



## **Proposal to close Llanbedr C. in W. School**

### **Final Impact Assessments**

**Updated February 2022**

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# Proposal to close Llanbedr C. in W. School

## Final Impact Assessments

### 1. Introduction

Powys County Council had consulted on a proposal to close Llanbedr C. in W. School. The proposal is as follows:

- To close Llanbedr C. in W. School from the 31st August 2022, with pupils to transfer to their nearest alternative schools

In line with the Council's policy, an Integrated Impact Assessment has been carried out which incorporates the Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management.

In addition, the Welsh Government's School Organisation Code (2018) requires local authorities to carry out an Equality Impact Assessment and Community Impact Assessment in relation to all school reorganisation proposals. For proposals which affect teaching through the medium of Welsh, local authorities are also required to carry out a Welsh Language Impact Assessment.

**These impact assessments were provided in draft form during the consultation period and have been updated following the consultation, and again following the objection period.** The Equality Impact Assessment has been carried out based on the latest PLASC information available. The Community Impact Assessment has been carried out with input from the affected school.

## 2. Integrated Impact Assessment

The Impact Assessment (IA) below incorporates Welsh Language, Equalities, Well-being of Future Generations Act, Sustainable Development Principles, Communication and Engagement, Safeguarding, Corporate Parenting, Community Cohesion and Risk Management, supporting effective decision making and ensuring compliance with respective legislation.

<b>Service Area</b>	Schools Service	<b>Head of Service</b>	Emma Palmer/Lynette Lovell	<b>Portfolio Holder</b>	Cllr Phyl Davies
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<b>Proposal</b>
To close Llanbedr C. in W. School from the 31st August 2022, with pupils to transfer to their nearest alternative schools

<b>Outline Summary / Description of Proposal</b>
The Council carried out consultation and subsequently published a statutory notice on the following proposal to close Llanbedr C. in W. School: <ul style="list-style-type: none"> <li>To close Llanbedr C. in W. 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)

<b>Version</b>	<b>Author</b>	<b>Date</b>
1	Transforming Education Programme Officer	January 2021
2	Service Manager Schools Transformation	January 2021
3	Service Manager Schools Transformation	November 2021
4	Strategic Programme Manager	January 2022

2. Profile of savings delivery (if applicable)

2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
£	£	£23,000	£16,000	£	£101,000

### 3. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation was carried out on the proposal to close Llanbedr CiW Primary School in accordance with the requirement of the School Organisation Code.

### 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"/>
Children's Services	<input checked="" type="checkbox"/>
Commissioning	<input type="checkbox"/>
Digital Services	<input checked="" type="checkbox"/>
Education	<input checked="" type="checkbox"/>
Finance	<input checked="" type="checkbox"/>
Highways, Transportation and Recycling	<input checked="" type="checkbox"/>
Housing and Community Development	<input checked="" 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

Is Powys County Council the data controller? Yes ✓ No

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"/>            |
| North                    | <input type="checkbox"/>            |
| Mid                      | <input type="checkbox"/>            |
| South                    | <input type="checkbox"/>            |
| Brecon                   | <input type="checkbox"/>            |
| Builth and Llanwrtyd     | <input type="checkbox"/>            |
| Crickhowell              | <input checked="" type="checkbox"/> |
| Hay and Talgarth         | <input type="checkbox"/>            |
| Knighton and Presteigne  | <input type="checkbox"/>            |
| Llandrindod and Rhayader | <input 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?

<b>Council's Well-being Objective</b>	<b>How does the proposal impact on this Well-being Objective?</b>	<b><u>IMPACT</u></b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u></b> Please select from drop down box below
<b>The Economy</b>  <b>We will develop a vibrant economy</b>	<p>Implementation of the proposal would have an impact on employment opportunities in Llanbedr as there would no longer be a school in the village. It is also possible that there would be an impact on local businesses in Llanbedr and the surrounding area, should there be less people in the area.</p> <p>Comments received during the consultation period and objection period expressed concern that the proposal would mean that Llanbedr would be less attractive to families, therefore people would not want to live in Llanbedr.</p> <p>Comments received during consultation and objection period also suggested that the loss of a school in the village of Llanbedr would have a negative impact on parents for whom Llanbedr C.</p>	<p>Poor</p>		<p>Poor</p>

	<p>in W. Primary School is their nearest school. In particular, concerns were raised about parents needing to access early years provision elsewhere in the cluster and having to travel further to ensure access to extra-curricular activities/after-school clubs, and that this would have a financial impact on these families. However, the majority of pupils currently attending Llanbedr C. in W. Primary School live closer to other schools which should be more convenient for them to access provision if they chose to attend their nearest school.</p>			
<p><b>Health and Care</b></p> <p><b>We will lead the way in providing effective, integrated health and care in a rural environment</b></p>	<p>No impact</p>	<p>Neutral</p>		
<p><b>Learning and skills</b></p> <p><b>We will strengthen learning and skills</b></p>	<p>As stated in the Council's Strategy for Transforming Education in Powys 2020-30, the Council faces a challenge due to the high proportion of small schools in the county and the lack of equity amongst schools. Llanbedr C. in W. Primary School teaches children in three classes of mixed aged groups. With such low pupil numbers, the teacher-pupil ratio is notably different to many other schools in the area, and due to the Council's funding formula, the school's funding per pupil is higher than the Council's average. This does not provide equity across the education system - teachers in larger schools are required to provide the same education as smaller schools for less funding per pupil. Powys' Strategy is intended to improve equity across the education system and to ensure an improvement</p>	<p>Good</p>		

