

POWYS COUNTY COUNCIL

CONSULTATION DOCUMENT

Bronllys Community Primary School and Talgarth Community Primary School

Consultation dates: 7th March 2016 - 18th April 2016

CONTENTS

	Page
1. The proposal	3
2. Impact and implications of the proposal	7
3. Details of affected schools	17
4. Consultation details	22
Appendix A Equality Impact Assessment	25
Appendix B Community Impact Assessment	35
Appendix C Response form	39

As Talgarth and Bronllys Community Primary (C.P.) Schools are English medium schools, the consultation documentation is only available in English.

If a Welsh language copy is required, or if you require a copy of the document in a different format, please contact the School Modernisation Team on 01597 826265, or e-mail school.modernisation@powys.gov.uk

1. THE PROPOSAL

Powys County Council ("the authority") is proposing to close Talgarth and Bronllys C.P. Schools from August 2017, and establish a new community primary school on the current sites in September 2017, until a new school building is constructed on a new site in Talgarth and opens in September 2018.

1.1 Background to the proposal

The Gwernyfed primary school catchment review began in 2010 with the formation of an Area Project Board (APB) of local members, school representatives and other partner organisations. The APB agreed in January 2011 that the number of schools in the catchment should reduce from ten down to five. Subsequently, the authority has submitted business cases to the Welsh Government for capital funding to build five new primary schools in the catchment, as part of the 21st Century Schools Programme.

The Welsh Government has approved both the Strategic Outline Case and the Outline Business Case for the development of a new school building in Talgarth. A Full Business Case is now under development and will be submitted to the Welsh Government later this year. It is anticipated that the new school will be completed in 2018.

Formal consultation took place in 2012 on a proposal to close Talgarth and Bronllys C.P. Schools. However, this consultation has now lapsed and it is necessary to re-consult, in accordance with the Welsh Government's School Organisation Code 2013 and the authority's Schools Reorganisation Policy 2015.

On 26th January 2016, the authority's Cabinet formally approved the completion of an Option Agreement to acquire the freehold of land which is in private ownership to construct the new school at a site in Talgarth.

Consultation is planned to take place from 7th March 2016 to 18th April 2016.

1.2 Reasons for the proposal

The authority is proposing to close Talgarth and Bronllys C.P. Schools from August 2017, and establish a new community primary school on the current sites in September 2017, until a new school building is constructed on a new site in Talgarth and opened in 2018 for the following reasons:

- To reduce the running costs per pupil through the delegated budget for schools to be no more than 20% greater than the county average
- To deliver a fit for purpose solution that:
 - Delivers a learning environment fit for 21st Century Schools conditions.
 - Accommodates predicted demand.
 - Provides infrastructure flexibility to accommodate long-term trends.
- To optimise local service delivery through consolidation where possible, in accordance with the authority's Community Focussed Schools Strategy and the One Powys Plan
- To manage surplus places in the primary sector in Powys to be less than 10%
- To minimise the dependency on temporary accommodation

1.3 Advantages and disadvantages of the proposal

Advantages Greater opportunity for Talgarth and Bronllys pupils to learn with other pupils of the same age – pupils are taught in two classes with mixed age groups	Disadvantages Loss of primary provision in Bronllys
Increased opportunities for pupils to participate in social, cultural and sporting activities by being part of larger year groups	Pupils who are used to a small school environment may not adapt quickly to a larger school environment
Reduction in the level of surplus places in the authority	Increase in travel time and distance for pupils from the Bronllys area
Improved efficiency in the use of resources	Both schools lose their own identities
In a larger school, the headteacher has no classroom responsibility and therefore has more capacity to focus on the strategic development of the school and improving standards	Development of new day to day operational challenges of a new amalgamated school i.e. school layout, new uniforms, new school name etc.
One staffing and governance structure with a shared ethos.	
Staff can work together creating stability and a shared vision to provide a consistent and	

coherent teaching environment and offering greater potential for improving levels of achievement within the school.
Increased pupil projections will enable the
school to attract enough funding to provide
appropriate staffing levels
Improved learning environment fit for the 21 st
Century - The proposed new school will be a
Condition A school, replacing Bronllys, which
is a Condition B school, and Talgarth, which
is a Condition C School

1.4 Alternative options considered

A range of options for the delivery of primary education in the Talgarth / Bronllys area were considered as part of the wider Gwernyfed Catchment Area review process. These included the continuation of the current structure of schools, establishing a federation of schools using existing buildings and the amalgamation of the schools onto fewer sites.

The consensus of the members involved in the area review process was that the number of schools in the wider catchment was too high and that the pupil numbers in the majority of the schools was too low to meet the objectives of delivering a sustainable and efficient net of schools for the future. Of the 10 schools in the catchment, 5 had less than 50 pupils with only 2 classes and a further 2 schools having 4 or less classes and pupil numbers of around 100 pupils.

The members of the area review concluded that to ensure an effective primary school provision, whilst still maintaining the mixture of community and church schools, the number of schools in the catchment should be reduced to 4 or 5.

Strengths No additional transport or travel required	Weaknesses Does not create a structure where standards of teaching and learning can improve
Maintains provision in the local communities of Talgarth and Bronllys	Pupil numbers continue to be below 50 in Bronllys C.P. School
	Potentially difficult to recruit permanent headteachers to Bronllys and Talgarth C.P. Schools
	Surplus places continue to be over the authority's accepted threshold
	The school buildings would continue to be condition B/C for suitability.
	The schools maintenance backlog costs would continue to rise.

i) Status quo

ii) Federation of Talgarth and Bronllys C.P. Schools

Strengths No additional transport or travel required	Weaknesses The school buildings would continue to be category B/C for sustainability.
Maintains provision in the local communities of Talgarth and Bronllys	The schools maintenance backlog costs would continue to rise.
May create a structure where standards of teaching and learning can improve	Pupil numbers in Bronllys C.P. School would continue to be below 50
Increased opportunities for networking and sharing best practice between staff	Surplus places continue to be over the authority's accepted threshold
Both schools would retain their own identity	

iii) Amalgamation of Talgarth and Bronllys C.P. Schools to create a new school on two sites

Strengths No additional transport or travel required	Weaknesses The school buildings would continue to be
	category B/C for sustainability, will continue to deteriorate and the maintenance backlog costs would continue to rise
Maintains provision in the local communities of Talgarth and Bronllys	Pupil numbers on the Bronllys site would continue to be below 50
May create a structure where standards of teaching and learning can improve	Surplus places continue to be over the authority's accepted threshold
Increased opportunities for networking and sharing best practice between staff	Both schools would lose their own identities
One staffing and governance structure with a shared ethos.	Development of new day to day operational challenges of a new amalgamated school i.e. school layout, new uniforms, new school name
Staff can work together creating stability and a shared vision to provide a consistent and coherent teaching environment and offering greater potential for improving levels of achievement within the school.	

