

Proposal



Cradoc School Council's Best Way Forward

Save and Rebuild Cradoc School



Outline Summary / Description of Best Way forward

The School Council has looked at the papers from Powys County Council about changes to schools in and around Brecon, especially closing Mount Street Infants School, Mount Street Junior School and Cradoc Community Primary School and spoken to the Council staff on TEAMS, who said we could suggest our own plans. We have spoken to all of the children in Cradoc School and this proposal is what we, the children of Cradoc Community Primary school think.

The Cradoc School Council identified the following Cradoc School Council's best way forward:

- Keep Cradoc Community Primary School and 3@Cradoc Nursery open and do not close or merge them with any other school
- Build a new school building on the Cradoc School field to accommodate Cradoc Community Primary School and 3@Cradoc Nursery
- Include a separate community and sports hall, meeting rooms and kitchen in the new school building, with a separate entrance
- Then remove the old school buildings to provide an alternative playground, improved sports field etc
- Ask the Welsh Government's 21st Century Schools Programme to give the money to do these works

Signed by the pupils of Cradoc School Council, on behalf of the children of Cradoc Community Primary School: *Eva Jones, Darcy Richards*

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Council's Well-being Objective

The Economy
We will develop a vibrant economy

How does Cradoc School Council's best way forward impact on this Well-being Objective?

Implementation of Cradoc School Council's best way forward would mean:

- more money (we understand grown-ups call that significant capital investment) in Cradoc.
- no changes in jobs in Cradoc, except for increased jobs during the building works.
- make sure all staff at Cradoc are treated fairly as they would all have a job at the new school building.
- we continue to have local wrap around care for 48+ weeks of the year, so that our parents can return to work knowing we are safe and well cared for, improving our family money.

<p>Health and Care We will lead the way in providing effective, integrated health and care in a rural environment</p>	<p>The Cradoc School Council's best way forward would:</p> <ul style="list-style-type: none"> • mean that the community hall could be used by the children and grown ups in the area to meet with the school nurse, other medical staff and give somewhere for people to meet and improve their wellbeing and mental health. • provide meeting and support places to help with rural and farmers mental health problems and rural isolation. • provide a place for keep fit and sports to take place, for example restarting Pilates etc. • mean we could grow fruit and vegetables and use them to support people in the community • let us use the playground out of hours for sports, keep us fit and healthy and stay safe • provide somewhere for the elderly to meet, stay in touch and have hot school meals. We have done this a few times but don't have enough space to do this much in our current buildings.
<p>Learning and skills We will strengthen learning and skills</p>	<p>The learning we have in Cradoc School is great. The new buildings would replace our current poor quality buildings. This would improve the learning experiences we get and make sure that our school and staff can provide education which fully meets the needs of the new curriculum.</p>
<p>Residents and Communities We will support our residents and communities</p>	<ul style="list-style-type: none"> • The Cradoc School Council's best way forward would have a positive impact on people living in the area by providing a new building with 21st Century School facilities, as well as access to improved and much needed community facilities. • Home to school transport would not change. • We would still to be able to go to after school activities, just as we did before COVID, and the people in the community could continue to volunteer in school • Our families and people in the community would be able to support our learning better and come to events and volunteer in our school more. • The new community hall would give the local community somewhere to meet, socialise, deal with problems together and bond even more. • Let the vulnerable people and elderly have somewhere to meet and get a hot meal in our community.

How does Cradoc School Council's best way forward impact on the Welsh Government's well-being goals?

