

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

<b>Service Area</b>	Schools Service	<b>Head of Service</b>	Lynette Lovell / Emma Palmer	<b>Portfolio Holder</b>	Clr Phyl Davies
<b>Proposal</b>	Ysgol Calon Cymru Strategic Outline Case				
<b>Outline Summary / Description of Proposal</b>					
<p>The Council has developed a Strategic Outline Case (SOC) in respect of Ysgol Calon Cymru. The SOC identified the following preferred way forward for Ysgol Calon Cymru:</p> <ul style="list-style-type: none"> <li>- A new facility for 925 pupils aged 11-18 in Llandrindod Wells, replacing the existing poor accommodation on the Calon Cymru Llandrindod campus – to be built on the current Llandrindod Wells Campus; and</li> <li>- New or remodelled facilities at Builth Wells to accommodate 450 pupils aged 4-18, along with early years facilities – to be built on the current Builth Wells Campus.</li> <li>- Community facilities will be included, although these have not been defined yet.</li> <li>- It is the intention that the Llandrindod Wells campus would deliver English-medium provision and the Builth Wells campus would deliver Welsh-medium provision.</li> </ul> <p>The Council’s Cabinet will consider the SOC on the 29<sup>th</sup> September, and will be asked to approve the following:</p> <ul style="list-style-type: none"> <li>- To submit the SOC to Welsh Government’s 21<sup>st</sup> Century Schools Programme for investment</li> <li>- To bring back a further report to Cabinet by November 2020 outlining the school reorganisation proposals required to achieve the changes outlined above. Full consultation will be undertaken before any final decisions are made</li> </ul> <p>This initial impact assessment considers the potential impact of implementation of the preferred way forward identified in respect of Ysgol Calon Cymru. Should the Council proceed with implementation of the preferred way forward as outlined above, the impact assessment will be updated at each stage of the process.</p>					

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

Version	Author	Job Title	Date
1	Sarah Astley	Strategic Programme Manager – Schools Transformation	September 2020

2. Profile of savings delivery (if applicable)

PCC: *Impact Assessment Toolkit (March 2018)*

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## Impact Assessment (IA)

*The integrated approach to support effective decision making*



2018-19	2019-20	2020-21	2021-22	2022-23	TOTAL
£	£	£	£	£	£

### 3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	<p>Consultation in accordance with the School Organisation Code would be required in order to achieve the preferred way forward as outlined in the SOC.</p> <p>Should Cabinet approve the SOC, the intention is that a further paper would be taken to Cabinet in November 2020 outlining the steps required to achieve the preferred way forward, and the timescales for this.</p>

### 4. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY					
Adult Services	<input type="checkbox"/>	Education	<input checked="" type="checkbox"/>	Legal and Democratic Services	<input checked="" type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input type="checkbox"/>	Transformation and Communications	<input checked="" type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>	Workforce and OD	<input checked="" type="checkbox"/>
Data Protection Impact Assessment					
<p>Will the proposal involve processing the personal details of individuals? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>Not currently, however should the Council proceed with statutory processes to change the provision at Ysgol Calon Cymru, this would involve processing the personal details of individuals</p> <p>Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A currently</p> <p>If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment.</p> <p>For further advice please contact the Data Compliance Team.</p>					

### 4a Geographical Locations

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



What geographical area(s) will be impacted by the proposal? (Chose all those applicable)							
Powys	<input type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input checked="" type="checkbox"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input checked="" type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input checked="" type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

5. How does your proposal impact on Vision 2025?

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>The Economy</b> We will develop a vibrant economy	Implementation of the preferred way forward would result in significant capital investment in the area, consisting of a new build secondary provision in Llandrindod Wells and new/remodelled provision in Builth Wells.	Good		Choose an item.
<b>Health and Care</b> We will lead the way in providing effective, integrated health and care in a rural environment	No impact	Neutral		Choose an item.

