



**Banw Community Primary School
and
Llanerfyl Church in Wales Foundation School**

Updated Impact Assessments

February 2019

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Proposals relating to Banw Community Primary School and Llanerfyl Church in Wales Primary School

1. Introduction

Powys County Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:

- To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to establish a new Welsh-medium Voluntary Aided Church in Wales School
- To establish the new school either
 - a. on the current site of Banw C.P. School **or**
 - b. on the current site of Llanerfyl C. in W. (Foundation) School

In-line with the Council's policy, an Integrated Impact Assessment has been carried out which incorporates the Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management.

In addition, the Welsh Government's School Organisation Code (2013) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

Draft impact assessments were prepared and published with the consultation documentation. These impact assessments have now been updated to reflect issues raised during the consultation period.

2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates 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. Separate impact assessments have been carried out for the two options within the proposal. These assessments are provided on the following pages.

2.1 Option to establish a new school on the current site of Banw C.P. School

Proposal	<p>Option A:</p> <p>To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school on the current site of Banw C.P. School</p>
Outline Summary / Description of Proposal	
<p>The Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> a. on the current site of Banw C.P. School or b. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option A – to establish a new school on the current site of Banw C.P. School.</p>	

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£28,715	£20,511	£None	£49,226

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2a	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	12 th September 2018
3a	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	7 th February 2019

4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

Service Area informed: _____ **Contact Officer liaised with:** _____

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.
Learning and skills We will strengthen learning and skills	This option would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. The Banw building provides access to more facilities than the Llanerfyl building – in particular, there is access to a hall on site. Should this option be implemented, all pupils in the area would be able to access these facilities.	Good		
Residents and Communities We will support our residents and communities	<p>The proposal would mean that there would be no provision in the village of Llanerfyl. However, there is a separate village hall in Llanerfyl, which would continue to be available. The building currently occupied by Llanerfyl C. in W. School is not owned by the Council – should the building no longer be required for the provision of education, the Trust would determine its future use.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would have a negative impact on the community of Llanerfyl through not having a school in the village, and also potentially a negative impact on the village hall through loss of use by the school.</p>	Poor	Priscilla Foster Trust to consider possible future uses of the building.	Poor
Source of Outline Evidence to support judgements				
Initial engagement with parents, consultation report				

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p>A prosperous Wales: 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 would lead to an increase in travel for pupils currently attending Llanerfyl C. in W. School. Whilst the additional distance is minimal, pupils living in Llanerfyl who are currently able to walk / cycle to school would be unable to do so. However, implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A resilient Wales: 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>The proposal would lead to an increase in travel for pupils currently attending Llanerfyl C. in W. School. Whilst the additional distance is minimal, pupils living in Llanerfyl who are currently able to walk / cycle to school would be unable to do so. However, implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	<p>Neutral</p>		<p>Choose an item.</p>

<p>A healthier Wales: 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>There is a hall co-located on the current site of Banw C.P. School. Should this option be implemented, all pupils would be able to access this hall for activities when needed. However, this option would mean that pupils living in Llanerfyl who can currently walk / cycle to school would be unable to do so.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The proposal would enable the community to work together for the benefit of the whole area, although it is recognised that school reorganisation developments can create tensions locally.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area, and that should the Council proceed with implementation of this option, a number of pupils currently attending Llanerfyl C. in W. (Foundation) School were likely to transfer to alternative schools instead of transferring to a new school on the Banw site.</p>	<p>Neutral</p>	<p>Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.</p>	<p>Good</p>

<p>A globally responsible Wales: 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>	n/a	Choose an item.		Choose an item.
<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>				
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p> <p>Feedback received during the consultation period suggested that implementation of this option could have a negative impact on the Welsh language in Llanerfyl, and could result in pupils choosing to transfer to English-medium provision instead of a new Welsh-medium school on the Banw School.</p>	Good		Choose an item.
<p><i>Opportunities to promote the Welsh language</i></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.</p> <p>Feedback received during the consultation period suggested that implementation of this option could have a negative impact on the Welsh language in Llanerfyl.</p>	Good		Choose an item.

<p><i>Welsh Language impact on staff</i></p>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, potentially being part of a larger group of staff could provide improved opportunities for Welsh speaking staff.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	<p>Good</p>	<p>Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.</p>	<p>Choose an item.</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>There is a hall co-located on the current site of Banw C.P. School. Should this option be implemented, all pupils would be able to access this hall for activities when needed. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities. However, there would be no provision in Llanerfyl, therefore pupils who live in Llanerfyl and can currently walk / cycle to school would no longer be able to do so. The additional travel required could also impact on pupils' ability to access after-school activities.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Llanerfyl School. Comments were also received that implementation of this option would have a positive impact on opportunities for pupils to take part in sports activities due to being part of a larger group of pupils.</p>	<p>Neutral</p>		<p>Choose an item.</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>The intention of the proposal is to improve provision for primary school aged pupils in the Banwy Valley.</p>	<p>Good</p>		<p>Choose an item.</p>

Disability	<p>A number of pupils at both current schools receive support for ALN. It is expected that this option would result in provision for ALN pupils which is at least equivalent to the provision available now. It is possible that there would be improved provision for pupils with ALN through the greater ability for staff to develop specialisms across the school.</p> <p>Some feedback was received during the consultation period which expressed concern that this option would have a greater impact on pupils with ALN as there are currently more pupils with ALN attending Llanerfyl School compared with Banw School</p>	Neutral	The aim of the proposal is to improve the educational opportunities for all pupils, including any pupils with ALN. The Council would work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition.	Choose an item.
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	<p>The proposal would provide improved educational opportunities for all pupils, regardless of their race.</p> <p>Some feedback was received during the consultation period which expressed concern that this option would have a greater impact on pupils from ethnic backgrounds other than White British as there are may be some pupils belonging to ethnic groups other than White British attending Llanerfyl School.</p>	Neutral	The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils belonging to ethnic groups other than White British.	Choose an item.

Religion or belief	<p>Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School</p> <p>Feedback was received during the consultation period which outlined concerns that implementation of this option would have a negative impact on links with the Church.</p>	Neutral	Church in Wales ethos to be maintained regardless of site, through support from the Diocese and the Section 50 inspection process.	Choose an item.
Sex	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.
Collaboration: Working with others in a collaborative way to find shared sustainable solutions.	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area, and that should the Council proceed with implementation of this option, a number of pupils currently attending Llanerfyl C. in W. (Foundation) School were likely to transfer to alternative schools instead of transferring to a new school on the Banw site.</p>	Neutral		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them.</i>	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Full consultation has been carried out in accordance with the requirements of the School Organisation Code, and a consultation report has been produced which outlines the findings of this consultation exercise. The consultation report will be taken into consideration by the council's Cabinet when determining how to proceed.</p>	Good		Choose an item.
Prevention: <i>Understanding the root causes of issues to prevent them from occurring.</i>	<p>The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.</p>	Good		Choose an item.
Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i>	N/A	Choose an item.		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Neutral		Choose an item.
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.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools. Some concerns were raised during the consultation period about the safeguarding arrangements linked to implementation of this option, due to the co-location of the Banw building with the Community Hall.	Good	There is a Safeguarding Policy in place, and regular Safeguarding Audits are carried out.	Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at the two schools. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff and governors of the two affected schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Neutral	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating
Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium	Ensure that pupil numbers and impact on the school's finances are closely monitored by both the school and the local authority, and actions are taken to address any related issues. Should the numbers fall to a point where the new school is unsustainable, further consideration will be required about the school's future.	Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	If the new school is unable to recruit a Headteacher, the authority would need to secure an alternative arrangement with another school e.g. shared headship.	Medium
Welsh Government may not provide capital funding for investment in a school of this size	High	If capital funding via the 21 st C Schools Programme is not available for this school, the authority would need to consider alternative sources of funding.	High
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until early November.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	March 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to	September 2019	Shadow governing body established	

take forward the establishment of the new school			
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	Various stages during the process
Council decision required	No	Date required	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
N/A	

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
N/A
Please state when this Impact Assessment will be reviewed.
This impact assessment will be reviewed at each stage of the process.

