

# 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>	Cllr Phyl Davies
<b>Proposal</b>	Llanfihangel Rhydithon C.P. School Proposal				
<b>Outline Summary / Description of Proposal</b>					
<p>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'.</p> <p>A review of Llanfihangel Rhydithon C.P. School has been carried out, and Cabinet approval is now requested to commence the statutory process on the following proposal in respect of the school:</p> <ul style="list-style-type: none"> <li>To close Llanfihangel Rhydithon C.P. School from the 31<sup>st</sup> August 2022, with pupils to transfer to their nearest alternative schools</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	Richard Williams	Transforming Education Programme Officer	January 2021
2	Marianne Evans	Senior Manager Schools Transformation	January 2021

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£	£34,416.67	£24,583.33	£	£59,000

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

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"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>	Highways, Transportation and Recycling	<input checked="" type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>	Housing and Community Development	<input type="checkbox"/>
		Legal and Democratic Services	<input checked="" type="checkbox"/>
		Property, Planning and Public Protection	<input checked="" type="checkbox"/>
		Transformation and Communications	<input checked="" type="checkbox"/>
		Workforce and OD	<input checked="" type="checkbox"/>

**Data Protection Impact Assessment**

Will the proposal involve processing the personal details of individuals? Yes ☐ 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 ☐ No ☐ N/A currently

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

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)			
Powys	<input type="checkbox"/>	Brecon	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>
North	<input type="checkbox"/>	Crickhowell	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>
		Llandrindod and Rhayader	<input checked="" type="checkbox"/>
		Llanfair Caereinion	<input type="checkbox"/>
		Llanfyllin	<input type="checkbox"/>
		Llanidloes	<input type="checkbox"/>
		Machynlleth	<input type="checkbox"/>
		Newtown	<input type="checkbox"/>
		Welshpool and Montgomery	<input type="checkbox"/>
		Ystradgynlais	<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?	<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>The Economy</b> We will develop a vibrant economy	Implementation of the proposal would have an impact on employment opportunities in the village of Dolau as there would no longer be a school in the area. It is also possible that there would be an impact on local businesses in Dolau and the surrounding area, should there be less people in the area.	Poor		Poor
<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.

<p><b>Learning and skills</b>  <b>We will strengthen learning and skills</b></p>	<p>Implementation of this option would mean that pupils currently attending Llanfihangel Rhydithon C.P. School would transfer to their nearest alternative schools. For the majority of pupils currently attending Llanfihangel Rhydithon C.P. School, the closest alternative schools for the vast majority of pupils would be Crossgates C.P. School.</p> <p>Llanfihangel Rhydithon C.P School is currently in the green support category based on the 2019 categorisations whilst Crossgates C.P. School is in the yellow support category. However, there are no concerns in relation to quality and standards at Crossgates C.P. School, and the Council's view is that provision for pupils would be at least equivalent to the current provision. The overall aim of the proposal is to improve learning opportunities for pupils.</p> <p>In addition, Crossgates C.P. School is a larger school, with a larger number of pupils and a larger team of staff, which could have a positive impact on the opportunities available for pupils and staff.</p> <p>Should Llanfihangel Rhydithon C.P. School close, a small number of pupils would live closer to other schools, in particular Llanbister C.P. School, Knighton C. in W. School and Llandrindod C.P. School. These schools are all in the yellow support category based on the 2019 categorisations, therefore there are no concerns about the provision pupils would receive should they transfer to these schools.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>Residents and Communities</b>  <b>We will support our residents and communities</b></p>	<p>There would be a significant impact on the communities of Dolau and Llanfihangel Rhydithon as there would be no provision in the area, and therefore potential loss of any community facilities associated with the school.</p>	<p>Very Poor</p>	<p>Community hall to continue to be available to the community for community activities.</p>	<p>Very Poor</p>