1.6 Risks associated with the proposal

The following risks are associated with the proposal:

Risk The parents of pupils currently attending Bronllys C.P. School and Talgarth C.P. School choose not to transfer to the new school in Talgarth	Probability Low	Impact Low	Response Strategy Following evaluation of Bronllys C.P. School pupils' addresses, the impact on other schools which pupils might reasonably be expected to transfer to following the closure of Bronllys and Talgarth C.P. Schools is considered to be minimal. The proposed school site in Talgarth will continue to be the nearest school.
There is an increase or decrease in the demand for primary education in the Talgarth and Bronllys locality	Medium	Low	The new build school will be constructed to be flexible to accommodate varying influxes of primary pupils, for example, with scope to build extra classrooms.

2. Impact and implications of the proposal

2.1 Impact of the proposal

2.1.1 Impact on the affected schools

i) Impact on the affected schools' ability to deliver the full curriculum in each key stage

Given the current low number of 43 (PLASC 2015 data) at Bronllys C.P. School and that Bronllys and Talgarth already share the same acting Headteacher, the authority would expect the impact on the schools' ability to deliver the full curriculum in each key stage to be very low.

By closing the schools and establishing a new-build school, the proposal would enable the new school to run more efficiently, ensuring that teaching resources are shared, and improving and modernising the learning environment for the pupils from both schools, therefore supporting the new school's ability to deliver the full curriculum in each key stage to the highest quality.

ii) Impact on outcomes at the affected schools

Due to the proposal involving establishing and constructing a new, fit-for purpose school for the 21st Century, it is not anticipated that the proposal would have any significant or negative impact on outcomes at any of the affected schools.

Talgarth C.P. School was inspected under ESTYN's previous framework in 2009, where no overall judgement was given. Below is a table demonstrating grade's against the seven key questions.

Key question	Grade
1. How well do learners achieve?	2
2. How effective are teaching, training and assessment?	2
3. How well do the learning experiences meet the needs and	2
interests of learners and the wider community?	
4. How well are learners cared for, guided and supported?	2
5. How effective are leadership and strategic management?	2
6. How well to leaders and managers evaluate and improve	2
quality and standards?	
7. How efficient are leaders and managers in using resources?	2

According to ESTYN's November 2013 inspection of Bronllys C.P. School, the current performance is categorised as 'Good' and the school's prospect for improvement is also 'Good'.

Amalgamation would build upon the work that the headteacher, staff and governing bodies have already undertaken in order to improve school standards. This work could more easily be built upon in a newly built school, allowing collaboration and positive outcomes on pupils' standards, enhanced provision, leadership and management.

iii) Impact on provision at the affected schools

Implementation of the proposal would mean that primary school provision would no longer be available in the village of Bronllys. However, the distance between the villages of Talgarth and Bronllys is less than 2 miles, with the distance between the current two schools being 1.2 miles. The new school would be constructed in the village of Talgarth, across the road from where the current school is situated. A location map of the proposed site can be seen on page 14 of this consultation document.

By closing and establishing a new community primary school, and by constructing a newbuild for the current schools, this will secure the future of local primary school provision in the Talgarth/ Bronllys locality, supporting Powys County Council's Community Focussed Schools Strategy.

The establishment of a new school would ensure high quality provision and learning environment. This would impact positively on pupil, wellbeing, achievement and attainment. This would also facilitate more effective leadership though enabling the establishment of robust systems and procedures to ensure high quality provision and outcomes. It would also promote greater interaction allowing opportunities for additional activities.

iv) Impact on leadership and management at the affected schools

Talgarth and Bronllys currently share the same acting Headteacher; by formally merging the schools and in constructing a 21st Century new-build school, it is anticipated that the proposal would have a positive impact on leadership and management by streamlining the arrangements that are already in place, making it easier to recruit a permanent headteacher.

A shadow governing body would be appointed and established from the current two existing governing bodies before the new school would open in September 2017.

2.1.2 Impact on staff

If a decision is made to proceed with the closure of Talgarth and Bronllys C.P. Schools in August 2017, in order to establish a dual-sited school in September 2017 until the new community primary school is constructed on a new site in Talgarth and opens in September 2018, any implications or changes to staff employments would be taken forward by the schools in accordance with the authority's Management of Change procedures.

The current number of teaching staff at Talgarth and Bronllys are:

	Talgarth	Bronllys	
Total number of teaching staff	3	3	
Total number of non- teaching staff	11	7	

Talgarth and Bronllys C.P. Schools currently share an Acting Headteacher and an Assistant Headteacher.

2.1.3 Impact Assessments

i) Equality Impact Assessment

An Equality Impact Assessment has been carried out on the proposal to close Talgarth and Bronllys C.P. Schools from August 2017, in order to establish a dual-sited school in September 2017 until a new community primary school is constructed on a new site in Talgarth and opens in September 2018. This assessment is provided in Appendix A.

The authority is confident that the proposal, in accordance with the Welsh Government's School Organisation Code, will not significantly affect the pupils; the needs of each individual pupil currently attending Talgarth and Bronllys C.P. Schools who belong to a protected characteristic group will continue to be met.

Free home to school transport would be provided to qualifying pupils.

ii) Community Impact Assessment

A Community Impact Assessment has been carried out in respect of the proposal to close Talgarth and Bronllys C.P. Schools from August 2017, in order to establish a dual-sited school in September 2017 until a new community primary school is constructed on a new site in Talgarth. This assessment is provided in Appendix B.