2.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Proposal	<p>Option B:</p> <p>To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school on the current site of Llanerfyl C. in W. (Foundation) School</p>
Outline Summary / Description of Proposal	
<p>The Council is consulting on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> a. on the current site of Banw C.P. School or b. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option B – to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School.</p>	

1. Profile of savings delivery (if applicable)

2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£ None	£ None	£36,999	£26,427	£None	£63,426

2. Consultation requirements

Consultation Requirement	Consultation deadline	Feedback considered
Public consultation required	Consultation has taken place in accordance with the requirements of the School Organisation Code.	Yes

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

Version	Author	Job Title	Date
1	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	10/07/18
2b	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	12/09/18

3b	Sarah Astley	Schools Transformation and Welsh-medium Education Programme Manager	07/02/19
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4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Including implication for Health & Safety and Corporate Parenting)
PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY

Should a decision be made to proceed with implementation of the proposal as a result of the statutory process, input from other service areas, such as HR, Property, Legal, Communications and Finance would be required. Representatives of these service areas are invited to attend meetings of the School Reorganisation Project Board, therefore are aware of the recommendation, and will receive regular updates as the statutory process moves forward.

Service Area informed:

Contact Officer liaised with:

Mitigation

5. How does your proposal impact on the council's strategic vision?

Council Priority	How does the proposal impact on this priority?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
The Economy We will develop a vibrant economy	N/A	Choose an item.		Choose an item.
Health and Care We will lead the way in effective, integrated rural health and care	N/A	Choose an item.		Choose an item.

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Learning and skills We will strengthen learning and skills	<p>The proposal would result in one larger school in the Banwy Valley to replace the two current small schools, which would ensure more sustainable provision in the valley, and would have a positive impact on the quality of education provided to pupils. However, the Llanerfyl building is smaller than the Banw building and provides access to less facilities. In particular, there is no access to a hall on site, although the school does access the village hall which is located at the end of the lane.</p> <p>Feedback received during the consultation period suggested that there was concern that implementation of this option would have a negative impact on learning and skills for pupils currently attending Banw C.P. School as there are less facilities in the Llanerfyl building, as well as no access to a hall on site.</p>	Neutral	Investment could be provided in order to enhance the learning environment and to enable the school to embrace new technology. Consideration to be given to the level of investment required and how this can be funded.	Good

Council Priority	How does the proposal impact on this priority?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Residents and Communities We will support our residents and communities	<p>The proposal would mean that there would be no provision in the village of Llangadfan. Banw CP School is co-located with a community hall, therefore closure of the school / site could impact on the community hall.</p> <p>Feedback received during the consultation period reflected concerns about the impact of implementation of this option on the community hall in Banw, due to the extensive use that is made of the hall by a range of organisations, and about complexities that would arise should there be no school on the site due to the Community Hall's lease. Concern was also raised that it could be difficult to establish an alternative use for the site, and that it could remain vacant, which would have a negative impact on the area, particularly given the school's prominent location on the main road.</p>	<p>Poor</p>	<p>Consideration to be given to possible future uses of the Banw building, which would safeguard the community hall.</p>	<p>Poor</p>
Source of Outline Evidence to support judgements				
<p>Initial engagement with parents, consultation report</p>				

6. How does your proposal impact on the Welsh Government's well-being goals?

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales: 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 would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However the additional distance would be minimal, and the number of pupils affected would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Some feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Banw School, and that the furthest travel distance for pupils would be greater should this option be implemented.</p>	Neutral		Choose an item.
<p>A resilient Wales: 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>The proposal would lead to a small increase in travel, as pupils currently attending Banw CP School would need to travel to Llanerfyl. However, the additional distance would be minimal, and the number of pupils affected would be relatively small. Implementation of the proposal would lead to a reduction in the number of school buildings.</p> <p>Some feedback received during the consultation period reflected concerns that implementation of this option would result in an increase in travel for pupils currently attending Banw School, and that the furthest travel distance for pupils would be greater should this option be implemented.</p>	Neutral		Choose an item.

<p>A healthier Wales: 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>There is no access to a hall on the Llanerfyl site. Whilst the school does have access to the village hall, which is located approximately a quarter of a mile walk away, the lack of a hall on site could make it more difficult to access the hall for activities when needed. Many Llanerfyl pupils live in the village and currently walk to school. This recommendation would enable them to continue to do so.</p> <p>Feedback received during the consultation period reflected concerns about the impact on the ability of pupils currently attending Banw CP School to take part in physical activity due to the lack of a hall on the Llanerfyl site and due to the fact that there are less facilities on the Llanerfyl site compared with the Banw site.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>The proposal would enable the community to work together for the benefit of the whole area, although it is recognised that school reorganisation developments can create tensions locally.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area.</p>	<p>Neutral</p>	<p>Work closely with the two current schools / communities when establishing the new school to ensure that all are involved, with the aim of bringing the two communities together.</p>	<p>Good</p>
<p>A globally responsible Wales: 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>n/a</p>	<p>Choose an item.</p>		<p>Choose an item.</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>				

<i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.	Good		Choose an item.
<i>Opportunities to promote the Welsh language</i>	Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools.	Good		Choose an item.
<i>Welsh Language impact on staff</i>	<p>Implementation of the proposal would see the establishment of one larger Welsh-medium school to replace two small Welsh-medium schools. There could be a small reduction in overall staff numbers, however being part of a larger group of staff would provide improved opportunities for Welsh speaking staff.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Good	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	<p>There is no hall on the current site, which could impact on opportunities to take part in sport and recreation activities. However, there is access to the village hall, which is located approximately a quarter of a mile away. In addition, there is a yard and a playing field on site which can be used for sport and recreation activities. The recommendation would result in pupils being part of a larger cohort, which could provide opportunities for them to take part in a wider range of activities.</p> <p>Feedback received during the consultation period reflected concerns that implementation of this option would have a negative impact on the ability of pupils currently attending Banw CP School to take part in physical activity due to the lack of a hall on the Llanerfyl site and due to the fact that there are less facilities on the Llanerfyl site compared with the Banw site.</p>	Neutral		Choose an item.
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).				

Age	The proposal will improve provision for primary school aged pupils in the Banwy Valley.	Good		Choose an item.
Disability	<p>A number of pupils at both current schools receive support for ALN. It is expected that this option would result in provision for ALN pupils which is at least equivalent to the provision available now. It is possible that there would be improved provision for pupils with ALN through the greater ability for staff to develop specialisms across the school.</p> <p>Feedback was received during the consultation period which suggested that this option would have less of an impact on pupils with ALN as there are currently more pupils with ALN attending Llanerfyl School compared with Banw School</p>	Good		Choose an item.
Gender reassignment	N/A	Choose an item.		Choose an item.
Marriage or civil partnership	N/A	Choose an item.		Choose an item.
Race	<p>The proposal would provide improved educational opportunities for all pupils, regardless of their race.</p> <p>Some feedback was received during the consultation period which suggested that this option would have less of an impact on pupils from ethnic backgrounds other than White British as there are may be some pupils belonging to ethnic groups other than White British attending Llanerfyl School.</p>	Neutral		Choose an item.

Religion or belief	Establishment of a new Church in Wales primary school would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School.	Neutral		Choose an item.
Sex	The proposal would provide improved educational opportunities for girls and boys	Good		Choose an item.
Sexual Orientation	N/A	Choose an item.		Choose an item.
Pregnancy and Maternity	N/A	Choose an item.		Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

7. How does your proposal impact on the council's other key guiding principles?

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Sustainable Development Principle (5 ways of working)				
Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Pupil numbers in the Banwy Valley area are declining, placing both schools at risk. By establishing one new larger school, the authority hopes to safeguard the provision of high quality Welsh-medium education in the valley.	Good		Choose an item.

