

**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.**

Service Area	Schools Service	Head of Service	Lynette Lovell	Portfolio Holder	Cllr Phyl Davies
Proposal	Dyffryn Trannon C.P. School				
<b>Outline Summary / Description of Proposal</b>					
In April 2020, the Leader approved a new Strategy for Transforming Education in Powys, which sets a number of aims and objectives to transform the Powys education system over the next few years. One of the objectives is to 'Reconfigure and rationalise primary provision'. A review of Ysgol Dyffryn Trannon has been carried out, and Cabinet approval is now requested to commence the statutory process on the following proposal in respect of the school:					
<ul style="list-style-type: none"> <li>To make a regulated alteration to alter the medium of instruction at Ysgol Dyffryn Trannon from bilingual (dual-stream) to Welsh-medium</li> <li>This would be introduced on a phased basis, year-by-year, starting with Reception in September 2022.</li> </ul>					

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

Version	Author	Job Title	Date
1	Huw Rowlands	Transforming Education Programme Officer	January 2020

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£	£	£	£	£122k following full implementation of the proposal.

3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	If approved by Cabinet, it is anticipated that consultation in accordance with the School Organisation Code will commence in the Spring of 2021.

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4. Impact on Other Service Areas

<b>Does the proposal have potential to impact on another service area? (Have you considered the implications on Health &amp; Safety and Corporate Parenting?)</b> <b>PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY</b>				
Adult Services	Education	✓	Legal and Democratic Services	✓
Children's Services	Finance	✓	Property, Planning and Public Protection	
Commissioning	Highways, Transportation and Recycling		Transformation and Communications	✓
Digital Services	Housing and Community Development		Workforce and OD	
<b>Data Protection Impact Assessment</b>				
Will the proposal involve processing the personal details of individuals? No				
Not currently, however should the Council proceed with statutory processes, this would involve processing the personal details of individuals				
Is Powys County Council the data controller? Yes				
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. For further advice please contact the Data Compliance Team.				

4a Geographical Locations

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

5. How does your proposal impact on Vision 2025?

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Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	IMPACT 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?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>The Economy</b> <b>We will develop a vibrant economy</b>	Should the proposal be implemented, eventually all pupils attending Ysgol Dyffryn Trannon would be fully bilingual in Welsh and English and would be able to utilise these skills in the workplace, where there is a growing demand for fluency in both languages in Wales.	Good		Poor
<b>Health and Care</b> <b>We will lead the way in providing effective, integrated health and care in a rural environment</b>	No impact	Neutral		Choose an item.
<b>Learning and skills</b> <b>We will strengthen learning and skills</b>	<p>The proposal would eventually provide a more sustainable model for delivering education in Ysgol Dyffryn Trannon, ensuring that all pupils are fully bilingual in Welsh or English when they leave the school.</p> <p>As the change is being phased on a year-by-year basis, it is expected that implementation would lead to more effective and efficient use of resources as the school would no longer need to duplicate provision, which would enable improved opportunities for all learners.</p>	Good		Choose an item.

Council's Well-being Objective	How does the proposal impact on this Well-being Objective?	IMPACT 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?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Residents and Communities</b> <b>We will support our residents and communities</b>	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. However only around 10% of the pupils currently attending Ysgol Dyffryn Trannon currently attend the English stream, and there are no pupils currently in the English stream in Reception or year 1.</p> <p>Eventually, it is expected that any community tensions would diminish, and in the longer term as the change in language category is implemented, it is expected that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.</p>	Neutral		Neutral
<b>Source of Outline Evidence to support judgements</b>				

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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<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>The proposal is to phase any change in the school's language category over a number of years. Therefore, no additional transport provision would be needed, as English-medium pupils currently attending the school would be able to continue to access this provision until they leave school.</p> <p>It is anticipated that the proposal would lead to improved employment opportunities for all pupils in the area in the future, as all pupils would be fully bilingual in Welsh and English, and therefore able to take advantage of employment opportunities which require fluency in both languages.</p>	Good		Choose an item.
<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).	No impact	Neutral		Choose an item.