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<p><b>Learning and skills</b>  <b>We will strengthen learning and skills</b></p>	<p>The intention of the SOC is to address the issues identified with the current Ysgol Calon Cymru operating model, thereby improving the quality of provision and educational opportunities provided to pupils.</p> <p>The preferred way forward would also provide new facilities in Llandrindod, replacing the current sub-standard buildings, and new or remodelled facilities in Builth. It is anticipated that this, alongside the changes to the operating model, would have a positive impact on learning and skills.</p>	<p>Very Good</p>		<p>Choose an item.</p>

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>Residents and Communities</b>  <b>We will support our residents and communities</b></p>	<p>The proposal would have a positive impact on residents in the catchment area served by Ysgol Calon Cymru as it would improve the quality of provision and educational opportunities provided to pupils.</p> <p>The preferred way forward would retain secondary provision in both Llandrindod and Builth. However, the intention is that the Llandrindod Wells campus would deliver English-medium provision and the Builth Wells campus would deliver Welsh-medium provision. It is acknowledged that moving all secondary English-medium provision to Llandrindod Wells would have an impact on pupils and families in the Builth Wells area, as they would be required to travel to Llandrindod to access secondary provision.</p> <p>Whilst home to school transport would be provided to eligible pupils, it is acknowledged that there would be an impact on pupils' ability to access after school activities, and there would also be an impact on families in terms of attending school activities. However, pupils travelling to Llandrindod Wells would be accessing a brand new building, which would provide enhanced learning opportunities compared with the provision currently available at Builth Wells.</p>	<p>Poor</p>	<p>Consideration to be given to including community facilities in Builth Wells as part of the development in order to mitigate the negative impact on the Builth Wells community.</p>	<p>Neutral</p>

Source of Outline Evidence to support judgements

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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>A prosperous Wales:</b>                      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 preferred way forward would result in a new secondary build in Llandrindod and new / remodelled facilities in Builth Wells. Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of 21<sup>st</sup> Century Schools projects, therefore it is anticipated that these opportunities would be available as part of implementing the preferred way forward.</p>	<p>Good</p>		<p>Choose an item.</p>

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>A resilient Wales:</b>                      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>Implementation of the preferred way forward would result in new secondary facilities in Llandrindod and new / remodelled facilities in Builth Wells. This would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>Implementation of the preferred way forward would also require additional travel for English-medium secondary pupils currently attending provision at Builth Wells. This would have a negative environmental impact as more home to school transport would need to be provided to transport pupils in the Builth Wells catchment to Llandrindod Wells.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A healthier Wales:</b>                      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><b>Public Health (Wales) Act, 2017:</b>                      Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Implementation of the preferred way forward would result in new secondary facilities in Llandrindod and new / remodelled facilities in Builth Wells. This would have a positive impact on the well-being and morale of both pupils and staff.</p> <p>The preferred way forward would result in all English-medium secondary pupils attending the same campus. It is expected that this would have a positive impact on the opportunities that would be available to take part in sports activities and other extra-curricular activities, and would ensure that all pupils have access to the same opportunities.</p>	<p>Good</p>		<p>Choose an item.</p>

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	Implementation of the preferred way forward would result in new / remodelled educational facilities across the area. Providing community facilities is a key consideration as part of all new build projects, therefore it is likely that community facilities would be provided as part of implementing the preferred way forward.	Good		Choose an item.
<b>A globally responsible Wales:</b> 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. <b>Human Rights - is about being proactive (see guidance)</b> <b>UN Convention on the Rights of the Child:</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.	The aim of implementing the preferred way forward is to provide the best possible opportunities to all secondary learners in the area, enabling them to reach their full potential.  Should the Council proceed with plans to implement the preferred way option, a consultation exercise would be required, which would include consultation with children and young people affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.	Good		Choose an item.
<b>A Wales of vibrant culture and thriving Welsh language:</b> 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. <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i>				