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>Discussions with the two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council.</p> <p>The two schools already collaborate to some extent as part of a collaboration of three small schools. Should the proposal be implemented the new school would be expected to continue to collaborate with the third school, and other neighbouring schools.</p> <p>Feedback received during the consultation period reflected concerns that it would be difficult for the two communities to come together due to historical tensions in the local area.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them.</p>	<p>Discussions with two governing bodies have taken place whilst developing the proposals, however ultimately a decision will be made by the Council. Initial engagement with parents also took place when developing the recommendation, this included an informal session in Llanerfyl, and a questionnaire which was circulated to the parents of pupils currently attending the two schools and the local Cylch Meithrin.</p> <p>Full consultation has been carried out in accordance with the requirements of the School Organisation Code, and a consultation report has been produced which outlines the findings of this consultation exercise. The consultation report will be taken into consideration by the council's Cabinet when determining how to proceed.</p>	<p>Good</p>		<p>Choose an item.</p>
<p>Prevention: Understanding the root causes of issues to prevent them from occurring.</p>	<p>The authority has identified that pupil numbers in the Banwy Valley are declining, placing both schools at risk. By establishing one new larger school in the area, the council hopes to safeguard education provision in the valley.</p>	<p>Good</p>		<p>Choose an item.</p>

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Integration: Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	N/A	Choose an item.		Choose an item.
Preventing Poverty: Prevention, including helping people into work and mitigating the impact of poverty.	N/A	Choose an item.		Choose an item.
Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account	Full consultation has been carried out in accordance with the School Organisation Code. All stakeholders had an opportunity to give their views as part of this process, including any unpaid carers in the area.	Neutral		Choose an item.
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.	Full consultation has been carried out in accordance with the requirements of the School Organisation Code. This included a meeting with pupils at the two affected schools.	Good		Choose an item.

Principle	How does the proposal impact on this principle?	IMPACT Please select from drop down box below	What will be done to better contribute to positive or mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
Impact on Powys County Council Workforce	<p>Implementation of the proposal would impact on the current staff at the two schools. Full consultation has been carried out in accordance with the requirements of the School Organisation Code and supported by the relevant LA teams (eg HR). There was an opportunity for staff to submit their views as part of this process, and in addition, a meeting was held with staff and governors of the two affected schools, which provided an opportunity for staff to raise concerns about the impact on them.</p> <p>Should this option be implemented, a management of change process would take place, and there would be an opportunity for staff to apply for positions in the new school.</p> <p>Some concerns were raised during the consultation period about the proposal's impact on staff.</p>	Neutral	Process to be completed as quickly as possible in order to minimise this period of uncertainty for staff.	Choose an item.
Source of Outline Evidence to support judgements				
PLASC, consultation report				

8. Achievability of proposal?

Impact on Service / Council	Risk to delivery of the proposal	Inherent Risk
Low	Medium	Medium
Mitigation		

9. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating	Mitigation	Residual Risk Rating

Based on current pupil projections, there would still be less than 50 pupils in the school in a few years time	Medium	Ensure that pupil numbers and impact on the school's finances are closely monitored by both the school and the local authority, and actions are taken to address any related issues. Should the numbers fall to a point where the new school is unsustainable, further consideration will be required about the school's future.	Medium
Pupils may transfer to other schools instead of the proposed new school, which would impact on pupil numbers	Medium	Move forward with the process as swiftly as possible in order to limit the period of uncertainty for the community. Should the recommendation be implemented, work with the two school communities to shape the new school	Medium
As the new school would be a small Welsh-medium school in a rural area, it may not attract a headteacher	Medium	If the new school is unable to recruit a Headteacher, the authority would need to secure an alternative arrangement with another school e.g. shared headship.	Medium
Welsh Government may not provide capital funding for investment in a school of this size	High	If capital funding via the 21 st C Schools Programme is not available for this school, the authority would need to consider alternative sources of funding.	High
The current configuration of the school at Llanerfyl may cause challenges for the new school in relation to curriculum delivery following the introduction of the new curriculum	Medium	Capital investment in the school	Low
Overall judgement (to be included in project risk register)			
Very High Risk	High Risk	Medium Risk	Low Risk
		X	

10. Indicative timetable for actions to deliver change proposal, if approved

Action	Target Date	Outcome	Decisions made
Statutory consultation in accordance with School Organisation Code	Consultation to commence in September, and to continue until early November.	Consultation report	Whether or not to proceed with the publication of statutory notices
Publication of statutory notices	March 2019	Objection report	Whether to proceed with implementation of the proposal
Establishment of shadow governing body to	September 2019	Shadow governing body established	

take forward the establishment of the new school			
Portfolio Holder decision required	No	Date required	
Cabinet decision required	Yes	Date required	Various stages during the process
Council decision required	No	Date required	Whilst no full council decision is needed, there is a need for a full council discussion on the consultation report before a Cabinet decision is made on how to proceed.

11. Indicative resource requirements (FTE) – link to Resource Delivery Plan

Support Requirements	2018-19				2019-20				2020-21			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
N/A												

12. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
N/A	

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

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

14. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?
N/A
Please state when this Impact Assessment will be reviewed.
This impact assessment will be reviewed at each stage of the process.

3. Equalities Impact Assessment

Powys County Council

Equality Impact Assessment (EqIA)



Separate impact assessments have been carried out for the two options within the proposal. These assessments are provided on the following pages.

3.1 Option to establish a new school on the current site of Banw C.P. School

Proposal	Option A: To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school either on the current site of Banw C.P. School	Lead Person undertaking the assessment	Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Joanna Cassey Dr Alec Clark
Date of Assessment	August 2018 Updated February 2019		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following ‘general duty’:</p> <p>(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.</p> <p><i>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.</i></p> <p>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.</p>			

1. AIM or PURPOSE	
<p>Briefly describe the aim or purpose of the change proposal being assessed.</p>	<p>The Council carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:</p> <ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> c. on the current site of Banw C.P. School or d. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option A – to establish a new school on the current site of Banw C.P. School.</p>
2. OBJECTIVES	
<p>Please state the current business objectives of the change proposal.</p>	<p>The reasons for establishing a new school on the current site of Banw C.P. School are as follows:</p> <ul style="list-style-type: none"> - Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education - Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school - Would provide a more efficient model of delivering primary education in the Dyffryn Banw area - Would minimise surplus places in the Dyffryn Banw area - Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school - The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision - The Banw building is larger, so would provide an opportunity to co-locate pre-school provision on the site - The Banw building has been assessed as being more suitable for curriculum delivery purposes - There is access to a hall on site

3. BENEFITS and OUTCOMES		
i) What are the intended benefits or outcomes from the change proposal?	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> - This is the larger site of the two and could easily accommodate all current pupils in the area - There are more facilities on this site e.g. indoor hall, dining hall, large playground and playing fields, plenty of parking - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council 	
4. CORPORATE RELEVANCE		
How does this change proposal relate to Vision 2025?	<p>Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'. In order to achieve this, 'we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.'</p>	
5. DATA USED		
5.1. What data has been used to conduct this assessment? Tick/shade boxes as appropriate.	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
	Service user satisfaction rates, broken down by the protected characteristics.	
	Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
	Qualitative data gathered from those that are not currently using the service.	
	Complaints monitoring against the protected characteristics	
	Wider research reports and findings.	