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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<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. <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>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This could have a negative impact on people's well-being.</p> <p>Eventually, however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is hoped that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.</p>	Neutral		Neutral
<b>A Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This could have a negative impact on people's well-being.</p> <p>Eventually, however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is hoped that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.</p>	Neutral		Neutral

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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<p><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.</p> <p><b>Human Rights - is about being proactive (see guidance)</b></p> <p><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.</p>	<p>The proposal would ensure that all pupils attending Ysgol Dyffryn Trannon in the future would develop bilingual skills in Welsh and English. Being fully bilingual in Welsh and English contributes to the cultural wellbeing of Wales, and would enable pupils to take part in local, national and global activities through the medium of Welsh and English.</p> <p>It is anticipated that implementation of the proposal would have a positive impact on the use of resources, as it would enable the school to operate more efficiently as a single stream school, and would enable resources to be focused on delivering education through the medium of Welsh.</p> <p>If approved by Cabinet, the Council will carry out consultation on the proposal, which would include consultation with pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.</p>	Good		Choose an item.
<p><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.</p> <p><i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></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>The proposal is to change the school's language category over time, so that eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English.</p> <p>As well as ensuring that all pupils are fully bilingual, this would ensure a fully Welsh-medium ethos, leading to enhanced opportunities to use the Welsh language throughout the school, and increased opportunities for participation in Welsh language extra-curricular activities and opportunities.</p> <p>Implementing the proposal would strengthen and broaden Welsh medium provision by improving the breadth of Welsh medium options at all key stages and ensuring stronger transition and progress for pupils. As a result, pupils would develop into fully bilingual pupils that would be better placed to support the local and national economic and community needs.</p> <p>As well as a full Welsh-medium curriculum, it is likely that changing the school's language category to Welsh-medium 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 Maldwyn, the Urdd.</p> <p>Implementing the proposal would raise the profile of Welsh-medium education in the area, and create more fluent Welsh speakers who will be able to use the language within the community, therefore contributing to the Welsh Government's target to achieve a million Welsh speakers by 2050.</p>	<p>Very Good</p>		<p>Choose an item.</p>
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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Opportunities to promote the Welsh language</i>	<p>The proposal is to change the school's language category over time, so that eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English. This would lead to enhanced opportunities to promote the Welsh language within the school and beyond, for example through the "Siartr Iaith" (Welsh Language Charter) and through improved opportunities to provide Welsh language cluster activities.</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 Maldwyn, the Urdd</p>	Very Good		Choose an item.
<i>People are encouraged to do sport, art and recreation.</i>	No impact	Neutral		Choose an item.
<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). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
<i>Age</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon regardless of their age, including the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		Choose an item.

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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Disability</i>	<p>The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, including any pupils with disabilities. This would include the opportunity for all pupils to become fully bilingual in Welsh and English. There may be concerns regarding the impact of the proposal on pupils with ALN.</p> <p>The parents of some pupils with disabilities or pupils with ALN may choose for them to be educated in English. This would require additional travel for these pupils</p>	Neutral	The school to provide enhanced support to pupils with ALN as needed in order to meet their needs.	Neutral
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.
<i>Race</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their race. This would include the opportunity for all pupils to become fully bilingual in Welsh and English	Neutral		Choose an item.
<i>Religion or belief</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their religion or belief. This would include the opportunity for all pupils to become fully bilingual in Welsh and English	Neutral		Choose an item.
<i>Sex</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their sex. This would include the opportunity for all pupils to become fully bilingual in Welsh and English	Neutral		Choose an item.

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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<i>Sexual Orientation</i>	The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, regardless of their sexual orientation. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.
<i>Socio-economic duty</i>	<p>The proposal would provide improved opportunities for all pupils at Ysgol Dyffryn Trannon, including any learners from economically disadvantaged backgrounds. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.</p> <p>It is anticipated that the proposal would lead to improved employment opportunities for all pupils in the area in the future, as all pupils would be fully bilingual in Welsh and English, and therefore able to take advantage of employment opportunities which require Welsh language skills.</p>	Neutral		Choose an item.

**Source of Outline Evidence to support judgements**

PLASC

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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<i><b>Long Term:</b> Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	The proposal would provide a more sustainable model of delivering education in Trefeglwys, which would enable the school to operate more efficiently through not having to duplicate provision. As a single language school, there would be no need for the school to duplicate provision in two languages, which would ensure the effective use of resources in the long term.	Good		Choose an item.
<i><b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.</i>	Should the Cabinet agree to implement the proposals, the Council would work in collaboration with the current school, and external partners such as Mudiad Meithrin to transition to the new delivery model.	Neutral		Choose an item.