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<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>Improving the Welsh-medium secondary provision in Mid Powys is a key consideration as part of this development. There are currently significant concerns about the level of provision available to Welsh-medium learners in the area. Implementation of the preferred way forward would lead to the establishment of a Welsh-medium all-age school in Builth Wells, enabling learners to access full Welsh-medium provision throughout their educational careers, and enabling them to become confidently bilingual, with Welsh language skills that will enable them to use these Welsh language skills throughout their lives.</p> <p>As well as a full Welsh-medium curriculum, it is likely that establishing a Welsh-medium all-age school would also result in increased opportunities for pupils to access Welsh language activities, including activities provided by the school and activities provided by other organisations e.g. Menter Brycheiniog a Maesyfed, the Urdd.</p> <p>Establishing designated Welsh-medium provision would significantly raise the profile of Welsh-medium education in the area, which should lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050.</p>	<p>Very Good</p>		<p>Choose an item.</p>

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



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<p><i>Opportunities to promote the Welsh language</i></p>	<p>Establishing designated Welsh-medium provision would significantly raise the profile of Welsh-medium education in the area and would provide numerous additional opportunities to promote the Welsh language, both within the school and in the wider community.</p> <p>The intention is that a new Welsh-medium school would act as a focus for the Welsh language in the area, and the greater awareness of Welsh-medium education would lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050.</p>	<p>Very Good</p>		<p>Choose an item.</p>
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>The preferred way forward would result in all English-medium secondary pupils attending the same campus. It is expected that this would have a positive impact on the opportunities that would be available to take part in sports activities and other extra-curricular activities, and would ensure that all pupils have access to the same opportunities.</p> <p>The preferred way forward would also result in establishing a Welsh-medium all-age school. Numbers in the school would be small initially, however the intention would be to increase pupil numbers over time. In the short term, the small pupil numbers may limit the opportunities for pupils to take part in sports activities and other types of activities.</p>	<p>Neutral</p>	<p>Work with the governing body / SLT to ensure that an appropriate number and range of activities are available for Welsh-medium pupils</p>	<p>Neutral</p>

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).				
Age	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, regardless of their age.	Good		Choose an item.
Disability	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, including any pupils with disabilities.  Implementation of the preferred way forward would include a new build in Llandrindod Wells and new/remodelled facilities in Builth Wells. This would significantly improve the accommodation for secondary aged pupils in the area, and would ensure full access for disabled pupils in accordance with the requirements of the Equality Act 2010.	Very Good		Choose an item.
Gender reassignment	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, regardless of their gender.	Neutral		Choose an item.
Marriage or civil partnership	No impact.	Neutral		Choose an item.
Race	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, regardless of their race.	Good		Choose an item.

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

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<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b>IMPACT</b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>Religion or belief</i>	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, regardless of their religion or belief.	Good		Choose an item.
<i>Sex</i>	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, regardless of their sex.	Good		Choose an item.
<i>Sexual Orientation</i>	The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, regardless of their sexual orientation.	Good		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



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<p><i>Socio-economic duty</i></p>	<p>The aim of the proposal is to provide improved educational opportunities for all secondary aged pupils in the area currently served by Ysgol Calon Cymru, including e.g. any learners eligible for Free School Meals.</p> <p>Should the preferred way forward be implemented, no English-medium secondary education would be provided in Builth Wells. This would mean that pupils accessing English-medium secondary education would need to travel to Llandrindod Wells. Whilst home to school transport would be provided to eligible pupils, it is possible that this would impact on pupils' ability to access extra-curricular / after school activities, and that this impact would be greater in respect of pupils from lower income households. There would also be an impact on the parents of these pupils in terms of accessing school activities.</p>	<p>Neutral</p>		<p>Choose an item.</p>

Source of Outline Evidence to support judgements

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

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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The SOC developed in respect of Ysgol Calon Cymru acknowledges that the school's current operating model does not provide the best possible opportunities for pupils, and aims to address this so that the provision available to future generations provides a range of opportunities to them, enabling them to fully meet their potential.	Good		Choose an item.
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Should the Cabinet agree to proceed with the preferred way forward, full consultation would need to be carried out, which would enable all interested parties to give their views. This would an opportunity to suggest any alternative solutions for Ysgol Calon Cymru.	Neutral		Choose an item.