	<p>for every pupil's learning entitlement and experience.</p> <p>It is the Council's view, as confirmed by its education specialists, that delivering the new curriculum will be significantly more challenging and place greater demands on teachers in very small schools. This does not mean that it would be impossible to deliver the curriculum in these schools, but it is clear that the skills required by teachers will need to be very wide ranging to support the full and effective fulfilment of the curriculum's high ambitions.</p> <p>Implementation of this option would mean that pupils currently attending Llanbedr C. in W. Primary School would transfer to their nearest alternative schools. For the majority of pupils currently attending Llanbedr C. in W. Primary School, the closest alternative school would be Crickhowell C.P. School, however some pupils would live closer to other schools, including Llangattock C. in W. Primary School, Llangynidr C.P. School and two out of county schools – Deri View C.P. School and Llanvihangel Crucorney C.P. School in Monmouthshire.</p> <p>Llanbedr C. in W. Primary School was in the green support category based on the 2019 categorisations. All the other alternative Powys schools were also identified as green schools, therefore the Council has no concerns in relation to quality and standards at any of these schools, and the Council's view is that provision for pupils would be at least equivalent to the current</p>			
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	<p>provision. The overall aim of the proposal is to improve learning opportunities for pupils.</p> <p>Deri View C.P. School in Abergavenny, however, had an amber rating as part of the National Categorisation in 2019. This school is the closest alternative school for 13.5% of pupils.</p> <p>Monmouthshire County Council, however, are currently reorganising schools in Abergavenny and have consulted on a proposal to establish a new 3 – 18 school in the town, which would include Deri View C.P. School.</p> <p>Concerns were raised during the consultation period and the objection period that the quality of provision in the alternative schools would not be as good as the quality of provision at Llanbedr C. in W. Primary School. The Council is of the view that all the alternative schools in the catchment re self-improving schools and provide education to a standard that is equitable. Estyn’s response to the consultation stated that ‘The proposal is likely to at least maintain the current standards of education in the area.’</p>			
<p><b>Residents and Communities</b></p> <p><b>We will support our residents and communities</b></p>	<p>There would be a significant impact on the community of Llanbedr as there would be no provision in the area, and therefore potential loss of any community facilities or activities associated with the school.</p> <p>Additional travel would be required for pupils currently attending Llanbedr C. in W. Primary School. Whilst free home to school transport would be provided to eligible pupils in accordance</p>	<p>Very Poor</p>	<p>As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building’s future use, and therefore whether or not facilities would remain in Llanbedr.</p> <p>There is a village hall in Llanbedr which would continue to be available. Community events could be held here.</p>	<p>Very Poor</p>

	<p>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. However, a number of pupils currently attending Llanbedr C. in W. School already rely on private / parental transport to the school, as they do not qualify for free home-to-school transport because they live closer to other schools.</p> <p>Concerns were raised during the consultation and objection periods about the loss of nursery provision from the area, and parents would need to access early years provision elsewhere in the cluster. Transport to these alternative early years providers was raised as an issue for those not able to access their own transport, as there is no public transport in the area.</p> <p>Numerous concerns about the proposal's impact on the community were raised during the consultation and during the objection period, these included the following:</p> <ul style="list-style-type: none"> <li>• General concern about the impact on the community</li> <li>• The school is the heart of the community</li> <li>• Reference to other community activities/organisations</li> <li>• Closure of the school that people would not want to live in Llanbedr</li> <li>• Reference to previous generations of families that have attended the school</li> <li>• Queries about what would happen to the school building should the school close</li> </ul>			
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	<ul style="list-style-type: none"> <li>• Comments relating to community wellbeing</li> <li>• Other comments/queries</li> </ul> <p>A separate community impact assessment has been carried out which includes input from the school. This has also been updated to reflect comments made during the consultation and objections received following publication of the Statutory Notice.</p>			
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<b>Source of Outline Evidence to support judgements</b>
Consultation responses, consultation report, objections, objection report

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

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b><u>IMPACT</u></b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u></b> Please select from drop down box below
<p><b>A prosperous Wales:</b></p> <p>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</p>	<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, to ensure that resources are used efficiently and proportionately across Powys schools, ensuring better strategic management of the Powys schools estate.</p> <p>Should Llanbedr C. in W. School close, all the alternative schools are prepared to deliver the new, innovative curriculum for Wales from</p>	Neutral		

<p>people to take advantage of the wealth generated through securing decent work.</p>	<p>September 2022. This should lead to developing a skilled and well-educated population.</p>			
<p><b>A resilient Wales:</b></p> <p>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 proposal would require additional travel for pupils currently attending Llanbedr C. in W. Primary School for whom this is their closest school. Additional home-to-school transport would be required. 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.</p> <p>As Llanbedr C. in W. School is a Church in Wales school, the Council has committed to provide transport to the nearest alternative Church in Wales provision for any pupils currently attending Llanbedr C. in W. School wishing to continue to access Church in Wales provision. Should pupils wish to access this provision, this could lead to a further increase in the home-to-school transport required and the environmental impact of this transport.</p> <p>Currently, a high proportion of pupils attending Llanbedr C. in W. Primary School are transported by private arrangement as the school is not their closest school. This means that additional transport is currently being used to transport pupils to the school, which would not be required if pupils transferred to their nearest alternative schools.</p> <p>Concerns were raised during the consultation period and the objection period about the</p>	<p>Poor</p>		

	additional travel that would be required should the proposal be implemented, including concern about the environmental impact of any additional travel required. These concerns are listed and responded to in the consultation report and objection report.			
<p><b>A healthier Wales:</b></p> <p>A society in which people’s physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p><b>Public Health (Wales) Act, 2017:</b></p> <p>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 proposal would result in closure of Llanbedr C. in W. Primary 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.</p> <p>A significant number of comments were received during the consultation period and the objection period about the impact on pupil well-being, particularly due to the process taking place during the current pandemic, creating an additional pressure on their well-being during a difficult time.</p> <p>Comments were also received which expressed concern that pupils would not all be able to transfer to the same school, and that this would have a further negative impact on pupil well-being.</p>	Poor	<p>An experienced member of staff from the Council is supporting school leaders effectively to help them manage possible changes for pupils. The Council would also expect pupils to be fully supported by their teachers and other staff at the school during any period of uncertainty, to minimise the impact on their well-being.</p> <p>Support will be provided to pupils during the transition period to enable them to transfer effectively to their new schools. The receiving school would work closely with the closing school during the transition to identify and address areas of concern amongst pupils and families. The headteacher of the receiving school would be able to meet with families to discuss concerns, and there would be opportunities for families to visit the receiving schools and meet teachers and other pupils.</p> <p>The Council aims to conclude the process as quickly as possible to minimise the period of uncertainty for pupils, staff and other stakeholders.</p>	Neutral
<b>A Wales of cohesive communities:</b>	There would be a significant impact on the community of Llanbedr as there would be no provision in the area, and therefore potential loss	Very Poor	As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building’s	Very Poor