	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	<p>Yes <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>N/A</p> <p>How will the gaps be addressed going forward?</p> <p>N/A</p>	No <input type="checkbox"/> ✓
6. DATA ANALYSIS		
<p>6.1 Quantitative</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 across the protected characteristic groups? How will a change affect this?</p>	<p><u>PLASC January 2018</u></p> <p><u>Banw C.P. School</u></p> <p>There are currently 26 pupils at Banw C.P. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 3 pupils are eligible to receive free school meals - SEN: 5 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 0 pupils are on School Action Plus - Disabilities: 5 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of all pupils in the school is White British - Looked after Children: There are no Looked After Children in the school <p><u>Llanerfyl C. in W. (Foundation) School</u></p>	

	<p>There are currently 32 pupils in Llanerfyl C. in W. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: No pupils are eligible to receive free school meals - SEN: 9 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 4 pupils are on School Action Plus - Disabilities: 9 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of 93.8% of pupils in the school is White British. Information has not been obtained for the remaining 6.2% - Looked after Children: There are no Looked After Children in the school <p>This information shows that the proportion of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. However, 5 pupils currently attending Banw C.P. School and 9 pupils currently attending Llanerfyl C. in W. (Foundation) School have additional learning needs. In addition, a small number of pupils currently attending Banw C.P. School are eligible to receive free school meals. Whilst the ethnic group of the vast majority of pupils is White British, information has not been provided for 6.2% of pupils attending Llanerfyl C. in W. (Foundation) School. Information received from a parent suggests that these pupils belong to an ethnic group other than White British.</p> <p>The proposal to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, as they would need to attend a different site. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the Banw Valley area, including any pupils belonging to the protected characteristics group.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns. Include data that relates to existing provision and also data relating to proposal. E.g. protected</p>	<p>Consultation has been carried out on the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which included consultation with the school councils of the affected schools. The following issues were raised regarding the proposal's impact on pupils belonging to the protected characteristic groups:</p>

<p>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><u>Additional Learning Needs</u> – Comments received during the consultation period reflected general concern about the impact of the proposals on pupils with ALN due to the impact of moving to a bigger school / bigger classes. Comments received also reflected concern that this option would have a greater impact on pupils with ALN, as more pupils with ALN currently attend Llanerfyl C. in W. School.</p> <p><u>Ethnic Group</u> – Comments received during the consultation period reflected concern about the impact of this option on pupils belonging to ethnic groups other than White British, and concerns about discrimination of these pupils, and about the safety of these pupils, should the Council proceed with establishing a new school on the current site of Banw School.</p> <p><u>Religion</u> – Comments received during the consultation period raised concern that a new Church in Wales school established on the current site of Banw School would not have the same ethos as the current Church in Wales school on the Llanerfyl site. Also, whilst some comments were received which supported the potential establishment of a new Church in Wales School to serve the whole area, some comments were also received which raised concerns about this.</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) The proposal will impact on a small number of pupils with additional learning needs, and a small number of pupils belonging to an ethnic group other than White British.</p> <p>ii) A small number of pupils currently attending Banw C.P. School are eligible for Free School Meals.</p> <p>iii) As the proposals relate to the closure of two small Welsh-medium schools in order to establish one new Welsh-medium school, the proposal will affect Welsh speakers. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</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>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>Should the proposal be implemented, a new Welsh-medium VA Church in Wales school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.</p> <p>The option to locate a new school on the current site of Banw C.P. School would have a greater impact on pupils currently attending Llanerfyl C. in W. School, however it is acknowledged that there would also be an impact on pupils currently attending Banw C.P. School.</p> <p>Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Banw C.P. School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.</p>

	<p>Ethnic Group – The proposal to locate a new school on the current site of Banw C.P. School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, the aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group, therefore whilst there may be an impact on these pupils in the short term as they would need to attend school at a different location, the authority’s view is that the proposal would not have a negative impact on them in the longer term.</p> <p>Free School Meals – a small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Banw C.P. School would have some impact on these pupils, it is unlikely that this impact would be negative. Pupils would continue to access the same school site, therefore there would be no additional travel implication for the pupils or their parents.</p> <p>Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School</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: Need was not identified at time of writing Service Strategy</p>

3.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Proposal	Option B: To close Banw C.P. School and Llanerfyl C. in W. (Foundation) School and to open a new school either on the current site of Llanerfyl C. in W. (Foundation) School	Lead Person undertaking the assessment	Sarah Astley
Service Area	Schools Service	Relevant Head of Service who has agreed this assessment	Joanna Cassey Dr Alec Clark
Date of Assessment	August 2018 Updated February 2019		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following ‘general duty’:</p> <p>(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.</p> <p><i>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.</i></p> <p>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.</p>			
1. AIM or PURPOSE			
Briefly describe the aim or purpose of the change	The Council has carried out consultation on the following proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School:		

<p>proposal being assessed.</p>	<ul style="list-style-type: none"> - To close Banw C.P. School and Llanerfyl C. in W. Foundation School and to establish a new Welsh-medium Voluntary Aided Church in Wales School - To establish the new school either <ul style="list-style-type: none"> e. on the current site of Banw C.P. School or f. on the current site of Llanerfyl C. in W. Foundation School <p>This assessment considers the impact of Option B – to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School.</p>
<p>2. OBJECTIVES</p>	
<p>Please state the current business objectives of the change proposal.</p>	<p>The reasons for establishing a new school on the current site of Llanerfyl C. in W. (Foundation) School are as follows:</p> <ul style="list-style-type: none"> - Would provide one larger school in the Dyffryn Banw area which would continue to provide access to Welsh-medium education - Would provide improved opportunities for pupils in the Dyffryn Banw area by being part of a larger school - Would provide a more efficient model of delivering primary education in the Dyffryn Banw area - Would minimise surplus places in the Dyffryn Banw area - Closing the two schools and establishing one new school would ensure that all staff currently employed at the two schools would have an equal opportunity to secure a position in the new school - The proposal to establish a new Church in Wales school would ensure continued access to Welsh-medium Church in Wales provision - Pupils numbers are slightly higher in Llanerfyl C. in W. (Foundation) School than in Banw C.P. School and are projected to remain higher - The building currently occupied by Llanerfyl C. in W. (Foundation) School has been assessed to be in a better condition than the building currently occupied by Banw C.P. School - Potential capital receipt to the authority from sale of the Banw C.P. School building
<p>3. BENEFITS and OUTCOMES</p>	

<p>i) What are the intended benefits or outcomes from the change proposal?</p>	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> - Current numbers at Llanerfyl are slightly higher than Banw, therefore this would be a more convenient location for the majority - Current pupil projections at Llanerfyl are higher than Dyffryn Banw - Building is currently in a better condition than Banw - All pupils would be together in the same place which would have a positive impact on the opportunities which could be offered to them - Would reduce surplus places in the area - Would lead to a financial saving to the council
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4. CORPORATE RELEVANCE

<p>How does this change proposal relate to Vision 2025?</p>	<p>Learning and Skills is one of the four priorities outlined in Vision 2025: Our Corporate Improvement Plan 2018-23. Within this priority, the Plan includes a commitment to ‘Improve our schools infrastructure’. In order to achieve this, ‘we will implement out new School Organisation Policy and Delivery Plan to develop a more efficient schools network, with a greater focus on working in partnership with schools and the communities they serve.’</p>
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5. DATA USED

<p>5.1. What data has been used to conduct this assessment?</p> <p>Tick/shade boxes as appropriate.</p>	<p>Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.</p>	<p>✓</p>
	<p>Service user satisfaction rates, broken down by the protected characteristics.</p>	
	<p>Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.</p>	
	<p>Qualitative data gathered from those that are not currently using the service.</p>	
	<p>Complaints monitoring against the protected characteristics</p>	
	<p>Wider research reports and findings.</p>	

	Relevant service based Equality Impact Assessment	
5.2. Are there any gaps in the data?	<p>Yes <input type="checkbox"/></p> <p>Please state the gaps:</p> <p>N/A</p> <p>How will the gaps be addressed going forward?</p> <p>N/A</p>	No <input type="checkbox"/> ✓
6. DATA ANALYSIS		
<p>6.1 Quantitative</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>iii) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>iv) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p><u>PLASC January 2018</u></p> <p><u>Banw C.P. School</u></p> <p>There are currently 26 pupils at Banw C.P. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: 3 pupils are eligible to receive free school meals - SEN: 5 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 0 pupils are on School Action Plus - Disabilities: 5 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of all pupils in the school is White British - Looked after Children: There are no Looked After Children in the school <p><u>Llanerfyl C. in W. (Foundation) School</u></p>	