<p>A prosperous Wales: An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The Cradoc School Council's best way forward would mean:</p> <ul style="list-style-type: none"> • we and our children will have new school buildings and facilities giving us the education we deserve in the place that we want to live and learn. • our community would be able to use the community hall for evening classes and skills training (like the YFC, singing etc) • we could have a community library linked to our school library • we could have a cyber-café in the community area, which would support people in our community that do not have good internet connections and help our older brothers and sisters after school if they needed internet access • when the building work was being done, the builders could have trainees / apprentices, which we are told are important for 21st Century Schools projects. • we are an Eco-School and would like our new buildings to be as environmentally friendly as possible, including solar panels, efficient heating, insulation, efficient water systems, noise proof rooms to stop disturbance etc. • we could continue to learn in a lovely rural environment with plenty of fresh air and no noise pollution, which we think we would have if we were to be in a school in Brecon.
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	<ul style="list-style-type: none"> • we could have improved nature garden and continue to use our forest school area. We could continue to monitor our bird and bat boxes, and study the nature in our environment such as the deer, hedgehogs etc that visit regularly and the great crested newts that live in our pond. • our new school buildings will be much cheaper to run and would need less repairing, so would save money, which could be used to make our learning better. • that Kids Club could have a separate room that could stay set up all the time rather than having to be stored away each day. • The teachers could rent out the community hall and facilities which would provide an income to help support our education and resources
<p>A resilient Wales: A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Implementation of the Cradoc School Council's best way forward would mean:</p> <ul style="list-style-type: none"> • a more environmentally friendly building, which would be more energy efficient than our current buildings. • no increase in transport costs, distances or time for anyone. • a reduction in pollution and environmental damage as people will be able to meet at Cradoc instead of having to travel into Brecon to meet with local friends.
<p>A healthier Wales: A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood. Public Health (Wales) Act, 2017: Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Implementation of the Cradoc School Council's best way forward would result in:</p> <ul style="list-style-type: none"> • a positive impact on the well-being and morale of our pupils and staff • improved sports facilities for our rural community, having a positive impact on everyone's physical health. • improved play facilities for our rural community, having a positive impact on everyone's physical and mental health. • Improved general meeting facilities for our rural community, having a positive impact on everyone's mental health. • Improved medical facilities which could be used by the NHS for their courses, providing elderly support, meals for the elderly and vulnerable in our rural community , having a positive impact on everyone's physical health and mental health. • a place where the whole community can continue to come to play safely or just relax and listen to the birds in a natural area. We think that this has been really important this year because everyone is really upset because of COVID and will be important in the future.
<p>A Wales of cohesive communities: Attractive, viable, safe and well-connected Communities.</p>	<p>Implementation of the Cradoc School Council's best way forward would</p> <ul style="list-style-type: none"> • Strengthen our very strong community links instead of tearing our community apart • Providing community facilities which we are told is a key consideration as part of all new build projects. Our families and friends could use these facilities for people to meet up, hold special community or family events, or just to relax in the grounds. • Provide places for new families to meet up and not feel isolated or excluded, whether they have children or not.
<p>A globally responsible Wales: A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a</p>	<p>The aim of implementing the Cradoc School Council's best way forward is make sure we have the best possible opportunities so that we can be the best we can be. We understand that Powys County Council have to take our views into consideration and also those of our families and community.</p> <p>You have the responsibility to act in our best interests. We do not understand how closing our school and removing the heart of our community to provide us with similar facilities that could be provided at Cradoc would be in our best interests.</p>