<p>Attractive, viable, safe and well-connected Communities.</p>	<p>of any community facilities or activities associated with the school.</p> <p>Additional travel would be required for pupils currently attending Llanbedr C. in W. Primary 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. However, a number of pupils currently attending Llanbedr C. in W. School already rely on private / parental transport to the school, as they do not qualify for free home-to-school transport because they live closer to other schools.</p> <p>Concerns were raised during the consultation and objection periods about the loss of nursery provision from the area, and parents would need to access early years provision elsewhere in the cluster. Transport to these alternative early years providers was raised as an issue for those not able to access their own transport, as there is no public transport in the area.</p> <p>Numerous concerns about the proposal's impact on the community were raised during the consultation and during the objection period, these included the following:</p> <ul style="list-style-type: none"> <li>• General concern about the impact on the community</li> <li>• The school is the heart of the community</li> </ul>		<p>future use, and therefore whether or not facilities would remain in Llanbedr.</p> <p>There is a village hall in Llanbedr which would continue to be available. Community events could be held here.</p>	
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	<ul style="list-style-type: none"> <li>• Reference to other community activities/organisations</li> <li>• Closure of the school that people would not want to live in Llanbedr</li> <li>• Reference to previous generations of families that have attended the school</li> <li>• Queries about what would happen to the school building should the school close</li> <li>• Comments relating to community wellbeing</li> <li>• Other comments/queries</li> </ul> <p>A separate community impact assessment has been carried out which includes input from the school. This has also been updated to reflect comments made during the consultation and objections received following publication of the Statutory Notice.</p>			
<p><b>A globally responsible Wales:</b> A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p><b>Human Rights - is about being proactive (see guidance)</b></p> <p><b>UN Convention on the Rights of the Child:</b> The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The aim of implementing the proposal is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>The Council has carried out consultation on the proposal, which included consultation with pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views. This included 2 meetings with pupils at the school.</p>	Neutral		

**A Wales of vibrant culture and thriving Welsh language:** 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.

*Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards*

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b><u>IMPACT</u></b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u></b> Please select from drop down box below
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>Llanbedr C. in W. Primary 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.</p> <p>Comments were received during the consultation which suggested that pupils would not have access to the same opportunities to use Welsh in the alternative schools compared with their current experience at Llanbedr C. in W. Primary School. However, pupils would continue to learn Welsh at the alternative schools. All the other alternative Powys schools are taking part in the Siarter Iaith initiative. Llanbedr and Llangattock C. in W. Schools are currently working towards the bronze award, and Crickhowell C.P School and Llangynidr C.P. School have already achieved the bronze award.</p>	<p>Neutral</p>		



<p><b><i>Opportunities to promote the Welsh language</i></b></p>	<p>Llanbedr C. in W. Primary 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.</p> <p>See additional comments above.</p>	<p>Neutral</p>		
<p><b><i>People are encouraged to do sport, art and recreation.</i></b></p>	<p>Implementation of the proposal would lead to the closure of Llanbedr C. in W. Primary School, with pupils transferring to their nearest alternative schools. 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> <p>The comments received during the consultation period suggest that there a number of extra-curricular activities happening at Llanbedr C. in W. Primary School, including Breakfast Club and after school clubs 5 days a week. The comments received also suggest that due to the size of the school, pupils have more oppourtunities to take part in extra-curricular activities and whole school activities than in larger schools. However, all the other alternative schools provide a range of extra-curricular activities. There is also the availability of extra-curricular activities within the Crickhowell catchment area which are delivered by other organisations.</p> <p>The Council has acknowledged that it may be difficult for some pupils to access after school activities due to reliance on home to school</p>	<p>Neutral</p>		

	<p>transport, however the alternative schools also have pupils that rely on home to school transport, and they are experienced in ensuring that all pupils are able to take part in activities.</p> <p>It must also be noted that 61% of pupils currently attending the school live closer to other schools and are therefore reliant on private transport arrangements to access after school activities – this suggests that parents would still be able to access these activities or clubs at alternative schools.</p>			
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**A more equal Wales:** A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

*Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).*

<b>Well-being Goal</b>	<b>How does proposal contribute to this goal?</b>	<b><u>IMPACT</u></b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u></b> Please select from drop down box below
<b>Age</b>	The proposal would impact on primary aged pupils currently attending Llanbedr C. in W. Primary School. Should the Council proceed with implementation of the proposal, pupils would transfer to alternative schools. Whilst acknowledging that this could have a negative impact on the mental well-being of pupils during the transition period, the long term aim is to provide improved learning opportunities for all learners.	Neutral		

	<p>The Council does not have any concerns over the quality of education provided at the alternative schools in the catchment, and believes that pupils would not be disadvantaged by attending these schools. Should the Council proceed with the proposal, some pupils would live closer to schools located outside Powys, in particular Deri View C.P. School in Abergavenny, and concern has been raised about the quality of provision at this school. Monmouthshire County Council are currently reorganising schools in Abergavenny and recently completed the statutory process to establish a new 3 – 18 school in the town, which would include Deri View C.P. School.</p>			
<b>Disability</b>	<p>The proposal would impact on any pupils with disabilities currently attending Llanbedr C.P School. The proposal aims to provide improved educational opportunities for all affected pupils, including any pupils with disabilities.</p> <p>Comments received during the consultation and objection period expressed concern about the impact on pupils with ALN if they had to move to different schools. The Council’s view is that pupils with additional learning needs would be fully supported at any of the alternative schools.</p> <p>There is very good support across the cluster schools in the Crickhowell area for pupils’ wellbeing and for the support of pupils with SEN/ALN. All schools in the cluster have an experienced ALNCo and wellbeing champion who can provide support and guidance to pupils. In addition, all schools in the Crickhowell cluster</p>	Neutral		

	have staff trained in adverse childhood experiences, trauma informed approaches and mental health first aid. As such, any pupils with emotional or additional learning needs will be very well supported at any of the schools in the Crickhowell cluster.			
<b>Gender reassignment</b>	The proposal would impact on LGBTQ+ pupils currently attending Llanbedr C. in W. Primary School. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		
<b>Marriage or civil partnership</b>	No impact.	Neutral		
<b>Race</b>	The proposal would impact on all primary aged pupils currently attending Llanbedr C. in W. Primary School, including pupils belonging to protected characteristic groups due to their race. Should the Council proceed with implementation of the proposal, pupils would transfer to alternative schools. Whilst acknowledging that this could have a negative impact on the mental well-being of pupils during the transition period, the long term aim is to provide improved learning opportunities for all learners, including any pupils belonging to protected characteristic groups due to their race.	Neutral		
<b>Religion or belief</b>	The proposal aims to provide improved educational opportunities for all pupils currently attending Llanbedr C. in W. Primary School, regardless of their religion or belief. Should the Council proceed with implementation of the proposal, pupils would transfer to alternative schools. Whilst acknowledging that this could have a negative impact on the mental well-being	Poor	Whilst the Council's Home-to-School transport policy does not provide free transport to denominational schools specifically, it would be able to consider using its discretionary powers under the Learner Wales Travel Measure to provide transport – this would only be available to pupils currently attending	Neutral