The authority acknowledges that there will always be an impact on the local community with regards to school reorganisation, especially in Bronllys where the school would be closed. It's clear that both schools have strong links with the local community, especially in utilising the schools' facilities for a wide range of community focussed activities and events such as Young Farmers and the Talgarth Male Voice Choir meetings.

However, the authority is satisfied that the community impact would be minimal should Talgarth and Bronllys C.P. Schools close to form a new community primary school The new school will operate from a new purpose-built English-medium 120 to 150 place school + early-years provision at a new site in Talgarth as part of the Gwernyfed Primaries Catchment Area Project. The authority is satisfied that the community impact would be minimal especially given that the newly constructed school will have new, state of the art, community friendly facilities.

In terms of extra-curricular activities, a wide range of activities are offered by both schools, and the authority is satisfied that pupils would have the opportunity to take part in a similar range of activities during the short-term plans (amalgamating the current schools to establish a single, dual-sited school) and during the long-term plans (pupils being educated in a newly constructed school at a new site in Talgarth).

However the authority acknowledges that the impact for both the pupils and wider community would be greater in Bronllys than in Talgarth due to the new school being built at a site in Talgarth, therefore increasing school travelling times for the current pupils at Bronllys. Nonetheless, the current two schools are only 1.2 miles apart, therefore the increase in travelling times would be minimal and would be of little significance in terms of its effect on extra-curricular activities.

In response to the Community Impact Questionnaires, it was noted twice that there are real concerns about the safety of pupils from Bronllys who would be walking to the new school, down the road to Talgarth. The authority is in agreement and has agreed due to Health and Safety and Safeguarding issues to fund transportation costs for affected pupils.

iii) Welsh Language Impact Assessment

A Welsh language Impact Assessment is not required as part of the consultation process, in accordance with the School Organisation Code (2013) due to the linguistic category of Talgarth and Bronllys C.P. Schools and the new school being the same: Category 5 'Predominantly English-medium Primary School according to Welsh Government: Defining Schools according to Welsh-medium Primary, October 2007'.

Information from the 2011 Census shows that only 17.38% of the Bronllys Community Council area have one or more skills in Welsh, whist 20.53% of the Talgarth Community Council are have one or more skills in Welsh¹.

The Census data reflects the low demand for Welsh-medium education in the locality, however Welsh-medium education can be accessed in nearby Ysgol y Bannau in Brecon, which is around 7.5 miles from Bronllys, or in Builth Wells which is around 14 miles north of Bronllys.

2.2 Other implications

i) Financial implications

The current funding formula has been run for the proposed school on current numbers, this generates the majority of the funding, however for premises related elements a number of assumptions have been made, as follows:

Floor areas have been provided for the proposed school

Rates have been maintained at current cost

Statutory testing has been included at the cost of similar size school

Grounds area has been included as the current site for Talgarth

No redundancy costs are included in the below figures.

The authority has agreed that the transport route between Bronllys and the proposed new school site is an unsafe route for primary age pupils to walk along due to the requirement to cross a trunk road. The net additional cost of the transport is estimated to be £20,900 per annum. These costs would be met through additional central savings through the requirement to provide meals from a single kitchen and the requirement to fund a single headteacher.

Interim Arrangements

The figures shown below have been based on the current fair funding formula with the addition of a change to the formula that will be required for 2017/18 to reflect the funding of a split-site school, which is based on an additional .25 FTE teacher.

Current Delegated Budget: 2 Schools	£473,941
Revised Funding Based on Dual Sited	£459,662
School	
Total Delegated Saving (includes assumption	£14,279
of additional 0.25 FTE for split site)	
Additional savings re Headteacher	£15,580
Net savings	<u>£29,859</u>

¹ 2011 Census information for the two Community Council areas, taken from <u>http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/</u>

New School Arrangements

Current Delegated Budget: 2 Schools	£473,941
Revised Delegated Funding: 1 School	£427,647
Total Delegated Saving	£46,294
Total Additional Saving (Headteacher and	£23,500
cantering savings)	
Total Saving	£69,794
Additional Transport Costs	£20,900
Total Net saving	£48,894

ii) Estimated capital cost of the proposal

As stated in the Outline Business Case, the total estimated capital cost for building the new school in Talgarth is around £5.35m, with £2,836.102 capital cost investment from Powys County Council, and £2,511,938 capital cost contribution from the Welsh Government. These costings are subject to further evaluation following evaluation and approval from Welsh Government at Full Business Case stage.

The project forms part of the wider Gwernyfed Catchment Area project which will see a total of five new-build schools in the area.

The project includes the construction of the following schools:

Archdeacon Griffithes CiW School, Llyswen Clyro CiW Primary School Hay-on-Wye CP School Llangors CiW School New school in Talgarth

In October 2015, the Welsh Government approved the Outline Business Case under the 21st Century Schools Programme in line with HM Treasury 5 case business model.

Powys County Council is currently developing the Full Business Case, ready for Welsh Government submission later this year.

Any Capital Receipts and other savings arising from the disposal of the two current school sites on completion of the new-build will be utilized in accordance with the authority's Capital Programme and will be used to support future capital projects including the 21st Century Schools Programme.

iv) Schools maintenance backlog costs

The proposal forms part of the authority's 21st Century Schools Investment Programme and contributes to the delivery of sustainable schools for the 21st Century and better strategic management of the school estate through the removal of maintenance backlogs and school buildings which are inefficient or in poor condition.

The below table concludes the maintenance backlog costs of the schools:

Bronllys	£120,000	
Talgarth	£509,400	

v) Land, buildings and resources

On the 31st of July 2012, the authority's Cabinet agreed that the authority continues negotiations with the landowner of the Talgarth site to secure it for a new school. On the 2nd of October 2012, the authority's Cabinet approved that the design and feasibility of the new school at Talgarth is to be progressed.

On 26th January 2016, the authority's Cabinet formally approved the completion of an Option Agreement to acquire the freehold of land which is in private ownership to construct the new school at a site in Talgarth.