<p>positive contribution to global well-being. Human Rights - is about being proactive (see guidance) UN Convention on the Rights of the Child: 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 United Nations Convention on the Rights of the Child says that we have the right to be heard and we are telling everyone that we do not want our school to close or merge with any other school, but we want Cradoc Community Primary School to remain open and to have new buildings and community facilities in the village of Cradoc. We want to protect our rural way of life and our rural community, for us and our children.</p> <p style="text-align: center;">Please listen and take notice of our views.</p>
<p>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language. Opportunities to promote the Welsh language.</p>	<p>The Cradoc School Council's best way forward would continue to support us in learning Welsh at school but we would be able to do that in new buildings. It would also mean that Welsh classes could be held at the community hall, so our parents and community could also learn Welsh too.</p>
<p>People are encouraged to do sport, art and recreation.</p>	<p>The Cradoc School Council's best way forward would</p> <ul style="list-style-type: none"> • provide improved facilities for us, enabling us to take part in sports and other extra-curricular activities in school times and outside. • provide improved facilities for us to learn wider skills and expressive arts, for example making sure the community hall has a stage which we could use for drama clubs and concerts. • provide facilities for our parents and the community providing improved opportunities for residents to take part in sports activities. • provide facilities and improved opportunities for our parents and the community to take part in artistic and expressive arts activities, eg use the hall for the flower arranging classes that are currently held in someone's barn, hold the YFC concert in the community hall. <p>At Cradoc we are a community Primary School and we make sure our grounds are open to the community at the weekends and in holiday time. The Cradoc School Council's best way forward would make sure that this could continue and we would have a safe place to play, learn to ride our bikes etc. New and improved facilities at Cradoc would make this even better.</p>
<p>Age, Disability, Gender reassignment, Marriage or civil partnership, Race, Religion or belief, Sex, Sexual Orientation, Pregnancy and Maternity</p>	<p>The Cradoc School Council's best way forward would provide improved learning, sporting, artistic and other opportunities for all primary aged pupils, nursery age pupils, toddler groups and all of the teenagers and adults in our community, regardless of their age, gender, race, religion or beliefs. It would significantly improve the buildings and playgrounds and make sure everyone can use the facilities, whether they have disabilities or not and whatever their lifestyle or life choices. We would also have facilities for breast-feeding and nappy changing in the community facilities.</p>
<p>Socio-economic duty</p>	<p>The aim of The Cradoc School Council's best way forward is to provide even better learning for all of us, including children who get Free School Meals. Should the Cradoc School Council's best way forward happen, then:</p> <ul style="list-style-type: none"> • there would be no extra travel costs or distances, helping us to be environmentally friendly. • the wasted time spent on the school bus every day will be as short as possible.

	<ul style="list-style-type: none"> • there would not be any extra costs for low income families as there would be if they had to get their children into Brecon • parents from low income families will still be able to come to school activities. • income from renting out the community facilities can be used for improving our education • our family incomes will be improved because our parents can go back to work knowing we will be safe in the wrap around care before and after school and during the holidays.
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Long Term: Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.	
<p>Collaboration: Working with others in a collaborative way to find shared sustainable solutions.</p>	<p>The Powys County Council officers said that they wanted our views and would welcome any ideas that we thought would be better than Powys suggestions. We are giving them here and deserve to be listened to.</p> <p>Cradoc School Council's preferred way forward is to:</p> <ul style="list-style-type: none"> • Keep Cradoc Community Primary School and 3@Cradoc Nursery open and do not close or merge them with any other school • Build a new school building on the Cradoc School field to accommodate Cradoc Community Primary School and 3@Cradoc Nursery • Include a separate community and sports hall, meeting rooms and kitchen in the new school building, with a separate entrance • Then remove the old school buildings to provide an alternative playground, improved sports field etc • Ask the Welsh Government's 21st Century Schools Programme to give the money to do these works <p>We have talked to our parents and the community and think lots of them feel the same.</p>
<p>Involvement (including Communication and Engagement): Involving a diversity of the population in the decisions that affect them including: Unpaid Carers: Ensuring that unpaid carers views are sought and taken into account</p>	<p>We think that our parents and lots of our community already agree with us, but if Powys County Council decide to go ahead with the Cradoc School Council's best way forward we understand that other people have to be asked for their views. That would be great.</p>
<p>Prevention: Understanding the root causes of issues to prevent them from occurring including: Safeguarding: Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</p>	<p>We think we have thought about the main things about Cradoc School Council's best way forward. We understand that Powys County Council found things about pupils staying safe if their proposal does not go ahead. We do not know what these "safeguarding" problems are, but we think that new, more secure buildings on our site would improve our safety and can only be positive. We already have systems to stay safe in an emergency and learn about ways to keep ourselves safe. Our teachers know us really well and we can tell them when we are worried or have troubles and they always try to help. We tell them when we are happy too.</p>
<p>Integration: Taking an integrated approach so that public bodies look</p>	<p>Our school is completely integrated into our community, it is the heart of our community. We think that Cradoc School Council's best way forward would improve our physical and mental wellbeing as well as our learning. Having the community</p>