	<p>of pupils during the transition period, the long term aim is to provide improved learning opportunities for all learners.</p> <p>Llanbedr C. in W. Primary School is a church school. There is alternative Church in Wales provision available in the catchment at Llangattock C. in W. School for pupils wishing to continue to access denominational provision, however concerns were raised during the consultation period and the objection period that there are not sufficient places available at Llangattock C. in W. School for all pupils currently attending Llanbedr C. in W. School.</p> <p>The Council recognises that there are a limited number of places available at Llangattock C. in W. School and that there would not be sufficient places for all pupils attending Llanbedr CiW School. The number on roll at Llangattock in September 2021 is 103, and the capacity of the school is 121. There are places available for nursery-aged children at Little Sparks in Llangattock.</p> <p>Whilst not in the immediate area, there is also Church-in-Wales provision at Llantilio Pertholey VC School in Abergavenny (7 miles from Llanbedr), Llangors C. in W. Primary School (11 miles) and Priory C. in W. Primary School (16 miles). If parents were unable to access a place at Llangattock C. in W. School, they would be able to apply for places at these Church-in-Wales schools.</p>		<p>Llanbedr C. in W. School and consideration would be on a case-by-case basis.</p> <p>The Statutory Notice published in respect of this proposal stated the following:</p> <p><i>'The Council will also provide transport for pupils currently attending Llanbedr Church in Wales Voluntary Aided Primary School who wish to access Church in Wales school provision at Llangattock Church in Wales Voluntary Aided Primary School. This will be provided on a case-by-case basis using the Council's discretionary powers under Section 6 of the Learner Travel (Wales) Measure 2008.</i></p> <p><i>If there is no place available at Llangattock Church in Wales Voluntary Aided Primary School, the Council will use its discretionary powers, as outlined above, to provide transport for pupils currently attending Llanbedr Church in Wales Voluntary Aided Primary School to their next nearest Church in Wales school, if they wish to access Church in Wales school provision.'</i></p>	
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	Concern was also expressed during the consultation period that the Council's Home to School Transport Policy does not provide transport to denominational provision.			
<b>Sex</b>	The proposal aims to provide improved educational opportunities for all pupils currently attending Llanbedr C. in W. Primary School. Should the Council proceed with implementation of the proposal, pupils would transfer to alternative schools. Whilst acknowledging that this could have a negative impact on the mental well-being of pupils during the transition period, the long term aim is to provide improved learning opportunities for all learners.	Neutral		
<b>Sexual Orientation</b>	The proposal would impact on primary aged pupils currently attending Llanfihangel Rhydithon C.P. School, including any LGBTQ+ pupils attending the school. Should the Council proceed with implementation of the proposal, pupils would transfer to alternative schools. Whilst acknowledging that this could have a negative impact on the mental well-being of pupils during the transition period, the long term aim is to provide improved learning opportunities for all learners.	Neutral		
<b>Pregnancy and Maternity</b>	No impact.	Neutral		
<b>Socio-economic duty</b>	The aim of the proposal is to provide improved educational opportunities for all pupils currently attending Llanbedr C. in W. Primary School, including any pupils from low income households. Should the Council proceed with implementation	Poor		

	<p>of the proposal, pupils would transfer to alternative schools. Whilst acknowledging that this could have a negative impact on the mental well-being of pupils during the transition period, the long term aim is to provide improved learning opportunities for all learners, including any pupils from low income households / pupils eligible for Free School Meals.</p> <p>PLASC 2021 information shows that 9.6% pupils at Llanbedr C. in W. School were eligible for Free School Meals, and these pupils would continue to receive free school meals at any alternative school that they would transfer to.</p> <p>Should the proposal be implemented, there would be no school in Llanbedr. This would mean that pupils currently attending Llanbedr C. in W. School would need to travel to their nearest alternative provision. Whilst free home to school transport would be provided to eligible pupils, it acknowledged that there would also be an additional travel requirement for parents to access school activities / events, and that this could impact on pupils' ability to access extra-curricular / after school activities. It is acknowledged that the impact would be greater in respect of pupils from lower income households. However, the school is not the closest school for a majority of pupils that currently attend, therefore transferring to their nearest alternative school would reduce the transport requirements for these pupils and their families.</p>			
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	<p>Comments received during the consultation and objection periods suggested that the loss of a school in the village of Llanbedr would have a negative impact on parents for whom Llanbedr C. in W. Primary School is their nearest school. In particular, concerns were raised about parents needing to access early years provision elsewhere in the cluster and having to travel further to ensure access to extra-curricular activities/after-school clubs, and that this would have a financial impact on these families. However, the majority of pupils currently attending Llanbedr C. in W. Primary School live closer to other schools which should be more convenient for them to access provision if they chose to attend their nearest school.</p>			
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<b>Source of Outline Evidence to support judgements</b>
Consultation responses, consultation report, objections, objection report

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

**Sustainable Development Principle (5 ways of working)**

<b>Principle</b>	<b>How does the proposal impact on this principle?</b>	<b><u>IMPACT</u></b> Please select from drop down box below	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u></b> Please select from drop down box below



<p><b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i></p>	<p>Llanbedr C. in W. School is a small school, and whilst pupil numbers have increased over the last few years, and information received during the consultation / objection periods suggests that pupil numbers are increasing, the school will remain a small school.</p> <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, to ensure better strategic management of the Powys schools estate, and to improve equity across the Powys education system.</p>	<p>Good</p>		
<p><b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>Consultation has been carried out, which gave all interested parties an opportunity to give their views. This included an opportunity to suggest any alternative solutions for the catchment. There has also been a 28 day objection period, during which stakeholders could submit written objections to the proposal.</p>	<p>Neutral</p>		
<p><b>Involvement (including Communication and Engagement):</b> <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p><b>Unpaid Carers:</b></p> <p><i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Consultation has been carried out in accordance with the School Organisation Code. This provided an opportunity for all interested parties to give their views on the proposal. A Consultation Report was prepared which outlines the issues raised in the consultation responses, and this was considered by Cabinet when determining how to proceed.</p> <p>In addition, there has been a 28 day Objection Period, when people could submit written objections to the proposal. An Objection Report has been prepared which summarises the issues</p>	<p>Good</p>		