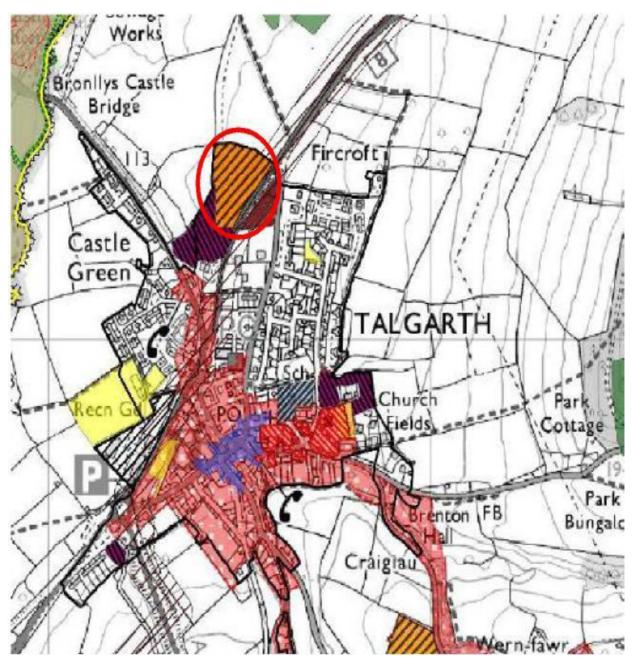
An Option Agreement is a legal contract binding both parties and a mechanism that allows the authority the option of acquiring the site at a pre-agreed figure on the basis that certain pre-requisites are achieved. These are:

- The receipt of planning permission for the proposed community primary use.
- Confirmation from Welsh Government of the Final Business Case is approved and that funding is forthcoming.
- Final confirmation from the authority's Cabinet that the freehold purchase shall be completed.

Accordingly, the authority has identified a site within the Brecon Beacons National Park Authority and worked with its strategic partner to ensure this is identified for future school development. The authority has also concluded negotiation with the landowner and an Option Agreement for the purchase subject to the conditions described above is to be completed.

A Development Brief was jointly submitted by Powys County Council and the Brecon Beacons National Park, and was subsequently approved for mixed-development use.

Below is an extract from the Brecon Beacons National Park Local Development Plan (LDP), showing the extent of the proposed site for the mixed-use development:



Brecon Beacons National Park LDP Proposals Map for Talgarth

vi) Transport and travel

In the event of the closure of Talgarth and Bronllys C.P. Schools, the authority acknowledges that the impact will be greater on pupils who currently attend Bronllys C.P. School rather than Talgarth C.P. School, due to the new school being situated on a new site in Talgarth, therefore increasing school travelling times for Bronllys pupils when the new school is constructed and opens in September 2018. Nonetheless, the current two schools are only 1.2 miles apart, therefore the increase in travelling time would be minimal.

Although Bronllys is within 2 miles of the new site, transport would be provided due to the authority determining that the transport route between Bronllys and the proposed new school site is unsafe for primary age pupils to walk along due to the requirement to cross a trunk road.

In accordance with the authority's School Transportation Policy, transport will be provided to qualifying pupils. The current policy is that pupils are eligible for free transport if they meet each of the following criteria:

- They are of primary school age, in accordance with the authority's admissions policy
- They attend their nearest school, or the school designated by the authority
- They live further away from the school than the statutory walking distance of two miles.

It should be noted:

- Distance is measured by the shortest walking route between home and school (from the nearest council maintained road to the property, to the nearest school entrance onto the school site).
- Where contract or public passenger vehicles are used, it is not always possible to arrange the routes of vehicles to pass close to the home of all pupils. Therefore parents may be required to make their own arrangements for their children to get to and from the nearest 'pick-up' point of the vehicle. Every effort is made to keep this distance to a minimum and should not exceed 1 mile.

vii) Admissions

Admissions for both Talgarth and Bronllys C.P. Schools are administered by the authority.

In the event of closure of Talgarth and Bronllys C.P. Schools, the two schools would amalgamate and become a single dual-sited school, under one governance and leadership structure from 1st September 2017. As the two schools would be closing, and a new school opening, parents of pupils currently attending Talgarth and Bronllys schools would automatically be given a place at the new school (on dual sites) and at the new-build school site in Talgarth.

Should a parent need to apply for a place at another chosen school, this should be done in accordance with the authority's Admissions Process, which is as follows:

- i) Parents to complete an application form, which will be provided by the authority
- ii) Admissions form to be returned to the authority
- iii) Authority to inform parents whether admission to the chosen school has been granted.

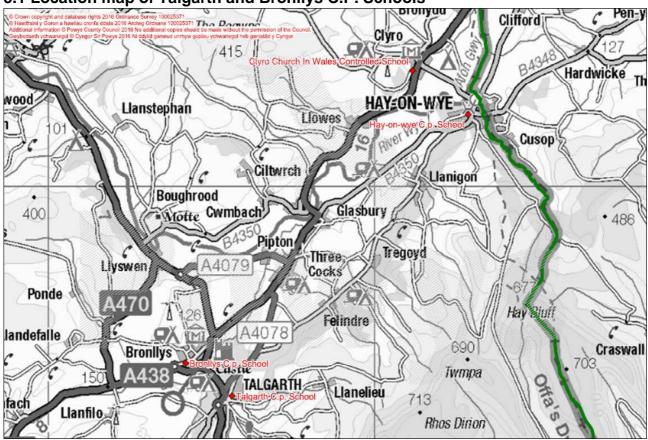
For pupils wishing to transfer to schools located in other authorities, parents would need to follow the same procedure, and would need to apply via their home authority.

The authority's Admissions Team can be contacted by e-mailing admissionsandtransport@powys.gov.uk or by phoning (01597) 826477.

3. DETAILS OF AFFECTED SCHOOLS

The School Organisation Code states that information must be provided during a consultation about any schools affected by the proposal – these include any schools to which it might reasonably be considered that pupils may wish to transfer.

Having evaluated pupil addresses of the current Bronllys CP and Talgarth CP Schools, two pupils who currently attend Bronllys CP live in Llyswen, making Archdeacon Griffiths Church in Wales Aided Primary School, Llyswen a potential affected school.