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p><b>Involvement (including Communication and Engagement):</b>  <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p><b>Unpaid Carers:</b>  <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Should Cabinet decide to proceed with the preferred way forward as outlined in the SOC, full consultation would be required in accordance with the School Organisation Code in order to achieve this. This would that all interested parties would have an opportunity to give their views. The findings of this exercise would be reported to Cabinet and would be taken into consideration when determining how to proceed. This impact assessment will be updated throughout the process to reflect any feedback received.</p> <p>All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p><b>Safeguarding:</b>  <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The key issues relating to the Ysgol Calon Cymru operating model have been identified as part of this work. The options appraisal exercise carried out during the SOC has focussed on identifying solutions which will address these issues and prevent them occurring again.</p> <p>One of the Investment Objectives identified as part of the SOC process related to safeguarding, and ensuring appropriate safeguarding arrangements. The intention is that the emerging preferred way forward would address the issues identified and would improve the safeguarding arrangements for all pupils.</p>	<p>Good</p>		<p>Choose an item.</p>

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<b>Integration:</b> Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.	No impact.	Neutral		Choose an item.

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



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<p><b>Powys County Council Workforce:</b>                      What Impact will this change have on the Workforce?</p>	<p>The preferred way forward would impact on all current staff at Ysgol Calon Cymru, and potentially some staff at Builth Wells CP School.</p> <p>Should Cabinet decide to proceed with the preferred way forward as outlined in the SOC, full consultation would be required in accordance with the School Organisation Code in order to achieve this. This process would be supported by relevant LA teams (e.g. HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views.</p> <p>In the case of current staff at Ysgol Calon Cymru, it is acknowledged that many of the school's staff will recently have been through the management of change process as part of establishing Ysgol Calon Cymru, therefore there is a possibility that further staffing changes may have an impact on staff morale whilst these processes are ongoing.</p> <p>In the longer term, the intention is to provide new / remodelled secondary facilities in both Builth Wells and Llandrindod Wells, which would have a positive impact on staff morale.</p> <p>In addition, implementation of the preferred way forward would result in the establishment of separate Welsh-medium provision, which would have a positive impact on Welsh-medium staff by enabling them to work in a fully Welsh-medium environment.</p>	<p>Neutral</p>	<p>Processes to be carried out as swiftly as possible to minimise the period of uncertainty for staff.</p>	<p>Choose an item.</p>

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



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<p><b>Payroll:</b> How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?</p>	<p>The preferred way forward would impact on salary arrangements for current Ysgol Calon Cymru and potentially some staff at Builth Wells CP School.</p> <p>Should the proposal be implemented, appropriate leadership arrangements would need to be made for both locations, which could result in a change in pay levels for senior leadership roles.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>Welsh Language impact on staff</b></p>	<p>Implementation of the preferred way forward would provide an opportunity for Welsh-speaking staff to work in a designated Welsh-medium school with new / remodelled facilities.</p> <p>As well as secondary aged staff, this would also potentially impact on Welsh speaking staff at Builth Wells CP School. The preferred way forward would provide additional opportunities for primary aged staff in particular from being part of an all-age school, through opportunities to network with a larger pool of Welsh speaking staff.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>Source of Outline Evidence to support judgements</b></p>				

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 a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below

8. What is the impact of this proposal on our communities?

Communities	How does the proposal impact on residents and community?	<u>IMPACT</u> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> See impact definitions in guidance document	Source of Outline Evidence to support judgement
Llandrindod Wells	<p>The preferred way forward would have a positive impact on residents in the Llandrindod Wells area as it would lead to new build secondary provision in the town, which could also include community facilities. There would be more pupils attending the school, which would mean that additional opportunities could be provided to pupils.</p> <p>Welsh-medium pupils would continue to access secondary provision in Builth Wells, however the Welsh-medium curriculum available to them would be improved.</p>	Minor		Choose an item.	