	<p>raised in the objections, and this will be considered by Cabinet when determining whether or not to proceed with implementation of the proposal.</p> <p>Concerns were raised during the consultation period and the objection period about the consultation taking place during the pandemic, and that this meant that some members of the community were unable to give their views. However, the large number of consultation responses and objections received does not support this view.</p>			
<p><b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p><b>Safeguarding:</b> <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The 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, to ensure that resources are used efficiently and proportionately across Powys schools, ensuring better strategic management of the Powys schools estate.</p> <p>All schools are required to have appropriate safeguarding arrangements in place.</p>	Good		
<p><b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	No impact.	Neutral		
<p><b>Powys County Council Workforce:</b></p>	Implementation of the proposal would impact on all current staff at Llanbedr C. in W. Primary School as there would no longer be a school in	Poor		

<p>What Impact will this change have on the Workforce?</p>	<p>Llanbedr, therefore staff would be subject to a Management of Change process.</p> <p>Consultation has been carried out in accordance with the School Organisation Code. This process was supported by relevant LA teams (e.g. HR), and included a consultation meeting with staff, which ensured that they had an opportunity to give their views. There has also been a 28 day objection period, during which stakeholders could let us know if they don't agree with the proposal.</p> <p>A member of the HR team met with the staff informally at the start of the process.</p>			
<p><b>Payroll:</b> How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?</p>	<p>Implementation of the preferred way forward could impact on salary arrangements for current staff at Llanbedr C. in W. Primary School.</p>	<p>Neutral</p>		
<p><b>Welsh Language impact on staff</b></p>	<p>Llanbedr C. in W. Primary School is an English-medium school, therefore it is not anticipated that there would be a Welsh language impact on staff.</p>	<p>Neutral</p>		
<p><b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on</p>	<p>No impact</p>	<p>Neutral</p>		

Apprenticeships within the service?				
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<b>Source of Outline Evidence to support judgements</b>
Consultation responses, consultation report, objections, objection report

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

<b>Communities</b>	<b>How does the proposal impact on residents and community?</b>	<b><u>IMPACT</u> See impact definitions in guidance document</b>	<b>What will be done to better contribute to a more positive impact or to mitigate any negative impacts?</b>	<b><u>IMPACT AFTER MITIGATION</u> See impact definitions in guidance document</b>	<b>Source of Outline Evidence to support judgement</b>
Llanbedr	<p>There would be a significant impact on the community of Llanbedr as there would be no provision in the area, and therefore potential loss of any community facilities or activities associated with the school.</p> <p>Additional travel would be required for pupils currently attending Llanbedr C. in W. Primary 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. Transport would also be provided to the nearest alternative Church in Wales</p>	Major	<p>As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building's future use, and therefore whether or not facilities would remain in Llanbedr</p> <p>There is a village hall in Llanbedr which would be continue to be available. Community events could be held here.</p>	Major	

	<p>provision, for pupils wishing to continue to access Church in Wales provision.</p> <p>Concern has been raised about the loss of nursery provision from the area and parents would need to access early years provision elsewhere in the cluster. Transport to these alternative early years providers was raised as an issue for those not able to access their own transport, as there is no public transport in the area.</p> <p>Numerous concerns about the proposal's impact on the community were raised during the consultation and during the objection period, these included the following:</p> <ul style="list-style-type: none"> <li>• General concern about the impact on the community</li> <li>• The school is the heart of the community</li> <li>• Reference to other community activities/organisations</li> <li>• Closure of the school that people would not want to live in Llanbedr</li> <li>• Reference to previous generations of families that have attended the school</li> <li>• Queries about what would happen to the school building should the school close</li> <li>• Comments relating to community wellbeing</li> </ul>				
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	<ul style="list-style-type: none"> <li>• Other comments/queries</li> </ul> <p>A separate community impact assessment has been carried out which includes input from the school. This has also been updated to reflect comments made during the consultation and objections received during the objection period.</p>				
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9. What are the risks to service delivery or the council following implementation of this proposal?

<b>Risk Identified</b>	<b>Inherent Risk Rating</b> Impact X Likelihood (See Risk Matrix in guidance document)	<b>Mitigation</b>	<b>Residual Risk Rating</b> Impact X Likelihood (See Risk Matrix in guidance document)
Period of uncertainty for Llanbedr C. in W. School if a statutory process is carried out and implemented which might have a negative effect on standards at the school	Medium	The Council to provide advice and support to the school and governing body to ensure that standards and performance do not deteriorate during the transition period	Medium
Uncertainty for staff whilst the process is ongoing	Medium	Engagement with staff to take place throughout the process and staff to be kept informed of developments	Medium
Negative impact on pupil wellbeing which has already been affected due to the pandemic.	High	An experienced member of staff from the Council is supporting school leaders effectively to help them manage possible changes for pupils. The Council would also expect pupils to be fully supported by their teachers and other staff at the school during any period of uncertainty, to minimise the impact on their well-being.	Medium
Parents unable to access alternative Church-in-Wales school places	High	The nearest Church -in-Wales schools within Powys are Llangattock C. in W. Primary School, Llangors C. in W. Primary School and Priory C. in W. Primary School.	Medium/High

		<p>Whilst the Council’s Home-to-School transport policy does not provide free transport to denominational schools specifically, it would be able to consider using its discretionary powers under the Learner Wales Travel Measure to provide transport – this would only be available to pupils currently attending Llanbedr C. in W. School and consideration would be on a case-by-case basis. This commitment was reflected in the Statutory Notice published in respect of this proposal.</p>	
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10. Overall Summary and Judgement of this Impact Assessment?

<p>This impact assessment has been updated following the consultation exercise and following the objection period.</p> <p>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 Llanbedr due to loss of educational provision from the village, and the associated additional travel requirements for pupils, and the impact on general well-being particularly due to the consultation having taken place during the pandemic. Lack of access to sufficient alternative Church in Wales school places is also noted as a negative issue. These concerns have also been raised during the objection period.</p>
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11. Is there additional evidence to support the Impact Assessment (IA)?

<p><b>What additional evidence and data has informed the development of your proposal?</b></p>
<p>Consultation responses., consultation report, objections, objection report</p>

12. On-going monitoring arrangements?

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

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13. Sign Off

<b>Position</b>	<b>Name</b>	<b>Signature</b>	<b>Date</b>
<b>Impact Assessment Lead:</b>	Sarah Astley		
<b>Head of Service:</b>	Emma Palmer/Lynette Lovell		
<b>Portfolio Holder:</b>	CLlr Phyl Davies		

14. Governance

<b>Decision to be made by</b>	Cabinet	<b>Date required</b>	01/03/2022
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### 3. Equality Impact Assessment

## Powys County Council

### Equality Impact Assessment (EqIA)



<b>Proposal</b>	To close Llanbedr C. in W. School from the 31st August 2022, with pupils to transfer to their nearest alternative schools
<b>Service Area</b>	Schools Service
<b>Date of Assessment</b>	November 2021 Updated September 2021 Updated February 2022
<b>Lead Person undertaking the assessment</b>	SA
<b>Relevant Head of Service who has agreed this assessment</b>	LL

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

The Council has carried out the statutory process on a proposal to close Llanbedr C. in W. School.