3.1 Location map of Talgarth and Bronllys C.P. Schools

School details

School	School Type	Language Category	Admission Number	Surplus Capacity	Nursery Places Available	Pupil numbers PLASC Jan 2015 *	Age Range
Bronllys C.P. School	Community Primary	English	7	17	7	43	4 - 11
Talgarth C.P. School	Community Primary	English	13	32	13	68	4 – 11
Archdeacon Griffiths CiW Aided Primary	Church in Wales Aided Primary School	English	17	9	17	111	4 - 11

*excludes nursery

i) Current and historical pupil numbers

Based on PLASC information, the total number of pupils (R - Yr 6) in each of the schools over the last 5 years is as follows:

School	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Bronllys	43	40	33	20	25	28
Talgarth	68	75	73	59	60	51
Archdeacon Griffiths CiW Aided Primary	97	100	93	76	89	98

ii) Projected pupil numbers (R – Yr 6)

School	January 2016	January 2017	January 2018	January 2019	January 2020
Bronllys C.P School	34	35	45	53	50
Talgarth C.P. School	71	58	70	80	83
Archdeacon Griffiths CiW Aided Primary	106	116	120	122	122

i) Current capacity according to the Annual School Places Return for Welsh Government 2015:

School	Total number of places	Number of surplus places (Jan 2015)	Total surplus capacity (Jan 2015)
Bronllys C.P. School	54	11	20.37%
Talgarth C.P. School	93	25	26.88%
Archdeacon Griffiths	137	26	19%
CiW Aided School			

ii) Building condition

School	Condition	Suitability	Sustainability
Bronllys C.P. School	В	B/C	В
Talgarth C.P.School	С	B/C	D
Archdeacon Griffiths	В	B/C	В
CiW Aided Primary			

iii) Quality of education – Estyn inspections

School	Date of inspection	School's current performance	Prospects for improvement	Follow-up activity
Bronllys C.P. School	November 2013	Good	Good	n/a
Talgarth C.P. School	November 2009	The school was inspected on the previous inspection framework and received 7 'grade 2s' against each key question.	n/a	n/a
Archdeacon Griffiths CiW Aided Primary	March 2013	Adequate	Adequate	Archdeacon Griffiths CiW Aided Primary is judged to have made good progress in respect of the key issues for action following Estyn visit. The school has been removed from the list of schools requiring Estyn monitoring. There will be no further Estyn monitoring visit in relation to this inspection.

iv) National School Categorisation System

The National School Categorisation system gives a clear and fair picture of how well a school is performing compared with other schools across Wales and helps to identify the schools that need the most help, support and guidance to improve.

The system has been developed collectively between regional education consortia and Welsh Government. Its primary function is to identify, across Wales, the schools that need the most support. The colour category of support allocated to a school will trigger a bespoke, tailored support programme.

The system is based on three steps. It is not purely data-driven and takes into account the quality of leadership, teaching and learning in schools.

- **Step one – Standards group:** A range of information is used to make a judgement about the school's standards, resulting in a standards group

- **Step two – Improvement capacity:** An evaluation of the school's capacity to improve further, taking account of the evidence about the standards and the quality of leadership, teaching and learning, resulting in an improvement capacity

- **Step three – Support category:** Bringing the judgement on the standards group and improvement capacity together to decide on the school's support category, colour coded either green, yellow, amber or red.

The affected schools were categorised as follows during 2015/16:

School	Standards Group	Improvement Capacity	Support Category
Bronllys C.P. School	2	С	Amber
Talgarth C.P. School	1	C	Amber
Archdeacon Griffiths CiW Aided Primary	2	Α	Yellow

v) Financial information

School	School's Budget Share 2015-16	Funding per pupil 2015-16
Bronllys C.P. School	£200,000	£4527
Talgarth C.P. School	£274,000	£3686
Powys average		
funding per pupil		£3777

vi) Details of the new school

School details:

- The newly constructed school would accommodate pupils between the ages of 4 to 11.
- The newly constructed community primary school would have a 120 to 150 pupil capacity with provision for early-years.
- The admission number for the new school would be 17, if the authority approves the proposal to raise the age of admission in Powys (the number would be 15 if the age of admission would remain the same).
- The new building would also accommodate a community room, a library storage and a Hall available for community use.
- Details of school designs will be provided and communicated to local stakeholders after the successful appointment of a contractor in March/ April 2016.
- It is anticipated that the new school would open its doors for pupils in September 2018.

It is not envisaged that the nursery places at the existing schools would be affected by the proposals as nursery provision would be provided at the new school.

4. CONSULTATION DETAILS

4.1 CONSULTATION DETAILS

4.1 Who will we consult with?

The authority will consult with the pupils, parents, governors and staff of Talgarth and Bronllys C.P. Schools and also Archdeacon Griffiths Church in Wales Aided Primary School. A copy of the consultation document will also be provided to all those required in accordance with the School Organisation Code 2013, which includes the following:

- The Governing Bodies of Talgarth, Bronllys C.P. School and Archdeacon Griffither Church in Wales Aided Primary Schools
- Parents, carers, guardians and staff of Talgarth, Bronllys C.P, Archdeacon Griffiths Church in Wales Aided Primary Schools and the private nursery settings in Talgarth and Bronllys
- Pupils of Talgarth, Bronllys C.P. and Archdeacon Griffiths Church in Wales Aided Primary Schools
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education & Skills
- Neighbouring Local Authorities
- Local Powys Councillors
- Town and Community Councils in the local area
- The AM for Brecon and Radnorshire and regional AMs for the area
- The MP for Brecon and Radnorshire
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner
- The Regional Transport Consortium
- Nursery providers in the local area
- The Powys Children and Young People's Partnership

4.2 The consultation period

The consultation period for the current proposal to close Talgarth and Bronllys C.P. Schools from August 2017, and establish a new community primary school on the current sites in September 2017, until a new school building is constructed on a new site in Talgarth will commence on 7 March 2016 and will end on 18 April 2016.

4.3 The statutory process

Consultation on this proposal will follow the guidelines set out by the Welsh Government in the School Organisation Code (2013). The process is summarised below:

4.3.1 Consultation

Consultation will start on 7 March 2016 and will end at 5pm on the 18 April 2016. Feedback from the consultation will be collated and summarised, and it is anticipated that a report will be presented to the authority's Cabinet early in/ during the summer term 2016. The authority's Cabinet will consider the report and the feedback received during the consultation period, and will decide whether to proceed with the proposal, to make changes to the proposal or to not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

4.3.2 Statutory notice

If the authority's Cabinet decides to proceed, a statutory notice will be published, which will give a period of 28 days for people to submit written objections.