	<p>There are currently 32 pupils in Llanerfyl C. in W. School. The following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none"> - Free school meals: No pupils are eligible to receive free school meals - SEN: 9 pupils have special educational needs. Of these, 0 pupils have statements, 5 pupils are on School Action and 4 pupils are on School Action Plus - Disabilities: 9 pupils have additional learning needs. No other pupils have any disabilities - English as an Additional Language – Welsh or English is the first language of all pupils in the school - Ethnicity: The ethnic group of 93.8% of pupils in the school is White British. Information has not been obtained for the remaining 6.2% - Looked after Children: There are no Looked After Children in the school <p>This information shows that the proportion of pupils that will be affected by this proposal that belong to the protected characteristic groups is small. However, 5 pupils currently attending Banw C.P. School and 9 pupils currently attending Llanerfyl C. in W. (Foundation) School have additional learning needs. In addition, a small number of pupils currently attending Banw C.P. School are eligible to receive free school meals. Whilst the ethnic group of the vast majority of pupils is White British, information has not been provided for 6.2% of pupils attending Llanerfyl C. in W. (Foundation) School. Information received from a parent suggests that these pupils belong to an ethnic group other than White British.</p> <p>The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, as they would need to attend a different site. However, the aim of the proposal is to improve the educational opportunities available for all pupils in the Banw Valley area, including any pupils belonging to the protected characteristics group.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns.</p>	<p>Consultation has been carried out on the proposals relating to Banw C.P. School and Llanerfyl C. in W. (Foundation) School, which included consultation with the school councils of the affected schools. The following issues were raised regarding the proposal’s impact on pupils belonging to the protected</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>v) Do certain groups have a different service user experience? How will a change affect this?</p> <p>vi) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>vii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>viii) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>characteristic groups:</p> <p><u>Additional Learning Needs</u> – Comments received during the consultation period reflected general concern about the impact of the proposals on pupils with ALN due to the impact of moving to a bigger school / bigger classes.</p> <p><u>Ethnic Group</u> – Comments received during the consultation period referred to the fact that pupils from ethnic groups other than White British attend Llanerfyl School.</p> <p><u>Religion</u> – Some comments received during the consultation period referred to positive aspects related to the current Church in Wales status of Llanerfyl School. However, whilst some comments were received which supported the potential establishment of a new Church in Wales School to serve the whole area, some comments were also received which raised concerns about this.</p>
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7. EqIA RESULT

<p>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</p>	<p>The proposal does not present any adverse impact on equality. [Proceed to question 10]</p>	
	<p>The proposal presents some adverse impact on equality. [Proceed to question 8]</p>	✓
	<p>The proposal presents significant impact on equality [Proceed to question 8]</p>	

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>iv) Which protected characteristic groups are particularly affected?</p> <p>v) Will people on low incomes be affected?</p> <p>vi) Will Welsh speakers be affected?</p>	<p>i) The proposal will impact on a small number of pupils with additional learning needs, and a small number of pupils belonging to an ethnic group other than White British.</p> <p>ii) A small number of pupils currently attending Banw C.P. School are eligible for Free School Meals.</p> <p>iii) As the proposals relate to the closure of two small Welsh-medium schools in order to establish one new Welsh-medium school, the proposal will affect Welsh speakers. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</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>iv) Can the impact be mitigated, and how will this be done?</p> <p>v) Does the proposal require modification to reduce or remove this impact?</p> <p>vi) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Should the proposal be implemented, a new Welsh-medium school would be established, and all pupils currently attending the two schools would be able to attend the new school. The aim of the proposal is to improve the educational opportunities available to pupils in the Banw Valley area, including any pupils belonging to the protected characteristic groups.</p> <p>The option to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would have a greater impact on pupils currently attending Banw C.P. School, however it is acknowledged that they would also be an impact on pupils currently attending Llanerfyl C. in W. (Foundation) School.</p> <p>Additional Learning Needs – A total of 14 pupils with additional learning needs currently attend the two schools. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to</p>

meet the needs of these pupils. The aim of the proposal is to improve the educational opportunities available to all pupils, including any pupils with additional learning needs.

Ethnic Group – The proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on pupils currently attending Llanerfyl C. in W. (Foundation) School that belong to an ethnic group other than White British. However, these pupils would continue to attend the same school site, therefore the impact on them would be minimal. The aim of the proposal is to improve the educational opportunities available to all pupils, regardless of their ethnic group.

Free School Meals – A small number of pupils that currently attend Banw C.P. School are eligible for Free School Meals. Whilst the proposal to locate a new school on the current site of Llanerfyl C. in W. (Foundation) School would impact on these pupils, there is no reason to believe that the newly established school would be unable to meet their needs. However there would be an additional travel implication. Whilst free home to school transport would be provided for the pupils to enable them to access the new school, there would be an additional travel implication for their parents to access any activities at the school.

Religion – the proposal is to establish a new Church in Wales primary school. This would continue to provide access to Welsh-medium Church in Wales provision in the Banwy Valley. Should any parents not wish their children to attend Church in Wales provision, Welsh-medium Community Primary provision is available nearby at Ysgol Pontrobert and Llanfair Caereinion C.P. School

<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 type="checkbox"/> ✓</p> <p>If no, please explain why not: Need was not identified at time of writing Service Strategy</p>
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4. Community Impact Assessment

4.1 Banw C.P. School

i) Proportion of pupils from within / outside the catchment area that attend the school

The closest Welsh-medium provider for the pupils that were attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School during the 2017-18 academic year was as follows:

Closest Welsh-medium school	Pupils attending Banw C.P. School	Pupils attending Llanerfyl C. in W. (Foundation) School	Total
Banw CP School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

This suggests that 25 out of the 26 pupils for whom Banw C.P. School is the closest Welsh-medium school attend this school, whilst one pupil attends Llanerfyl C. in W. (Foundation) School. In addition, one pupil that lives closer to another Welsh-medium school attends the school.

ii) Other facilities or services provided by the school

The school provides a range of after school clubs for all school pupils on Wednesday afternoons from 3.30pm – 4.30pm. Almost all pupils attend the clubs, and an attendance register is kept weekly. All after school clubs are held through the medium of Welsh, and develop skills learnt in the classroom. Members of the Governing Body and Friends of the School that have a DBS help with running these clubs, and past pupils also volunteer to help.

The following clubs were provided by members of the school's teaching staff, assisted by support staff and members of the Governing Body and Friends of the School:

- Cookery Club
- Coding Club
- Sports Club
- Gardening / Eco Club
- Urdd Club

A range of other extra-curricular activities are provided. These include the following:

- Rich tasks – at least one rich task is organised every term which promotes the Welsh language and provides an opportunity to invite the public and parents to be part of the work e.g. Afternoon Tea
- Brass and woodwind lessons
- Mile a day
- Eisteddfod y Foel, Urdd Eisteddfod, Powys Eisteddfod
- Cycling lessons
- 'Cwis Llyfrau' ('Books Quiz')
- Literary competitions such as Barddas (2018), Ymryson y Beirdd Bach in the Powys Eisteddfod
- Improving language skills – Llangrannog Urdd Camp (annually) and the Cardiff Urdd Camp (2018 and every other year)
- A variety of sports practices and competitions including cross country running, tag rugby, swimming, athletics, football and much more, including Urdd Sports and Dragon Sports
- The area's mobile library
- Visits by the IMPACT schools team to promote Christian values (optional)
- Cinema nights in school

iii) Other services accommodated by the school

A number of other activities take place in the school. These include the following:

- Cwmni Theatr Ieuencid Maldwyn rehearse in the Hall and in the school every Thursday evening during the Autumn and Spring terms. Auditions are also held here during the Summer term.
- Merched y Wawr meetings – the school is used for regional meetings
- Governing Body meetings

- Dyffryn Banw Football Club use the school at weekends (facilities including showers which lead to changing areas within the school)
- The Local Authority hold meetings in the school e.g. regional meetings (Headteachers), governor training
- Harp workshops

iv) Other use by the community of the school building

The school is co-located with a community hall, which is used for a wide range of activities. These include the following:

- Funeral teas
- Performances by companies such as Theatr Arad Goch, Bara Caws, Opera Cymru
- Eisteddfod y Foel
- Dyffryn Banw YFC meet in the hall/school weekly
- Powys Eisteddfod will be held in the hall in 2019. Almost all sub-committee meetings are held in the hall
- The local Urdd Eisteddfod was held in the school in 2018 – no other school in the Caereinion cluster would have been able to accommodate this – large car park, two canteens, a stage, a hall, separate toilets for girls/boys/adults, a number of classrooms to hold prelims
- Pupils have arranged Welsh lessons and workshops by well known local people for parents and members of the public, starting in September 2018
- Entertainment evenings (e.g. Wedding Party to raise money for Cylch Meithrin Dyffryn Banw)
- Weddings / birthday parties

v) Other links between the school and the community

- As above. The community hall which is co-located with the school is used by a number of community organisations in the Dyffryn Banw area, and ensures strong links between the school and the Dyffryn Banw community.