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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>Additional travel would be required for pupils currently attending Llanfihangel Rhydithon C.P. School. Whilst free home to school transport would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, there would also be an additional travel requirement for parents in order to access school activities / events.</p> <p>Llanfihangel Rhydithon C.P. School is co-located with a community hall. Should the school close, the community hall would continue to be available for community activities. Whilst the proposal would not impact on the community hall, it is acknowledged that the potential loss of income to the hall from school activities no longer needing to take place could impact on the community hall.</p> <p>A separate draft community impact assessment has been carried out which includes input from the school. This will be updated as required throughout the process.</p>			
<b>Source of Outline Evidence to support judgements</b>				

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

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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 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.	No impact	Neutral		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).	Implementation of the proposal would require additional travel for pupils currently attending Llanfihangel Rhydithon C.P. School for whom this is their closest school. This would have a negative environmental impact as more home to school transport would need to be provided to transport pupils to their nearest alternative school. However, the number of pupils requiring additional transport would be relatively small, and it is possible that they could be accommodated on transport which is already operating.	Neutral		Choose an item.
<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.	Implementation of the proposal would result in closure of Llanfihangel Rhydithon C.P. School, with pupils transferring to alternative schools. It is acknowledged that this could have a negative impact on the mental well-being of pupils, staff and other stakeholders associated with the school during the transition period, however the long term aim is to provide improved learning opportunities for all learners.	Poor	Support will be provided to pupils during the transition period to enable them to transfer effectively to their new schools.  Process to be concluded as quickly as possible to minimise the period of uncertainty for pupils, staff and other stakeholders.	Neutral

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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 Wales of cohesive communities:</b> Attractive, viable, safe and well-connected Communities.</p>	<p>There would be a significant impact on the community of Llanfihangel Rhydithon as there would be no provision in the village, and therefore potential loss of any community facilities associated with the school.</p> <p>Additional travel would be required for pupils currently attending Llanfihangel Rhydithon C.P. School. Whilst free home to school transport would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, there would also be an additional travel requirement for parents in order to access school activities / events.</p> <p>Llanfihangel Rhydithon C.P. School is co-located with a community hall. Should the school close, the community hall would continue to be available for community activities. Whilst the proposal would not impact on the community hall, it is acknowledged that the potential loss of income to the hall from school activities no longer needing to take place could impact on the community hall.</p> <p>A separate draft community impact assessment has been carried out which includes input from the school. This will be updated as required throughout the process.</p>	<p>Very Poor</p>	<p>Community hall to continue to be available to the community for community activities.</p>	<p>Very Poor</p>

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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 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.	<p>The aim of implementing the proposal is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>If approved by Cabinet, the Council will carry out consultation on the proposal, which would include consultation with all pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.</p>	Neutral		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>				
<b>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</b>	Llanfihangel Rhydithon C.P. School is an English-medium school, therefore it is not anticipated that implementation of the proposal would impact on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourably than the English language.	Neutral		Choose an item.
<b>Opportunities to promote the Welsh language</b>	Llanfihangel Rhydithon C.P. School is an English-medium school, therefore it is not anticipated that implementation of the proposal would impact on opportunities to promote the Welsh language	Neutral		Choose an item.



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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
<i>People are encouraged to do sport, art and recreation.</i>	<p>Implementation of the proposal would lead to the closure of Llanfihangel Rhydithon C.P. School, with pupils transferring to their nearest alternative schools.</p> <p>It is likely that pupils would transfer to larger schools, and it is anticipated that being part of a larger school would result in additional opportunities for pupils to take part in sport, art and other extra-curricular activities.</p>	Good		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 impact on primary aged pupils currently attending Llanfihangel Rhydithon C.P. School. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.
<i>Disability</i>	The proposal would impact on any pupils with disabilities currently attending Llanfihangel Rhydithon C.P. School. The proposal aims to provide improved educational opportunities for all affected pupils, including any pupils with disabilities.	Neutral		Choose an item.
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.

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<i>Race</i>	The proposal would impact on all primary aged pupils currently attending Llanfihangel Rhydithon C.P. School, including pupils belonging to protected characteristic groups due to their race. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.
<i>Religion or belief</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Llanfihangel Rhydithon School, regardless of their religion or belief.	Neutral		Choose an item.
<i>Sex</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Llanfihangel Rhydithon C.P. School.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Llanfihangel Rhydithon C.P. School, regardless of their sexual orientation.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.