If there are objections, the authority will publish an objection report providing a summary of the objections and the authority's response to them before the end of 7 days beginning with the day of the local authority's determination. Only written objections submitted during the statutory notice period will be considered in this report. Comments submitted as part of the consultation period will need to be resubmitted in writing during the statutory notice period if they are to be considered as objections.

A further report will be presented to the authority's Cabinet, which they will consider alongside the objection report, in order to decide whether or not to approve the proposal.

4.3.3 Implementation

If the authority's Cabinet approves the proposal, it will be implemented in accordance with the date given in the statutory notice or any subsequently modified date.

4.4 How to respond to the consultation

A consultation questionnaire is attached to this document, and is also available on the authority's internet site at

<u>http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/</u>. Alternatively, you can respond in writing.

Completed questionnaires and other written responses should be sent to the following address:

School Transformation Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG

E-mail: school.modernisation@powys.gov.uk

All correspondence should be received **no later than 5pm on the 18th of April 2016.**

If you have any further questions about this proposal, you can contact the School Transformation Team using the above contact details, or on (01597) 826265.

APPENDIX A



Powys County Council

Equality Impact Assessment (EqIA) – Decision Assessment reporting template

This EqIA reporting template is designed to assist in the analysis of gathered data and evidence, to determine the equality impact of a proposal to change existing practices of a Council service. Once complete, the template should be made fully accessible to the public e.g. inclusion with publicly available Cabinet reports and/or publication on the Powys County Council website. For confidential matters, this should be made available once a decision has been taken.

N.B. Please contact the Council's Organisational Development Officer (Equalities) early on in the process if you require advice to conduct an assessment.

Proposal	Formal consultation to close Talgarth	Lead Person undertaking the assessment	Betsan Ifan
	and Bronllys Community Primary (CP)		
	Schools		
Service Area	Schools Service	Relevant Head of Service who has agreed this	lan Roberts
		assessment	Head of Schools
Date of	21 December 2015, updated 28 th		
Assessment	January 2016		

The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following 'general duty':

(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
(b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
(c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.

The protected characteristics include: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, marriage and civil partnership, sex and sexual orientation. This assessment also includes a consideration of impact upon people and communities whose language of choice is Welsh.

The specific regulations for Wales [Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011] require public sector bodies to monitor relevant policy and practises and then assess and report on the impact based upon an analysis of relevant data and evidence.

1. AIM or PURPOSE	
Briefly describe the aim or purpose of the change proposal being assessed.	This consultation is about whether Powys County Council should commence the statutory process for the following: To close Talgarth and Bronllys Community Primary Schools from August 2017, and establish a new community primary school on the current sites in September 2017, until a new school building is constructed on a new site in Talgarth and opens in September 2018.
2. OBJECTIVES	
Please state the current business objectives of the change proposal.	The authority is commencing formal consultation, in accordance with the Welsh Government's School Organisation Code, to close Talgarth and Bronllys CP Schools from August 2017, and establish a new community primary school on the current sites in September 2017, until a new school building is constructed on a new site in Talgarth and opens in September 2018 because: This proposal forms part of the Gwernyfed Primaries Catchment Area Project Outline Business Case that was approved
	by Cabinet on 21 April 2015.
	As stated on page 6 of the Outline Business Case (that was approved by Welsh Government in October 2015), the case for change is as follows:
	 There is a need to significantly improve the learning environment in all five schools There is a need to provide the right number and right type of schools in the right places to meet the needs of distinct communities within the catchment, ensuring an appropriate mix of community and faith places There is a need to reduce the level of surplus places There is a need to ensure better use of resources
3. BENEFITS and OUTCO	OMES
i) What are the intended benefits or outcomes from the change proposal?	 The benefits of the proposal are: Reduced surplus capacity across the catchment Improved learning environments Improved learner experience Schools of the right size and the right type in the right locations, meeting the needs of local communities

4. CORPORATE RELEVA	NCE			
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	2014-1 states 'We ne	The proposal supports Powys County Council's vision for education, which is outlined within the One Powys Plan for 2014-17. 'Transforming Learning and Skills' is one of the priorities within this plan, and within this priority, the Plan states that 'We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'		
5. DATA USED	L			
5.1. What data has been u conduct this assessment?	ised to	Profiling of service users, providing a breakdown of who uses the service by the protected characteristics. Service user satisfaction rates, broken down by the protected characteristics.	✓	
Tick/shade boxes as appropriate.		Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service. Qualitative data gathered from those that are not currently using the service.		
		Complaints monitoring against the protected characteristics Wider research reports and findings.		
		Relevant service based Equality Impact Assessment		
5.2. Are there any gaps in data?	the	Yes □ ✓ Please state the gaps: Qualitative data is not currently provided How will the gaps be addressed going forward?	No 🗆	
		Qualitative data will be gathered during the consultation process and the EqIA will be updated to reflect the qualitative information received.		

6. DATA ANALYSIS

6.1 Quantitative

Summarise the key quantitative data analysis results, providing key headline statistics.

Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.

Key questions:

- Are certain groups currently underrepresented in service user figures? Will a change affect this?
- ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?

Information on pupils who attend Bronllys and Talgarth CP Schools can be obtained via the Pupil Level Annual School Census 2015 (PLASC), which shows the profile of pupils according to a range of criteria, including age, free school meals, gender, special educational needs, ethnicity, use of Welsh and disabilities. In relation to the protected characteristic groups, the profile of pupils at each affected school is as follows:

Bronllys CP School:

- 44 pupils in total, aged between 3 and 11. 35 pupils aged between 5 and 11.
- Gender: Of the pupils attending the school, 19 (43%) are boys and 25 (57%) are girls.
- Free school meals: 7 pupils (16%) is eligible for free school meals.
- SEN: 0 pupils in the school have Statements of Special Educational Needs. 5 pupils (11%) have special needs but do not have a statement 5 pupils (11%) are on School Action Plus.
- Disabilities: 0 pupils have additional learning needs
- English as an Additional Language: English is an additional language for 4 pupils.
- Welsh language: 1 pupil speaks Welsh fluently at home.

Race/ethnicity: PLASC only provides information about the nationality and ethnic group of pupils aged 5 and over.