The proposal is as follows:

- To close Llanbedr C. in W. Primary School from the 31<sup>st</sup> August 2022, with pupils to transfer to their nearest alternative schools

## 2. OBJECTIVES

**Please state the current business objectives of the change proposal.**

The Council is proposing to close Llanbedr C. in W. School for the following reasons:

- Would address the issue of low pupil numbers at Llanbedr C. in W. Primary School
- Would reduce the Council's overall surplus capacity in primary schools
- Revenue saving to the Council
- Pupils would attend larger schools, which would be better equipped to meet the requirements of the new curriculum
- Pupils would attend larger schools, which could provide a wider range of educational and extra-curricular opportunities
- Meets all of the Critical Success Factors

## 3. BENEFITS and OUTCOMES

**i) What are the intended benefits or outcomes from the change proposal?**

The benefits of the proposal are:

- Would address the issue of low pupil numbers at Llanbedr C. in W. Primary School
- Would reduce the Council's overall surplus capacity in primary schools
- Revenue saving to the Council
- Pupils would attend larger schools, which would be better equipped to meet the requirements of the new curriculum
- Pupils would attend larger schools, which could provide a wider range of educational and extra-curricular opportunities
- Would reduce the Council's surplus places in primary schools
- Would lead to rationalisation of the primary school estate
- Financial saving to the Council

#### 4. CORPORATE RELEVANCE

##### How does this change proposal relate to Vision 2025?

Learning and Skills is one of the four priorities outlined in Corporate Improvement Plan 2020-25: Vision 2025. Within this priority, the Plan includes a commitment to 'Improve our schools infrastructure'.

#### 5. DATA USED

##### 5.1. What data has been used to conduct this assessment?

Tick/shade boxes as appropriate.

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.	
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.	
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**5.2. Are there any gaps in the data?**

No <input type="checkbox"/> <input checked="" type="checkbox"/>
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**6. DATA ANALYSIS**

<p><b><u>6.1 Quantitative</u></b> <b>Summarise the key quantitative data analysis results, providing key headline statistics.</b> Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p><b>Key questions:</b></p> <p><b>i)</b> Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p><b>ii)</b> How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p><b><u>PLASC 2021</u></b></p> <p>Based on the information provided in the school's PLASC return for 2021, the following pupils at Llanbedr C. in W. School belong to the protected characteristic groups:</p> <ul style="list-style-type: none"><li>- Free school meals: 9.6% of pupils are eligible for Free School Meals.</li><li>- ALN: 32.7% of pupils have special educational needs. Of these, 13.5% of pupils are on School Action, 17.3% of pupils are on School Action Plus and 1.9% of pupils have statements.</li><li>- Disabilities: 32.7% of pupils have additional learning needs.</li><li>- English as an Additional Language: 0% of pupils are identified as EAL pupils.</li><li>- Ethnicity: The ethnic group of 96.2% of pupils in the school is White British. 3.8% of pupils belong to ethnic groups other than White British.</li><li>- Looked after Children: 0.0% of pupils are looked after.</li></ul> <p>This information shows that a proportion of pupils that belong to the protected characteristic groups will be affected by this proposal. In particular:</p>
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	<ul style="list-style-type: none"> <li>- 9.6% of pupils at Llanbedr C. in W. School are eligible for Free School Meals. This is lower than the Powys average for primary schools (13.5%)</li> <li>- 32.7% of pupils at Llanbedr C. in W. School have additional learning needs. This is higher than the Powys average for primary schools (19.2%)</li> </ul> <p>The proposal to close Llanbedr C. in W. School would impact on all pupils currently attending the school, including those pupils belonging to protected characteristic groups.</p>
<p><b><u>6.2 Qualitative</u></b>  <b>Summarise the key qualitative data analysis, providing key themes or patterns.</b>  Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p><b>Key questions:</b></p> <ul style="list-style-type: none"> <li><b>i)</b> Do certain groups have a different service user experience? How will a change affect this?</li> <li><b>ii)</b> Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</li> <li><b>iii)</b> What are the reasons behind some groups not using the service? How will a change affect this position?</li> </ul>	<p>Consultation has been carried out on the proposal relating to Llanbedr C. in W. School, which included consultation with pupils at the affected school. In addition, there has been a 28 day objection period when people could submit written objections if they did not agree with the proposal. This provided qualitative data in respect of the proposal, and any additional impact on pupils that belong to protected characteristic groups.</p> <p>During the consultation period, the following comments were received about the proposal's potential impact on the protected characteristic groups:</p> <p><b>4. Concern about impact on pupils with ALN</b></p> <p><b>5. Other comments:</b></p> <ul style="list-style-type: none"> <li>- Impact on religion and belief as it is a Church in Wales School</li> <li>- Impact on military families attending Llanbedr C. in W. Primary School due to potential further disruption to their education.</li> <li>- Impact on LGBTQ+</li> </ul>

<p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<p>Concern was also raised that implementation of the proposal would impact on pupils' ability to access a Church in Wales school.</p> <p>During the objection period, the following comments were received about the proposal's impact on the protected characteristic groups:</p> <p><b>1.15 Comments about pupils belonging to the protected characteristic groups that attend the school</b></p> <ul style="list-style-type: none"> <li>- Comments about the school's support for pupils with ALN</li> <li>- The school has a high percentage of MAT pupils</li> <li>- The school has a number of pupils from military families</li> </ul> <p>Concern was also raised that implementation of the proposal would impact on pupils' ability to access a Church in Wales school.</p> <p>Responses to the issues raised are provided in the consultation report and the objection report.</p>
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## 7. EqIA RESULT

Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.