<p>Builth Wells</p>	<p>The preferred way forward mean that English-medium secondary education would no longer be provided in Builth Wells, therefore potentially there would be a negative impact on residents in Builth Wells. However, English-medium pupils would attend a new build facility in Llandrindod Wells, which would provide enhanced opportunities to learners compared with the current offer.</p> <p>Additional travel would be required for pupils living in the Builth Wells area. Whilst home to school transport would be provided for eligible pupils, it is acknowledged that this could have an impact on pupils' ability to access after school activities, and would impact on parents attendance at school events.</p> <p>Secondary education would be retained in Builth Wells through the establishment of a Welsh-medium all-age school in the town. This would enable Welsh-medium pupils to continue to access secondary provision in Builth. the town, and would provide a clear pathway within Welsh-medium education. In the longer term, it is hoped that this would lead to an increase in Welsh-medium pupil numbers, which would minimise the impact on residents in Builth Wells.</p>	<p>Major</p>			
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9. What are the risks to service delivery or the council following implementation of this proposal?

Description of risks			
Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



<p>If there is no funding available to fund this project, either from the Welsh Government or the Council, then the project will not be able to proceed.</p>	<p>High</p>	<p>The funding to support this project will be considered as part of the overarching financial strategy for the delivery of the entire Council's Strategy for Transforming Education in Powys 2020-30, which will be provided for Cabinet's consideration later this Autumn. An updated Strategic Outline Programme will be submitted to the Welsh Government requesting an increase in the Band B funding envelope.</p>	<p>High</p>
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### 10. Overall Summary and Judgement of this Impact Assessment?

<p><b>Outline Assessment (to be inserted in cabinet report)</b></p>	<p><b>Cabinet Report Reference:</b></p>
<p>This impact assessment suggests that the impact is generally positive. The development of new facilities for Ysgol Calon Cymru's Llandrindod and Builth campuses address many issues related to the poor condition of the buildings. Co-locating all the English-medium pupils and Welsh-medium pupils on different sites would enable the school to provide a greater level of educational opportunities for all pupils. Improving the Welsh-medium secondary provision in Mid Powys is a key consideration as part of this development. There are currently significant concerns about the level of provision available to Welsh-medium learners in the area. Implementation of the preferred way forward would lead to the establishment of a Welsh-medium all-age school in Builth Wells, enabling learners to access full Welsh-medium provision throughout their educational careers, and enabling them to become confidently bilingual, with Welsh language skills that will enable them to use these Welsh language skills throughout their lives.</p>	

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

<p><b>What additional evidence and data has informed the development of your proposal?</b></p>
<p>Full consultation will be required to implement this proposal, and this will enable the impact assessment to be further developed.</p>

### 12. On-going monitoring arrangements?

<p><b>What arrangements will be put in place to monitor the impact over time?</b></p>
<p>The Transforming Education Programme Board will continue to monitor impact over time.</p>
<p><b>Please state when this Impact Assessment will be reviewed.</b></p>
<p>The impact assessment will be reviewed at all stages of the process.</p>

### 13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	16 <sup>th</sup> September 2020

**Cyngor Sir Powys County Council**  
**Impact Assessment (IA)**

*The integrated approach to support effective decision making*



Head of Service:	Lynette Lovell / Emma Palmer		
Portfolio Holder:	Cllr Phyl Davies		

14. Governance

<b>Decision to be made by</b>	Cabinet	<b>Date required</b>	29 <sup>th</sup> September 2020
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**FORM ENDS**