- The nationality of pupils aged 5 and over at the school is as follows:
 - Welsh 17 (49%)
 - English 2 (6%)
 - British 13 (37%)
 - Other 3 (9%)
- The ethnic group of pupils aged 5 and over at the school is as follows:
 - White British 32 (91%)

- Indian – 1 (3%)
- Any other Asian background – 2 (6%)
Talgarth CP School:
 74 pupils in total, aged between 3 and 11. 59 pupils aged between 5 and 11. Gender: Of the pupils attending the school, 41 (55%) are boys and 33 (45%) are girls. Free school meals: 5 pupils (7%) is eligible for free school meals. SEN: 1 pupil in the school has a Statement of Special Educational Needs. 14 pupils (19%) have special needs but do not have a statement –11 pupils (15%) are on School Action Plus, 3 pupils (4%) is on School Action Disabilities: 1 pupil has additional learning needs English as an Additional Language: English is an additional language for 1 pupil. Welsh language: 2 pupils (3%) do not speak Welsh at home but are fluent. Race/ethnicity: PLASC only provides information about the nationality and ethnic group of pupils aged 5 and over.
 The nationality of pupils aged 5 and over at the school is as follows: Welsh – 9 (15%) English – 6 (10%) British – 43 (73%) Other – 1 (2%)
 The ethnic group of pupils aged 5 and over at the school is as follows: White British – 56 (95%) Italian – 1 (2%) Scandinavian – 1 (2%) White European other – 1 (2%)
This information shows that the proportion of pupils that belong to the protected characteristic groups are comparatively low and varies little between schools.
Combining the figures from both schools, there is 1 pupil with additional learning needs that is in a protected characteristic group for disability, there are 3 pupils (9%) that are in a protected characteristic group due to

Summarise the key qualitative dataneanalysis, providing key themes orcopatterns.redInclude data that relates to existingprovision and also data relating toFuFu	onsultation on the closure of Talgarth and Bronllys CP Schools from August 2017, and the establishment of a ew community primary school on the current sites in September 2017, until a new school building is onstructed on a new site in Talgarth and opens in September 2018 will be carried out in accordance with the equirements of the School Organisation Code (2013). This will provide qualitative data in respect of the roposal, and the impact on pupils that belong to the protected characteristic groups.
Key questions:	
 i) Do certain groups have a different service user experience? How will a change affect this? ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views? iii) What are the reasons behind some groups not using the service? How will a change affect this position? iv) What has consultation on your proposals revealed about impact on the protected characteristics? 	

7. EqIA RESULT Based on an analysis of the available qualitative	The proposal does not present any adverse impact on equality.	
and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.	[Proceed to question 10] The proposal presents some adverse impact on equality. [Proceed to question 8] The prosposal presents significant impact on equality [Proceed to question 8]	✓
8. AREAS for IMPROVEMENT		
 Please provide detail of weak or sensitive areas of the proposal identified by the assessment. i) Which protected characteristic groups are particularly affected? ii) Will people on low incomes be affected? iii) Will Welsh speakers be affected? 	 i) This information shows that the proportion of pupils that belong to the protected characteristic groups are comparatively low and varies little between the two schools. Combining the figures from both schools, there is 1 pupil with additional learning needs that is in protected characteristic group for disability, there are 3 pupils (9%) that are in a protected characteristic group due to their ethnic group and 12 pupils are eligible for Free School Meals. Altogether, only 1 pupil comes from a home where some Welsh is spoken. ii) It is envisaged that the changes will have minimal impact on people on low incomes. Free transport will be provided to qualifying pupils, in accordance with Powys County Council School Transportation Policy. Based on the 2015 PLASC information, 12 pupils at both schools are eligible for Free School Meals. 	
	iii) It is not anticipated that the proposal would have an immedia speakers due to the number of speakers in the community being schools speaks Welsh fluently at home. However, on a long term	low. Only 1 pupil out of both

9. EQUALITY IMPROVEMENT	due to the fact that there is little opportunity for pupils to learn immediate Gwernyfed catchment area – although currently the could significantly grow in the future. The authority is aware of monitor the demand for Welsh language education.	re is little demand that demand
 9.1 Having identified problematic aspects to the proposal, how will this now be addressed? <i>i.e.</i> Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process? i) Can the impact be mitigated, and how will this be done? ii) Does the proposal require modification to reduce or remove this impact? iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have? 	 i) The authority is confident that the proposed plans, i Government's School Organisation Code, to close Ta August 2017, and establish a new community prima September 2017, until the new school building is co and opens in September 2018 will not significantly the needs of each individual pupil currently attendir protected characteristic group. Free home to schoo qualifying pupils to the new proposed school in Talg ii) At the current time, the proposal does not require r impact, however this EqIA will be reviewed and upd consultation exercise. iii) At the current time, the proposal should not be con EqIA will be reviewed and updated following the for 	algarth and Bronllys CP Schools from ry school on the current sites in nstructed on a new site in Talgarth y affect and will continue to meet ng the above schools who belong to a I transport would be provided to garth when it opens. modification to reduce or remove the lated following the formal sidered for removal. However this
9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?	Yes Date added Reference	No □✓ If no, please explain why not: Need was not identified at time of writing Service Strategy
10. ONGOING MONITORING		
		Please tick/shade

	Equality monitoring of uptake of the service within which the decision was made Satisfaction monitoring of service users (broken down by protected characteristic) Recording and analysing complaints/requests/compliments Targeted periodic focus groups/service user interviews/feedback sessions Other (please specify)	
Monitoring arrangements		

Monitoring arrangements

The Schools Transformation Programme Board is responsible for overseeing the strategic direction of the modernisation agenda: setting direction, implementing change, monitoring and reporting to the Cabinet of the Council.

Equality monitoring will form an integral part of the County Council's arrangements for any school reorganisation and will be undertaken where a significant or material change in provision is proposed.

The Head of Schools Service will be responsible for on-going monitoring.

Publication of results of the impact assessment

The results of the impact assessment will be published on the Council's website

Equality Impact Assessment Action Plan

Any actions identified as a result of this impact assessment will be taken forward for inclusion in the Schools Service Business Plan

APPENDIX B COMMUNITY IMPACT ASSESSMENT

1. The affected community

Talgarth and Bronllys C.P. Schools are two of five schools which form part of the Gwernyfed Primary Schools Catchment Area Project, an area that comprises a large rural area in South East Powys. Principal towns include Hay on Wye and Talgarth with the catchment area extending to Rhosgoch in the north to Llangros in the south.