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

- Banw C.P. School is co-located with Banw Community Hall. Whilst the current proposals relating to Banw C.P. School is not proposing any changes to the Community Hall, it is likely that there would be an impact on the Community Hall should there be no school provision on the site.

- There is no other facility in the Llangadfan / Foel area where the services currently provided by / accommodated in the school and community hall could be provided.
- However, there is a Village Hall in the neighbouring village of Llanerfyl. It is possible that some of the services / activities provided could be accommodated here.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should there be no school in Banw, additional travel would be required for pupils currently attending Banw C.P. School. Should a new school be located on the current site of Llanerfyl C. in W. (Foundation) School, additional travel would be required to access this site. However, a number of pupils that currently attend Banw C.P. School already access home to school transport, therefore the additional distance to the alternative location is likely to have a minimal impact.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with any proposal relating to primary provision in the Banw Valley, every effort would be made to fully engage parents and pupils in the process of establishing the new school. By proposing to close the two schools and establish one new school, both current schools would have an equal opportunity to be involved in the new school, e.g. through membership of the shadow governing body, and all pupils currently attending the two schools would have an equal opportunity to participate in activities provided at the new school.

However, it is acknowledged that should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be additional travel distance for pupils / parents living closer to Banw C.P. School, which could impact their ability to access after school activities and other activities arranged by the school.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

N/A

4.2 Llanerfyl C. in W. (Foundation) School

i) Proportion of pupils from within / outside the catchment area that attend the school

The closest Welsh-medium provider for the pupils that were attending Banw C.P. School and Llanerfyl C. in W. (Foundation) School during the 2017-18 academic year was as follows:

Closest Welsh-medium school	Pupils attending Banw C.P. School	Pupils attending Llanerfyl C. in W. (Foundation) School	Total
Banw CP School	25	1	26
Llanerfyl C. in W. (Foundation) School	0	29	29
Ysgol Llanbrynmair	0	2	2
Ysgol Gymraeg Y Trallwng	1	0	1

This suggests that all 29 pupils for whom Llanerfyl C. in W. (Foundation) School is the closest Welsh-medium school attend this school. In addition, 3 pupils who live closer to other Welsh-medium schools attend this school.

ii) Other facilities or services provided by the school

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

- Sports Clubs
- Gardening Club
- Cookery Club
- ICT Club
- Coding Club
- Urdd Club
- Art Club

A range of other extra-curricular activities are provided. These include the following:

- Instrumental lessons – brass and harp
- Fund raising for charity e.g. Macmillan coffee morning, Children in Need

- Harvest service in the Church, Christmas service in the Chapel
- Christmas party in the village hall
- Competing in the sports competitions – arranged by the local authority, the Urdd, and other local competitions
- Competing in local Eisteddfodau – Foel and the Urdd
- Taking part in ‘Plygain yr ifanc’
- Joint working with Cylch Meithrin held in Llanerfyl Village Hall
- Visits e.g. to Caereinion High School to see Candelas, Mudiad Meithrin Tour in Welshpool, shows in Theatr Hafren

iii) Other services accommodated by the school

- Opportunity for high school aged pupils to help with or lead clubs for their Baccalaureate, work experience
- A member of staff that has additional needs regularly comes to school to help in the kitchen
- A member of staff from the Cylch Meithrin helps in the school, which helps with transition between the Cylch and the school.

iv) Other use by the community of the school building

- Local children and young people use the schools external facilities regularly e.g. playing field, yard and park to socialise, play football and other sports
- The Cylch Meithrin held their Afternoon Tea on the school site, using the kitchen and playing field
- The school’s Easter Bingo is held in the building and is attended by members of the community
- The end of term BBQ arranged by the Friends of the School is held on the school field and is a community event.

v) Other links between the school and the community

- The school uses facilities in the village, including the Church, the Chapel and the Hall
- Pupils attend clubs e.g. Dyffryn Banw football club, Llanfair Caereinion hockey club, Dance club, Gymnastics club
- The school provides integration between members of the community which is important as there is no shop, pub or café in the community.
- Friends of the school activities, coffee mornings held in the Village Hall and religious services held by the school in the Church and the Chapel
- The school / pupils support the Llanerfyl Fair every year
- The children receive easter eggs from the community every Easter

- Members of the community bring produce from their gardens to promote the children's education
- Representatives from the church come to the school to speak with the children and to take religious services. Visits from Impact bus
- Money is received annually from the Priscilla Foster Trust which was established to provide education to the children of Llanerfyl
- Links with the Cylch Meithrin which takes places in Lanerfyl – opportunity for Cylch Meithrin children to attend activities such as the Harvest Service, Sports day, Christmas party
- Members of the community come to school to prepare the children to compete at local eisteddfodau
- Over the last year, many members of the community have come to the school to inspire the children e.g. marathon runner Andrew Davies, John and Tom Ellis, craftsman Carwyn Owen, Sian James, Ben Dant, Mari Lovgreen
- Activities arranged by the school bring the community together e.g. Barbecue, Santes Dwynwen Dance, Bingo, Beetle Drive, Halloween Disco

vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?

- The building occupied by Llanerfyl C. in W. (Foundation) School is not owned by the Council – it is owned by the Priscilla Foster Trust. Should there be no school in Llanerfyl, the Trust would need to determine the building's future use.
- There is a Village Hall in Llanerfyl which is located on a separate site to the school. Should there be no school in Llanerfyl, it is unlikely that this would impact on the Village Hall, therefore the Hall would continue to be available to community activities.
- In addition, should a new school be established on the site currently occupied by Banw C.P. School, school provision for pupils living in Llanerfyl would be provided at this location, and this facility and the co-located community hall would continue to provide activities for the whole Dyffryn Banw area.

vii) Distance and travelling time involved in attending an alternative school of the same language category

Should there be no school in Llanerfyl, additional travel would be required for pupils currently attending Llanerfyl C. in W. (Foundation) School. Should a new school be located on the current site of Banw C.P. School, additional travel would be required to access this site.

Whilst the distance between Llanerfyl C. in W. (Foundation) School and Banw C.P. School, and therefore the travel time between the two sites, is considered to be acceptable, many of the pupils that currently attend Llanerfyl C. in W. (Foundation) School live within the village of Llanerfyl, and therefore are able to walk or cycle to school. Should any new school be located on the site currently occupied by Banw C.P. School, these pupils would be unable to walk to school.

viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported

Should the Council proceed with any proposal relating to primary provision in the Banw Valley, every effort would be made to fully engage parents and pupils in the process of establishing the new school. By proposing to close the two schools and establish one new school, both current schools would have an equal opportunity to be involved in the new school, e.g. through membership of the shadow governing body, and all pupils currently attending the two schools would have an equal opportunity to participate in activities provided at the new school.

