth form provision at the school, broadened the range of subjects which has made it more attractive to pupils, leading to an increased the numbers of pupils.

Priority 4 –This review was carried out in two phases with the first phase of the review completed.

- **Phase 1: Review completed.** As there were a number of dual-stream secondary schools in North Powys, it was agreed that addressing issues related to Welsh-medium provision should be the first stage of this review. Cabinet agreed that it was desirable to establish a bi-lingual category 2A school or schools in North Powys, and this has been subsequently included in the authority's Welsh in Education Strategic Plan 2017 – 2020, with Newtown and/or Welshpool identified as the key strategic location to establish the new provision. However, further assessment of potential sites in both areas has indicated that it is unlikely that a suitable site can be found in Welshpool, therefore Newtown will be the focus of any further option analysis. Funding has been identified and allocated within the authority's 21st C Schools Band B Strategic Outline Programme.
- **Phase 2:** review of secondary education in North Powys – not completed

2. School Organisation Delivery Plan 2018 – 2021

To meet the challenges faced by the education sector in Powys, the following three Programmes of Change will be implemented:



Capital funding from the authority's 21st C Schools Programme, a major capital investment programme which is part funded by the Welsh Government, will be utilised to support the School Organisation Delivery Plan, if required.

During the period of this Delivery Plan, the authority will also complete the projects in Band A of the 21st C Schools Programme, which includes the building of new schools in the Gwernyfed area, Brecon High School, Welshpool, Ysgol Bro Hyddgen and Ysgol Carno, along with the significant remodelling of Gwernyfed High School and Ysgol Glantwymyn. Ysgol Brynllwarch and Ysgol Cedewain will be part of major capital schemes as part of Band B of the 21st C Schools Programme.

The authority will implement a separate ALN Transformation Programme alongside this Delivery Plan.

3. Details of each Programme

**Programme 1:
Secondary &
Post-16
Provision**

- Implement the outcome of phase 1 of the secondary school review - North Powys
- Complete phase 2 of secondary school review - North Powys
- Develop new county-wide sixth form delivery model
- Develop digital learning opportunities and enhance ICT infrastructure

**Programme 2:
Primary
Provision**

- Review primary provision in Newtown and Brecon
- Establish new delivery models of small schools

**Programme 3:
Welsh-medium &
bilingual
provision
(WESP)**

- Develop provision in the following areas:
- Mid Powys
- Ystradgynlais
- Llanidloes
- Gwernyfed
- Newtown (linked to Prog 1)
- Bro Hyddgen (linked to Prog 1)
- Brecon/Crickhowell

4. Action plan

N.B Any reference to ‘implementation period’ in the section below is without prejudice to any decisions taken by Cabinet/Council in relation to legislative requirements related to the reorganisation of schools.

Programme 1 – Secondary & Post-16 Provision

Ref.	Project	Links to priorities within the School Organisation Policy	What will the project deliver?	Start date	Estimated Delivery Date
1.1	Implement the outcome of phase 1 of the secondary school review – North Powys	<i>New Welsh-medium provision to be established</i>	Recommendation on location for new provision and delivery plan	January 2018	December 2018
			Implementation period	January 2019	March 2023
1.2	Complete phase 2 of secondary school review – North Powys	<i>Secondary schools to become ‘all through schools’ or part of multi-sited arrangements</i> <i>Improvements to the Powys schools estate, either as part of the Welsh Government’s 21st Century Schools Programme or as part of the Council’s Asset Management Programme</i>	Recommendations for secondary education in North Powys and implementation plan agreed	April 2018	September 2018
1.3	Develop new county-wide sixth form delivery model	<i>A new model for delivering post-16 provision to be implemented</i>	Recommendations for a new partnership model	In progress	July 2018

			Pilot new partnerships, including digital learning and improvements to the ICT infrastructure	September 2018	September 2019
			Full roll out new partnerships	September 2019	
			Explore feasibility of capital investment for future delivery model	Post-2021	TBA

Programme 2 – Primary Provision

Ref.	Project	Links to priorities within the Schools Organisation Policy	What will the project deliver?	Start date	Estimated Delivery Date
2.1	Review of primary schools Newtown (town)	<p><i>Improvements to the Powys schools estate, either as part of the Welsh Government's 21st Century Schools Programme or as part of the Council's Asset Management Programme</i></p> <p><i>Remove infant / junior split by creating 'all-through' primary schools</i></p>	A recommendation for the future configuration of primary education in Newtown and delivery plan	January 2018	December 2018
			Implementation period	January 2019	September 2023
2.2	Review of primary schools Brecon (town)	<p><i>Improvements to the Powys schools estate, either as part of the Welsh Government's 21st Century Schools Programme or as part of the Council's Asset Management Programme</i></p> <p><i>Remove infant / junior split by creating 'all-through' primary schools</i></p>	A recommendation for the future configuration of primary education in Brecon and delivery plan	January 2020	January 2021
			Implementation period	January 2021	January 2025

2.3	Establish new delivery models of small primary schools	<i>Small primary schools² to be part of formal collaborations / federations / amalgamations</i>	Tba on a case for case basis	tba	tba
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² The Welsh Government defines a 'small school' as a school that contains fewer than 91 registered pupils in the Education (Small Schools) (Wales) Order 2014: <http://www.legislation.gov.uk/wsi/2014/1133/made>

Programme 3 – Welsh-medium / bilingual provision (WESP)

Ref.	Project	Links to priorities within the Schools Organisation Policy	What will the project deliver?	Start date	Estimated Delivery Date
3.1	Mid Powys Primary Review	<i>New Welsh-medium provision to be established</i>	A recommendation for the establishment of a Welsh-medium primary school in the Mid Powys area	In progress	April 2018
			Implementation period	April 2018	September 2020
3.2	Ystradgynlais catchment area Welsh medium review	<i>New Welsh-medium provision to be established</i>	Recommendation on location for new provision and delivery plan	February 2018	July 2018
			Implementation period	September 2018	September 2020
3.3	Llanidloes catchment area Welsh medium review	<i>New Welsh-medium provision to be established</i>	Recommendation on future delivery of Welsh-medium primary provision	September 2019	April 2020
			Implementation period	April 2020	September 2022
3.4	Gwernyfed catchment area Welsh medium review	<i>New Welsh-medium provision to be established</i>	Recommendation on future delivery of Welsh-medium primary provision	January 2020	December 2020
			Implementation period	January 2021	September 2023

3.5	Ysgol Bro Hyddgen, Machynlleth – move along the language continuum	<i>New Welsh-medium provision to be established</i>	Agreed development plan outlining key actions to support the school	April 2018	July 2018
3.6	Brecon/Crickhowell catchment areas Welsh medium review	<i>New Welsh-medium provision to be established</i>	Recommendation on future delivery of Welsh-medium primary provision	January 2021	December 2021
			Implementation period	January 2022	September 2024

5. Risks, constraints and assumptions

Risks

- Officer capacity
- Senior management capacity to support programmes
- Lack of political support
- Resistance to change especially from influential stakeholders
- Resistance to change from communities
- No funding available to deliver the outcomes

Constraints

- Financial resources to sustain programme of work
- Officer capacity at all levels of the organisation to support the programmes
- Statutory process as outlined in School Organisation Code for making changes to school provision
- Planning approval where required

Assumptions

- Budget and resources will be available to deliver the projects
- Other service areas e.g. Communications, IT, Property, HR and Legal will provide support to the programme
- Political approval as required throughout each project