<p><b>The proposal does not present any adverse impact on equality.</b> [Proceed to question 10]</p>	
<p><b>The proposal presents some adverse impact on equality.</b> [Proceed to question 8]</p>	✓

<b>The proposal presents significant impact on equality</b> [Proceed to question 8]	
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**8. AREAS for IMPROVEMENT**

<p><b>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</b></p> <ul style="list-style-type: none"> <li><b>i)</b> Which protected characteristic groups are particularly affected?</li> <li><b>ii)</b> Will people on low incomes be affected?</li> <li><b>iii)</b> Will Welsh speakers be affected?</li> </ul>	<ul style="list-style-type: none"> <li>i) Pupils with additional learning needs (ALN) attending the school would be affected by the proposal, as they would need to transfer to alternative schools. As indicated above, 32.7% of pupils have additional learning needs. This is higher than the Powys average. Comments received during the consultation expressed concern about the impact on pupils with ALN if they had to move to different schools. However, there is very good support across the cluster in the Crickhowell area for pupils' wellbeing and for the support of pupils with SEN/ALN. All schools in the cluster have an experienced ALNCo and wellbeing champion who can provide support and guidance to pupils. In addition, all schools in the Crickhowell cluster have staff trained in adverse childhood experiences, trauma informed approaches and mental health first aid. As such, any pupils with emotional or additional learning needs would be very well supported at one of the schools in the Crickhowell cluster.</li> </ul> <p>The protected characteristic group of 'religion and belief' is also affected, as the school is a Church in Wales school. Although there are Church in Wales places available in the cluster at Llangattock C. in W. Primary School, these are not sufficient for all the pupils currently attending Llanbedr C. in W. Primary School. Other Church in Wales schools are available in neighbouring catchment areas and out of county, but additional travel would be required to attend these schools. The Statutory Notice published in respect of this proposal included a commitment to provide transport to the nearest alternative Church in Wales provision for pupils currently attending Llanbedr C. in W. School who wished to transfer to an alternative Church in Wales school. Whilst recognising that Llanbedr C. in</p>
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	<p>W. Primary School has a distinct Christian ethos, all schools are required to teach religious education.</p> <p>Comments were also received expressing concern about the proposal's impact on military families who currently attend the school.</p> <p>ii) 9.6% of pupils attending Llanbedr C. in W. School are eligible for Free School Meals. This is lower than the Powys average.</p> <p>Comments were received during the consultation period and the objection period about the potential negative impact on low income parents/families if there was no nursery provision available in Llanbedr, and that they would have to travel further to access early years provision elsewhere in the cluster, which could have a financial impact on them. This was also an area of concern for parents/families who would have to travel further to access extra-curricular provision/after-school clubs.</p> <p>iii) Llanbedr C. in W. School is an English medium school - therefore the proposal will not directly affect Welsh speakers.</p>
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## 9. EQUALITY IMPROVEMENT

<p><b>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</b></p> <p><i>i.e. 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></p>	<p>Should the proposal be implemented, Llanbedr C. in W. Primary School C.P. School would close, and pupils would transfer to their nearest alternative schools. This would have a significant impact on pupils currently attending Llanbedr C. in W. Primary School, including any pupils belonging to the protected characteristic groups that attend that school, as for those pupils for whom Llanbedr C. in W.. Primary School is currently the closest school, some additional travel would be required in order to attend their nearest alternative school.</p>
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<p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>Whilst it is acknowledged that the proposal would impact on pupils belonging to the protected characteristic groups that attend the school, there is no reason to believe that the nearest alternative schools would be unable to meet the needs of pupils belonging to the protected characteristic groups that would be affected, including pupils with Additional Learning Needs, pupils belonging to Ethnic Groups other than White British, transgender pupils, pupils eligible for Free School Meals and Looked After Children. The number of pupils belonging to the protected characteristic groups currently attending Llanbedr C. in W. Primary School C.P. School is relatively small.</p> <p>The protected characteristic group most affected by the proposal would be pupils with ALN. However, the Council’s view is that pupils with additional learning needs would be fully supported at any of the alternative schools. There is very good support across the Crickhowell cluster for pupils with ALN.</p> <p>As Llanbedr C. in W. is a Church in Wales school, the protected characteristic of ‘religion and belief’ would also be affected by the proposal. There aren’t sufficient alternative Church in Wales places in the cluster to provide places for all pupils that currently attend Llanbedr C. in W. Primary School. Whilst recognising that Llanbedr C. in W. Primary School has a distinct religious ethos, all schools are required to teach religious education, therefore should the Council proceed with the proposal to close the school, pupils would continue to be taught about religion at the alternative schools. The nearest alternative Church-in-Wales schools within Powys are Llangattock C. in W. Primary School, Llangors C. in W. Primary School and Priory C. in W. Primary School. Whilst the Council’s Home-to-School transport policy does not provide free transport to denominational schools specifically, it would be able to consider using its discretionary powers under the Learner Wales Travel Measure to provide transport – this would only be available to pupils currently attending Llanbedr C. in W. School and consideration would be on a case-by-case basis.</p>
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	<p>The Statutory Notice published in respect of this proposal included a commitment to provide transport to the nearest alternative Church in Wales provision for pupils currently attending Llanbedr C. in W. School who wished to transfer to an alternative Church in Wales school.</p> <p>Concern has also been expressed about the potential disruption to military families currently attending the school. The Council recognises that all school reorganisation processes create a period of uncertainty for all families, and recognises that this could be increased in military families due to the nature of military life. Should Llanbedr C.P. School close, then all schools receiving pupils as a result are expected to work with the closing school, the pupils and their families to provide full support to pupils to ensure a smooth transition.</p> <p>The proposal does not require modification to reduce or remove the impact on protected characteristic groups.</p>
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**9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?**

<p><b>Yes</b> <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p><b>No</b> <input checked="" type="checkbox"/></p> <p>If no, please explain why not:  <b>Need was not identified at time of writing Service Strategy</b></p>
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## 6. Community Impact Assessment – Llanbedr C. in W. School

### i) Information on the proportion of pupils from the catchment area that attend the school

The closest provider for pupils attending Llanbedr C. in W. School in January 2020 was as follows:

School	% of Pupils
Llanbedr C. in W. School	48.8%
Crickhowell C.P. School	24.4%
Llangynidr C.P. School	14.6%
Llangattock C. in W. School	4.9%
Deri View Primary School (Out of County)	7.3%

This suggests that 48.8% of pupils attending the school were attending their closest primary school, whilst 51.2% of pupils attending the school live closer to other primary schools.

### Updated information – PLASC 2021

The closest provider for pupils attending Llanbedr C. in W. School on the PLASC counting date 2021 was as follows:

School	% of Pupils
Llanbedr C. in W. School	38.5%
Crickhowell C.P. School	28.8%
Llangynidr C.P. School	11.5%
Llangattock C. in W. School	9.6%
Deri View Primary School (Out of County)	9.6%
Llangors C. in W. School	1.9%

This suggests that 38.5% of pupils attending the school were attending their closest primary school, whilst 61.5% of pupils attending the school live closer to other primary schools.