Topography poses a challenge to the population in terms of how and where it can access services. Reflecting its rural nature, most journeys are conducted by car as public bus services are infrequent and there is limited rail transport. This has an impact on overall journey time and increased travel for pupils.

To the east of Gwenyfed catchment area adjoins the English border and at Hay and Clyro there are a small number of pupils who attend the schools from Herefordshire.

Based on the 2011 Census, 18.6% of the County's population speak Welsh (a 3% fall since 2001). Within the Gwernyfed catchment area, the Welsh speaking population is estimated to be as low as 5%.

Although both schools within this proposal come under different Welsh Government statistics in terms of the Welsh Index for Multiple Deprivation, it is worth noting that the current schools are only 1.2 miles apart.

1.1 Talgarth

English is the main language spoken in the area, and according to the 2011 census, although 20.53% of the population have one or more skills in Welsh. Only 1.28% of the population belong to ethnic groups other than white and 2.44% of the residents were born in Europe outside of the UK, which is significantly lower than some areas in the North of the County.

The Welsh Index of Multiple Deprivation 2014 ranks areas known as Local Super Output Areas (LSOA) in terms of deprivation, where 1 is the most deprived and 1909 is the least deprived. The Welshpool Town LSOA's are ranked as follows²:

Local Super Output Area (LSOA)	WIMD Rank 2014
Talgarth	1,260

The above WIMD rank confirms that the Talgarth area is amongst the 50% (rate band 1 to 22) least deprived area in Wales.

² <u>https://statswales.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014</u>

1.2 Bronllys

English is the main language spoken in the area, and according to the 2011 census, 18.07% of the population have one or more skills in Welsh. Only 1.09% of the population belong to ethnic groups other than white and 2.18% of the residents were born in Europe outside of the UK, which is significantly lower than some areas in the North of the County.

The Welsh Index of Multiple Deprivation 2014 ranks areas known as Local Super Output Areas (LSOA) in terms of deprivation, where 1 is the most deprived and 1909 is the least deprived. The Welshpool Town LSOA's are ranked as follows³:

Local Super Output Area (LSOA)	WIMD Rank 2014
Bronllys	1,255

The above WIMD rank confirms that the Bronllys area is amongst the 50% (rate band 1 to 22) least deprived area in Wales.

2. Community Impact Assessment

2.1 Extra-curricular activities provided by the schools

Bronllys

The following clubs are provided by the school outside school hours:

Daily After-school club Daily Breakfast club

Extra-curricular activities include a regular sports club with its activity varying depending on weather and time of year.

Talgarth

The following clubs are provided by the school outside of school hours:

Daily After-school club Daily Breakfast club

Extra-curricular activities includes 3 to 4 clubs that are run by staff each week, including sports, music, art and Welsh activities.

³ <u>https://statswales.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014</u>

2.2 Community use of the school building and community links

Bronllys

The school's facilities are used by the community for concerts, library visits, meetings with Community Councillors and with the Credit Union.

Talgarth

The school's facilities are used by the community for the following activities:

Library visits, St John's Badger (first aid) training for children and adults, Housing meetings, Credit Union meetings, Talgarth mill, multi-agency meetings, Talgarth festival activities such as showcasing films.

In addition, local members of the community arrange various concerts that are held in the school's hall and the local Young Farmers Club use the facilities regularly. The facilities are also regularly used by the local Talgarth Male Voice Choir.

Close links are also maintained with the local Bethlehem chapel and Gwendoline's Church.

2.3 Conclusion

The authority acknowledges that there will always be an impact on the local community with regards to school reorganisation, especially in Bronllys where the school would be closed. It's clear that both schools have strong links with the local community, especially in utilising the schools' facilities for a wide range of community focussed activities and events such as Young Farmers and the Talgarth Male Voice Choir meetings.

However, the authority is satisfied that the community impact would be minimal should Talgarth and Bronllys C.P. Schools close to form a new community primary school. The new school will operate from a new purpose-built English-medium 120 to 150 place school + early-years provision at a new site in Talgarth as part of the Gwernyfed Primaries Catchment Area Project. The authority is satisfied that the community impact would be minimal especially given that the newly constructed school will have new, state of the art, community friendly facilities.

In terms of extra-curricular activities, a wide range of activities are offered by both schools, and the authority is satisfied that pupils would have the opportunity to take part in a similar range of activities during the short-term plans (amalgamating the current schools to establish a single, dual-sited school) and during the long-term

plans (pupils being educated in a newly constructed school at a new site in Talgarth).

However the authority acknowledges that the impact for both the pupils and wider community would be greater in Bronllys than in Talgarth due to the new school being built at a site in Talgarth, therefore increasing school travelling times for the current pupils at Bronllys. Nonetheless, the current school sites are only 1.2 miles apart, therefore the increase in travelling times would be minimal and would be of little significance in terms of its effect on extra-curricular activities.

In response to the Community Impact Questionnaires, it was noted twice that there are real concerns about the safety of pupils from Bronllys who would be walking to the new school, down the road to Talgarth. The authority is in agreement and has agreed due to Health and Safety and Safeguarding issues to fund transportation costs for affected pupils.

APPENDIX C - RESPONSE FORM – Talgarth and Bronllys C.P. Schools

Please provide your comments in the space provided. You can use additional sheets if necessary.

1. Please let us know your views on the proposal to close Talgarth and Bronllys C.P. Schools from August 2017, and establish a new community primary school on the current sites in September 2017, until a new school building is constructed on a new site in Talgarth and opens in September 2018, including any alternatives to the proposal you think we should consider:

2. Please indicate who you are (e.g. parent, member of staff, governor)

3. Name (optional)

4(a). Would you like to be informed of the publication of the consultation report?

Yes	No	

4(b). If you answered 'Yes', please provide an e-mail address or postal address:

Completed questionnaires should be sent to the following address, to arrive **no later than the 18th April 2016**:

School Modernisation Team, Powys County Council, County Hall, Llandrindod Wells, LD1 5LG

E-mail: <u>school.modernisation@powys.gov.uk</u>