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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION 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>  <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 recommendation, full consultation would be carried out with stakeholders in accordance with the School Organisation Code, which would ensure the opportunity for all interested parties 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>	Good		Choose an item.
<p><b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring including:</i>  <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 aim of the proposal is to provide a more sustainable model of delivering education in the Trefeglwys area, which would enable Ysgol Dyffryn Trannon to operate more efficiently by not having to duplicate provision.</p> <p>Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal. The intention is that the proposal would maintain or improve the safeguarding arrangements for all pupils.</p>	Good		Choose an item.
<p><b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>An integrated approach would be taken in order to implement the proposal, which would include other Council service areas and other partners as required.</p>	Neutral		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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	<p>Implementation of the proposal would have a positive impact on Welsh-medium staff by enabling them to work in a fully Welsh environment.</p> <p>In the longer term, as the change in language category is phased in across the school, there may be an impact on school staff who cannot work through the medium of Welsh, however the number of affected staff is low.</p> <p>If the proposal was implemented, Welsh would be the primary, main language of the school. It is anticipated that this would support the development of a fully Welsh ethos across the school. Implementing the proposal may have an additional impact on Council staffing services such as Children's Services, Catering, Payroll, ALN as there would be an expectation for services to be provided in Welsh. This would have a positive impact on opportunities for Council staff to use the Welsh language.</p> <p>Should Cabinet decide to proceed, full consultation would be carried out in accordance with the School Organisation Code. This process would be supported by relevant local authority teams (e.g. HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views.</p>	Neutral	<p>The Council will work with the school to support staff to develop their language skills.</p>	Neutral

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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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<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 Council's Single Status Terms and Conditions?	<p>The proposal complies with Powys County Council's Single Status Terms and Conditions. The proposal would have no impact on Powys County Council staff salaries/enhanced payments.</p>	Neutral		Choose an item.
<b>Welsh Language impact on staff</b>	<p>Implementation of the preferred way forward would have a positive impact on Welsh-medium staff by enabling them to work in a fully Welsh-medium environment.</p> <p>In the longer term, as the change in language category is phased in across the school, there may be an impact on school staff who cannot work through the medium of Welsh, however the number of affected staff is low.</p> <p>If the proposal was implemented, Welsh would be the primary, main language of the school. It is anticipated that this would support the development of a fully Welsh ethos across the school.</p> <p>Implementing the proposal may have an additional impact on Council staffing services such as Children's Services, Catering, Payroll, ALN as there would be an expectation for services to be provided in Welsh. This would have a positive impact on opportunities for Council staff to use the Welsh language.</p>	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 a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION Please select from drop down box below
<b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	No impact	Neutral		Choose an item.
<b>Source of Outline Evidence to support judgements</b>				

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

Communities	How does the proposal impact on residents and community?	IMPACT See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION See impact definitions in guidance document	Source of Outline Evidence to support judgement
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Trefeglwys	In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. Eventually however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is hoped that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.	Minor		Minor	
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9. What are the risks to service delivery or the council following implementation of this proposal?

Description of risks		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)
Risk Identified	Parents don't want their children to attend a Welsh-medium school, so choose for them to move to alternative schools.	Medium	Change to be phased in to minimise impact on current pupils.  Engagement with parents to take place throughout the process.	Low
Risk that pupil numbers at Ysgol Dyffryn Trannon could reduce if parents choose not to send their children to Ysgol Dyffryn Trannon if they preferred an English-medium provision, which could have an impact on the school's budget and increase surplus places.	Medium	A promotional campaign is required to help parents understand the benefits of a bilingual education, and the support available to them, e.g. Trochi.	Low	

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
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The draft impact assessment indicates that the impact of the proposal is positive overall. The proposal would eventually provide a more sustainable model for delivering education in Ysgol Dyffryn Trannon, ensuring that all pupils are fully bilingual in Welsh and English when they leave the school. The proposal is to change the school's language category over time, which would minimise the impact on pupils currently attending Ysgol Dyffryn Trannon, but would also ensure that, eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English. This would lead to enhanced opportunities to promote the Welsh language within the school and within the community and would provide those pupils with bilingual skills to take into the workplace.

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

**What additional evidence and data has informed the development of your proposal?**

PLASC

12. On-going monitoring arrangements?

**What arrangements will be put in place to monitor the impact over time?**

The Transforming Education Programme Board will continue to monitor impact over time.

**Please state when this Impact Assessment will be reviewed.**

The impact assessment will be reviewed at all stages of the process.

13. Sign Off

Position	Name	Signature	Date
<b>Impact Assessment Lead:</b>	Sarah Astley	Sarah Astley	7 January 2021
<b>Head of Service:</b>	Lynette Lovell		
<b>Portfolio Holder:</b>	Cllr Phyl Davies		

14. Governance

Decision to be made by	Cabinet	Date required	26 January 2021

# FORM ENDS