However, it is acknowledged that should a new school be established on the current site of Banw C.P. School, there would be additional travel for pupils / parents living closer to Llanerfyl C. in W. (Foundation) School, which could impact their ability to access after school activities and other activities arranged by the school.

ix) Any wider implications e.g. impact on public transport provision, wider community safety issues

N/A

4.3 Issues raised during the consultation period

Comments received during the consultation period expressed concern about the impact of the proposals on both communities involved. These concerns are listed in full in the consultation report published in respect of these proposals, however a summary of the impact on each community is provided below.

4.3.1 Option to establish a new school on the site currently occupied by Banw C.P. School

i) Impact on pupil travel

- Pupils who currently walk / cycle to Llanerfyl School would be unable to do so

- Increase in travel for pupils currently attending Llanerfyl School
- ii) Impact on parents
- Establishing a new school on the Banw site would be inconvenient for parents as work commitments and other after school activities tend to be in the direction of Llanfair Caereinion, Welshpool, Newtown
 - Having to take / collect children from school activities would be inconvenient for parents of pupils currently attending Llanerfyl School.
- iii) General impact on the village of Llanerfyl
- Losing the school from Llanerfyl would have a negative impact on social activity in Llanerfyl
 - Llanerfyl school brings the community together as there is no shop, café or pub in the village
 - Activities arranged to support the school take place during the year, and are an opportunity for the community to come together
 - The school has strong links to the Church, Cylch Meithrin and the wider community
- iv) Impact on Llanerfyl Village Hall
- Concern about financial impact on the village hall following a reduction in use of the Hall
 - Llanerfyl School makes regular use of the Village Hall for concerts, coffee mornings and other activities such as discos and beetle drives
 - Comments were also received which suggested that closure of Llanerfyl School would not directly affect the Village Hall as the hall is not directly attached to the school.

4.3.2 Option to establish a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School

- i) Impact on pupil travel
- Pupils living in Llanerfyl would be able to continue to walk / cycle to school
 - Increase in travel for pupils currently attending Banw School
- ii) Reference to use by community organisations of the building in which Banw School is located

- The building / adjoining hall are used by a number of community organisations:
 - Dyffryn Banw Football Club
 - Ysgol Theatr Maldwyn
 - Powys Eisteddfod
 - Merched y Wawr regional committee
 - Urdd
 - YFC
 - Governor training / INSET training
 - Theatre performances
 - Sports clubs
 - Concern about where these activities would take place should there be no school on the site and should this result in an impact on the community hall
- iii) Concern about impact on the Community Centre
- Concern about implications for the Community Centre should there be no school on site
 - Reference to complexities that would arise should there be no school on site due to the Community Centre's lease
 - Concern about financial impact on the community centre should the school close
- iv) General impact on the community
- Possible that closure of Banw School would not have such a big impact on the community as there are other facilities in Langadfan, e.g. a café, shop and pub
 - Concern about impact on the area should the school close and the Council be unable to identify an alternative use / sell the site due to its prominent location on the main road.

4.4 Conclusion

4.4.1 Option to establish a new school on the current site of Banw C.P. School

Should a new school be established on the current site of Banw C.P. School, there would be no primary provision in the village of Llanerfyl. This could impact on the community of Llanerfyl through the school's involvement in activities in the village and links with the Llanerfyl community, and comments were raised during the consultation period which referred to the importance of Llanerfyl School within the community, particularly as there is no shop, café or

pub in the village, and that activities arranged by the school are an opportunity for the community to come together. However, should the Council proceed with this option, the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in Llanerfyl, the building currently occupied by the school would be returned to the Priscilla Foster Trust, who would determine its future use.

There is a Village Hall in Llanerfyl, which is located on a separate site to the school. Should there be no primary provision in the building occupied by Llanerfyl C. in W. (Foundation) School, it is unlikely that this would impact on the Village Hall, therefore this would continue to be available for community activities. However, concerns were raised during the consultation period about the impact on the village hall due to loss of income from the school.

There would be an additional travel requirement for pupils currently attending Llanerfyl C. in W. (Foundation) School and other stakeholders to access a new school on the current site of Banw C.P. School. Whilst the additional distance is minimal, it is acknowledged that this would mean that pupils living in the village of Llanerfyl would no longer be able to walk / cycle to school. In addition, there would be an impact on parents, as the school would be located further away from them. For some parents, the Banw site could be less convenient, particularly if they work or need to transport pupils to activities in the alternative direction (Llanfair Caereinion, Welshpool, Newtown).

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

4.4.2 Option to establish a new school on the current site of Llanerfyl C. in W. (Foundation) School

Should a new school be established on the current site of Llanerfyl C. in W. (Foundation) School, there would be no primary provision in the building currently occupied by Banw C.P. School. This could impact on the area of the Banw Valley currently served by this school, through involvement in school activities and links with the community, however the new school would be expected to serve the whole Banw Valley area and to maintain community links across the area.

Should there be no primary provision in the current Banw C.P. School building, the Council would need to determine how to use the building in the future. The Banw Community Hall is co-located with the school, therefore whilst the current proposal is not proposing any changes to the community

hall, it is possible that removal of primary provision from the Banw site could impact on the community hall in the future. In particular, concerns were raised regarding the Community Centre's lease, and comments were received which reflected complexities which would arise should the Council proceed with this option, due to the Community Centre's lease, and concern was raised about the financial impact on the Community Centre should there be no school on site.

Ultimately, closure of the school at Banw could mean that the adjoining community centre would no longer be available for the community. Whilst it is acknowledged that a village hall would remain in the village of Llanerfyl, reference was made in the consultation responses to the wide range of community organisations which use the Community Hall at Banw, and concerns were raised about where raised about where these activities could take place should the Community Hall no longer be available.

Should a new school be located on the current Llanerfyl site, there would be an additional travel requirement for pupils currently attending Banw C.P. School and other stakeholders to access a new school on the current site of Llanerfyl C. in W. School. However, this additional travel would be minimal.

A wide range of extra-curricular activities are currently offered by both Banw C.P. School and Llanerfyl C. in W. (Foundation) School. Any new school established on either site would be encouraged to offer a similar range of activities for pupils.

5. Welsh Language Impact Assessment

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 Banw C.P. School

i) Standards in the Welsh language

The following tables provide information about standards in Welsh at Banw C.P. School. Whilst this is useful as background information, the small number of pupils in each year group mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the school.

Foundation Phase

	Number of Year 2 pupils	No. 5+	% 5+	No. 6+	% 6+
2014	7	6	85.7%	2	28.6%
2015	4	4	100%	1	25%
2016	4	4	100%	2	50%
2017	7	7	100%	0	0%
2018	1	1	100%	1	100%

Key Stage 2

	Number of Year 6 pupils	No. 4+	% 4+	No. 5+	% 5+
2014	7	7	100%	4	57.1%
2015	2	2	100%	2	100%
2016	8	7	87.5%	4	50%
2017	3	3	100%	1	33.33%
2018	6	6	100%	3	50%

Welsh Language Charter

The school achieved the bronze award for the Welsh language Charter at the end of the summer term 2018, and are currently working on their silver scheme.

ii) After school / extra-curricular activities which provide additional opportunities to use Welsh

The school provides a range of after school clubs for all school pupils on Wednesday afternoons from 3.30pm – 4.30pm. Almost all pupils attend the clubs, and an attendance register is kept weekly. All after school clubs are held through the medium of Welsh, and develop skills learnt in the classroom. Members of the Governing Body and Friends of the School that have a DBS help with running these clubs, and past pupils also volunteer to help.