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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 pupils currently attending Llanfihangel Rhydithon C.P. School, including any eligible for Free School Meals, however based on PLASC 2020 information, no pupils at Llanfihangel Rhydithon C.P. School were eligible for Free School Meals.</p> <p>Should the proposal be implemented, there would be no school in Llanfihangel Rhydithon. This would mean that pupils currently attending Llanfihangel Rhydithon C.P. School would need to travel to their nearest alternative provision. 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**

PLASC

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

Principle	How does the proposal impact on this principle?	<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>Sustainable Development Principle (5 ways of working)</b>				
<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.	Pupil numbers at Llanfihangel Rhydithon C.P. School are low and are not expected to increase significantly over the coming years. The aim of the proposal to close the school is to ensure the best possible opportunities for learners in the area now and in the future, and to ensure better strategic management of the Powys schools estate.	Good		Choose an item.
<b>Collaboration:</b> Working with others in a collaborative way to find shared sustainable solutions.	Should the Cabinet agree to proceed, full consultation would be carried out, which would enable all interested parties to give their views. This would include an opportunity to suggest any alternative options for the school.	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	<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>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>Should Cabinet decide to proceed, 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>	Good		Choose an item.
<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>The aim of the proposal to close the school is to ensure the best possible opportunities for learners in the area now and in the future, and to ensure better strategic management of the Powys schools estate.</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.
<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>	No impact.	Neutral		Choose an item.

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Principle	How does the proposal impact on this principle?	<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>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?	Implementation of the proposal would impact on all current staff at Llanfihangel Rhydithon C.P. School as there would no longer be a school in Llanfihangel Rhydithon, therefore staff would be subject to a Management of Change process.  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 LA teams (e.g. HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views.	Poor		Poor
<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?	Implementation of the preferred way forward could impact on salary arrangements for current staff at Llanfihangel Rhydithon C.P. School.	Neutral		Choose an item.
<b>Welsh Language impact on staff</b>	Llanfihangel Rhydithon C.P. School is an English-medium school, therefore it is not anticipated that there would be a Welsh language impact on staff	Neutral		Choose an item.
<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>				

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
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Dolau	<p>There would be a significant impact on the communities of Dolau as there would be no provision in the area, and therefore potential loss of any community facilities associated with the school.</p> <p>Llanfihangel Rhydithon C.P. School is co-located with a community hall. Should the school close, the community hall would continue to be available for community activities. Whilst the proposal would not impact on the community hall, it is acknowledged that the potential loss of income to the hall from school activities no longer needing to take place could impact on the community hall.</p> <p>Should the proposal be implemented, additional travel would be required for pupils currently attending Llanfihangel Rhydithon C.P. School.</p> <p>Whilst free home to school transport would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, there would also be an additional travel requirement for parents in order to access school activities / events.</p> <p>A separate draft community impact assessment has been carried out which includes input from the school. This will be updated as required throughout the process.</p>	Major	Community hall to continue to be available to the community for community activities.	Major	
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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)
N/A			

10. Overall Summary and Judgement of this Impact Assessment?

Outline Assessment (to be inserted in cabinet report)	Cabinet Report Reference:
The aim of the proposal is to improve the educational provision for learners. However, whilst this impact assessment has identified some positive aspects, in particular relating to learning and skills and ensuring the best strategic management of the Powys schools estate, the assessment has also identified some negative aspects. These primarily relate to the impact on the community of Dolau due to loss of educational provision from the area, and the associated additional travel requirements for pupils.	

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

What additional evidence and data has informed the development of your proposal?
Full consultation would be required to implement this proposal, and this would enable the impact assessment to be further developed.

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 development.

13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	5 <sup>th</sup> January 2021
Head of Service:	Lynette Lovell		
Portfolio Holder:	CLlr Phyl Davies		

14. Governance

**Decision to be made by**

Cabinet

**Date required**

9<sup>th</sup> February 2021

**FORM ENDS**

DRAFT