at all the well-being goals in deciding on their well-being objectives.	areas in our new buildings would also help the community to bond even more and improve the wellbeing of the grown ups in our community too.
Powys County Council Workforce: What Impact will this change have on the Workforce?	The Cradoc School Council's best way forward would mean: <ul style="list-style-type: none"> • that staff will stay the same. We really want this because our teachers and support staff understand us, our way of life and our wider families. They work with other staff from other schools already to keep up their own learning and make sure we get the best education. • Working in new buildings on our site would have a positive impact on staff morale and wellbeing as at the moment some of their time is spent repairing things or changing things to keep us safe.
Payroll: 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?	We do not know about the staff salaries but if they do not change jobs then we don't think it will make any difference.
Welsh Language impact on staff	The Cradoc School Council's best way forward would not make any difference to the Welsh language used by staff. However, they would be able to join any Welsh language classes held in the new community hall if they wanted to.
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?	We have been told that some staff are working on apprenticeship training, but Cradoc School Council's best way forward would not change the staffing so we don't think there will be any changes. There may be chances for apprenticeships for the builders when they build our new school buildings on our field.
Brecon and Sennybridge	The Cradoc School Council's best way forward would: <ul style="list-style-type: none"> • not make any difference to anyone in schools in Brecon at the moment. • mean that there is less traffic going into town than if Powys County Council's idea goes ahead, so less carbon emissions, less traffic jams, less chance of being late for school, less danger when crossing the roads. <p>We understand that the swimming pool is already planned to be rebuilt or improved, so Cradoc School Council's best way forward does not make any difference to this.</p>
Cradoc	The Cradoc School Council's best way forward would mean that: <ul style="list-style-type: none"> • we would have new school and community buildings and grounds, which would provide much better facilities than we have at the moment. • we would be more eco-friendly • there would be no changes in travel arrangements. • we would still be able to take part in after school activities • our parents would still be able to attend school events. • the grown-ups in our community would have improved facilities for meetings, learning, special events, health support, support for the elderly, cybercafé. • we would have improved grounds for out of school hours, like playing at the weekend and in the holidays • Kids Club will be able to continue with breakfast and after school club and in the holidays, so our parents will still be able to go to work.

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

If there is no funding available to fund this project, either from the Welsh Government or the Council, then the project will not be able to proceed.

We understand that if there is no money then no proposal or way forward will be able to happen. However, our current buildings are in poor condition and costing a lot of money to repair all of the time. We think that spending money building new buildings on our field will be cheaper and safer in the long run than always doing these repairs.

Overall Summary and Judgement of this Impact Assessment?

We think that the impact of Cradoc School Council's best way forward is very positive.

Building new school and community buildings on our field and turning the old building site into improved playing fields would solve the problem of the poor condition of the buildings, making sure that we and future generations of pupils would be taught in facilities that are fit-for-purpose, improving our learning and experiences.

The new facilities would be suitable for everyone, supporting learners with disabilities and vulnerable learners. Including community facilities supports the education and wellbeing of our whole community, both children and grown-ups. They would also be more eco friendly and cheaper to run, providing more money in our funds to support our learning.

There would be no changes to staffing needed, so we would continue to have good relationships with grown ups who know us well, understand our rural lifestyle and are able to support us well.

The cost of travelling to our school would not change, and we would have the same distance to travel to school, taking the same time.

The redevelopment of the playground would continue to give us a safe place to play during the evenings, holidays and weekends and improve the health and wellbeing of the children and the wider community.

Continuing the breakfast, after school and holiday club means that our parents can continue working or go back to work so helping our family finances and well-being.

Keeping 3@Cradoc Nursery means that our brothers and sisters, cousins and friends go to the same school as us, so we get to see them often and have shared experiences.

We want to live and learn in our rural community, sharing our lifestyle and experiences with each other and eventually sending our own children to Cradoc School, in Cradoc.

Cradoc School is the heart of our community.