The following clubs were provided by members of the school's teaching staff, assisted by support staff and members of the Governing Body and Friends of the School:

- Cookery Club
- Coding Club
- Sports Club
- Gardening / Eco Club
- Urdd Club

A range of other extra-curricular activities are provided. These include the following:

- Rich tasks – at least one rich task is organised every term which promotes the Welsh language and provides an opportunity to invite the public and parents to be part of the work e.g. Afternoon Tea
- Brass and woodwind lessons
- Mile a day
- Eisteddfod y Foel, Urdd Eisteddfod, Powys Eisteddfod
- Cycling lessons
- 'Cwis Llyfrau' ('Books Quiz')
- Literary competitions such as Barddas (2018), Ymryson y Beirdd Bach in the Powys Eisteddfod
- Improving language skills – Llangrannog Urdd Camp (annually) and the Cardiff Urdd Camp (2018 and every other year)
- A variety of sports practices and competitions including cross country running, tag rugby, swimming, athletics, football and much more, including Urdd Sports and Dragon Sports
- The area's mobile library
- Visits by the IMPACT schools team to promote Christian values (optional)
- Cinema nights in school

iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh

A number of other Welsh language activities take place in the school. These include the following:

- Cwmni Theatr Ieuencid Maldwyn rehearse in the Hall and in the school every Thursday evening during the Autumn and Spring terms. Auditions are also held here during the Summer term.
- Merched y Wawr meetings – the school is used for regional meetings
- Governing Body meetings
- Dyffryn Banw Football Club use the school at weekends (facilities including showers which lead to changing areas within the school)
- The Local Authority hold meetings in the school e.g. regional meetings (Headteachers), governor training
- Harp workshops

The school is co-located with a community hall, which is used for a wide range of activities, many of which are held through the medium of Welsh. These include the following:

- Funeral teas
- Performances by companies such as Theatr Arad Goch, Bara Caws, Opra Cymru
- Eisteddfod y Foel
- Dyffryn Banw YFC meet in the hall/school weekly
- Powys Eisteddfod will be held in the hall in 2019. Almost all sub-committee meetings are held in the hall
- The local Urdd Eisteddfod was held in the school in 2018 – no other school in the Caereinion cluster would have been able to accommodate this – large car park, two canteens, a stage, a hall, separate toilets for girls/boys/adults, a number of classrooms to hold prelims
- Pupils have arranged Welsh lessons and workshops by well known local people for parents and members of the public, starting in September 2018
- Entertainment evenings (e.g. Wedding Party to raise money for Cylch Meithrin Dyffryn Banw)
- Weddings / birthday parties

iv) Other links between the school and the Welsh language community

As above. The community hall which is co-located with the school is used by a number of community organisations in the Dyffryn Banw area, and for a range of Welsh language activities serving the Dyffryn

Banw area and beyond, and ensures strong links between the school and the Welsh language community in Dyffryn Banw and beyond.

5.2 Llanerfyl C. in W. (Foundation) School

i) Standards in the Welsh language

The following tables provide information about standards in Welsh at Llanerfyl C. in W. (Foundation) School. Whilst this is useful as background information, the small number of pupils in each year group mean that it is difficult to draw any firm conclusions from this information with regard to standards in Welsh at the school.

Foundation Phase

	Number of Year 2 pupils	No. 5+	% 5+	No. 6+	% 6+
2014	6	6	100%	3	50%
2015	4	4	100%	2	50%
2016	4	4	100%	1	25%
2017	1	1	100%	0	0%
2018	7	6	85.7%	1	14.3%

Key Stage 2

	Number of Year 6 pupils	No. 4+	% 4+	No. 5+	% 5+
2014	7	7	100%	3	42.9%
2015	5	5	100%	0	0%
2016	8	8	100%	5	62.5%
2017	8	8	100%	2	25%
2018	5	5	100%	2	40%

Welsh Language Charter

The school achieved the bronze award for the Welsh language Charter at the end of the summer term 2018, and are currently working on their silver scheme.

ii) After school / extra-curricular activities which provide additional opportunities to use Welsh

The school is a Welsh-medium school, therefore all after-school clubs are provided in Welsh. The following after-school clubs are provided by the school:

- Sports Clubs
- Gardening Club
- Cookery Club
- ICT Club
- Coding Club
- Urdd Club
- Art Club

As a Welsh-medium school, extra-curricular activities are provided in Welsh. These include the following:

- Instrumental lessons – brass and harp
- Fund raising for charity e.g. Macmillan coffee morning, Children in Need
- Harvest service in the Church, Christmas service in the Chapel
- Christmas party in the village hall
- Competing in the sports competitions – arranged by the local authority, the Urdd, and other local competitions
- Competing in local Eisteddfodau – Foel and the Urdd
- Urdd activities
- Taking part in ‘Plygain yr ifanc’
- Joint working with Cylch Meithrin held in Llanerfyl Village Hall
- Visits e.g. to Caereinion High School to see Candelas, Mudiad Meithrin Tour in Welshpool, shows in Theatr Hafren

As the majority of children come from Welsh speaking homes, Welsh is the natural language of the yard.

iii) Other Welsh language activities that take place in the school, including opportunities for members of the community to learn Welsh or undertake activities through the medium of Welsh

- The school provides an opportunity for high school aged pupils to take part in clubs, and to lead clubs as part of their Bacalaureate qualification.
- As part of the Welsh language Charter, it is intended that pupils will arrange for members of the community to receive Welsh lessons within the school building.
- Governors meetings are held in Welsh.

iv) Other links between the school and the Welsh language community

- The school is a central part of the community and village of Llanerfyl, which is a stronghold for the Welsh language.
- There are strong links with the Church, the Chapel, the Village Hall, the Cylch Meithrin and the Community Council.

5.3 Issues raised during the consultation period

Comments received during the consultation period referred to the Welsh language impact of both options. These comments are listed in full in the consultation report published in respect of these proposals, however a summary of the impact on each community is provided below.

Estyn also referred to the impact of the proposals on the Welsh language in their response to the consultation, which is provided in the consultation report. In their response, Estyn stated that both options outlined in the consultation document ‘would contribute to realising Welsh Government’s strategy of achieving a million Welsh speakers by 2050.’

5.3.1 Option to establish a new school on the site currently occupied by Banw C.P. School

- There would be a greater impact on the Welsh language should there be no school in Llanerfyl
- Should there be no school in Llanerfyl, possible that parents would send their children to alternative, English-medium providers instead of the proposed new school
- Should there be no school in Llanerfyl, possible that Welsh speaking parents of pupils that currently attend Llanerfyl would send their children to alternative schools, which would mean that there would be less pupils from Welsh speaking homes at the school
- Concern that moving the school to Banw would weaken the Welsh language in the area
- The majority of Banw pupils come from homes where no Welsh is spoken

5.3.2 Option to establish a new school on the site currently occupied by Llanerfyl C. in W. (Foundation) School

- The majority of Llanerfyl pupils come from homes where at least one parent speaks Welsh, so Welsh is the natural language of the school
- Llanerfyl is the strongest area in terms of speaking Welsh – it’s important that the Welsh medium primary school is located in the most Welsh area

5.4 Conclusion

5.4.1 Option to establish a new school on the current site of Banw C.P. School

The Banw Valley area is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

Implementation of this option would mean that there would be no provision in the village of Llanerfyl. There is a risk that some pupils would choose to attend alternative provision instead of the new Welsh-medium school, which could include English-medium provision. However a number of pupils from the Banw Valley area already travel to Llanfair Caereinion to access English-medium provision. It is also possible that the provision of a larger school would encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.

5.4.2 Option to establish a new school on the current site of Llanerfyl C. in W. Foundation School

The Banw Valley is traditionally a Welsh speaking area, and the two current primary schools are Welsh-medium schools. The proposal would result in one new Welsh-medium primary to serve the area. This would ensure that the provision continues to provide access to Welsh-medium education and meet the objectives of the Council's Welsh in Education Strategic Plan, and would also result in a larger school, which would be more sustainable for the future.

This option would mean that there would be no provision in the building currently occupied by Banw C.P. School. However, there would be provision in Llanerfyl. This would be a larger school, which would be more sustainable for the future. A number of pupils from the Banw Valley area currently travel to Llanfair Caereinion to access English-medium provision. It is possible that the provision of a larger school could encourage more pupils to access Welsh-medium provision in the Banw Valley in the future.

There are no concerns about standards in Welsh at both current schools. Both schools offer a wide range of Welsh language extra-curricular activities and have achieved the Welsh Language Charter bronze award and are now working towards the silver award. The Council would expect this to continue to be the case at any new school established in the Banw Valley area.