**ii) After-school clubs and extra-curricular activities provided by the school**

The school provides the following after-school clubs and extra-curricular activities including the following:

- Puppet Club
- Welsh Club
- Art and Craft Club
- IT and Technology Club
- Gardening Club
- Cookery Club
- Dragon Sports Club
- Storytelling
- STEM Club
- Charity Club
- Show Ground Categories Club
- Recorder and Music Club
- Drama Club
- House Teams Challenges
- Mandarin
- School Council
- Eco Club
- Criw Cymraeg

Whilst some of these clubs are run by staff and governors, some are assisted by older pupils from Crickhowell High School. Many of the clubs are shared with the community. The gardens, ponds and vegetable plots are attended by community members in evening, holidays and during the school week.

**iii) Any other facilities or services the school accommodates or services the school provides**

The school accommodates or provides the following other facilities or services:

- Tots and Tiddlers Support Group
- Friends of the School and Community Group
- Raven Drama
- Puppet Soup Company
- Faith in Family

- Messy Church
- Family Film Club
- Breakfast Club
- A new library was opened in the school in 2018

**iv) Other use by the community of the school building**

The school building is used by the community to provide the following activities:

- Fell running
- Puppetry and Theatre Crafts Club
- Community Environmental projects
- Charity Bingo and Beetle Drive events
- Auction events
- Pond and garden development
- Vegetable plots and community engagement events

The school also acts a meeting hub for the three parishes of Llanbedr, Patricio and Llangenny which includes Lent lunches, Harvest festival and Easter which are prepared and served by the pupils.

**v) Other links between the school and the community**

- Community Annual Eisteddfod
- Community Harvest Festival
- Community Scarecrow Festival
- Christmas Fayre
- Easter Parade
- Summer Fayre
- Lantern Parade
- Christingle

The opportunities offered by the school for children in the community benefit the whole community. The school also has a highly effective Friends of the School group who work raising funds for the school, charity and community projects.

**vi) If accommodation, facilities or services are provided by a school, where would they be provided in the event of closure?**

Should the proposal be implemented, Llanbedr C. in W. School would close and pupils transferring to their nearest alternative schools and there would no longer be a school in Llanbedr.

It is acknowledged that there would be a significant impact on the community of Llanbedr, as there would be no provision in the village, and therefore a potential loss of community facilities associated with the school.

As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building's future use, and therefore whether or not facilities would remain available to the community in Llanbedr.

There is a village hall located in Llanbedr, therefore should the school no longer be available, community events and activities could take place at the hall.

**vii) Distance and travelling time involved in attending an alternative school of the same language category**

Should the proposal be implemented, Llanbedr C. in W. School would close and pupils would transfer to their nearest alternative schools. For the majority of pupils, the closest alternative Powys schools would be Crickhowell C.P. School, Llangynidr C.P. School and Llangattock C. in W. School.

The closest alternative school for the pupils that were attending Llanbedr C. in W. School according to PLASC 2021 is as follows:

	<b>Pupils' closest alternative school should there be no school in Llanbedr</b>
Crickhowell C.P. School	61.5%
Deri View Primary School	13.5%
Llangynidr C.P School	11.5%
Llangattock C. in W. Primary School	9.6%
Llangors C. in W. School	1.9%
Llanvihangel Crucorney C.P School	1.9%

**Travelling distances for all pupils attending Llanbedr C.i.W Primary School (PLASC 2021):**

<b>Current average travelling distance to Llanbedr C. in W. Primary School</b>	<b>Average travelling distance to alternative provision, if there was no school in Llanbedr</b>
3.3mi	2.4mi

<b>Current maximum travelling distance to Llanbedr C. in W. Primary School</b>	<b>Maximum travelling distance to alternative provision, if there was no school in Llanbedr</b>
10.8mi	6mi

**Travelling distances for pupils for whom Llanbedr C.i.W Primary School is their closest school:**

<b>Average travelling distance to Llanbedr C. in W. Primary School</b>	<b>Average travelling distance to alternative provision, if there was no school in Llanbedr</b>
1.56mi	2.7mi

<b>Maximum travelling distance to Llanbedr C. in W. Primary School</b>	<b>Maximum travelling distance to alternative provision, if there was no school in Llanbedr</b>
3.8mi	4.49mi

Home to school transport would be provided to eligible pupils in accordance with the home to school transport which is in operation at that time. Whilst free transport would be provided to eligible pupils, it is acknowledged that there could be an impact on some pupils' ability to access after school activities, and could impact on the ability of parents to take part in school events, meetings etc.

**viii) How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported**

Should the Council proceed with the statutory process and eventually implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, to ensure full engagement with their closest alternative schools.

**ix) Any wider implications e.g. impact on public transport provision, wider community safety issues**

- At present, public transport is not a requirement for pupils to attend school, as although some may live further than walking distance by road, there are many cross country and short cycle stretches that families use.
- Many families who attend the school are able to travel safely across the country routes within their journey from home to school. The school has an access gate from the yard to an adjoining field which avoids the roads and is better for the environment.
- If the school was to close, pupils would need transport to attend their alternative schools which would therefore not promote walking to school as there are no safe walking or safe cycle routes.

**x) Additional considerations for rural schools**

The School Organisation Code includes a number of additional considerations that are likely to be relevant when carrying out a community impact assessment for a rural school closure. As Llanbedr C. in W. School is identified as a rural school, these factors are considered below:

- **Whether closure would encourage families with school-age children to leave the community or discourage young families from moving to the community**

Information received from the school suggests that a wide range of services and activities are provided by the school, including some facilities which could be attractive to families and which increase the attractiveness of the community to potential young families. It is also suggested that recent housing developments actively targeted this group due to the proximity with the school.

Should there be no school in Llanbedr, it is likely that there would be an impact on the other associated facilities available in the village, which could have an impact on families with school-age children, and which could encourage these families to leave the community or discourage young families from moving to the community.

- **What impact closure might have on other services provided locally, for instance if the school is the only remaining public building in a community**

Information received from the school suggests that a wide range of services are provided in the school, and it is regularly used as a village meeting place. There is a village hall located in Llanbedr, therefore should the school no longer be available, community events and activities could take place at the hall.



As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building's future use, and therefore whether or not facilities would remain in Llanbedr.

- **Whether, or not, the school is a real hub of community life, used for other purpose – such as public meetings, local events, fetes surgeries, and other get togethers – which would either cease or be diminished by being required to move elsewhere**

Information received from the school suggests that a wide range of events take place in the community events and activities take place in the school, as indicated in sections (iii), (iv) and (v) above.

There is a village hall located in Llanbedr, therefore should the school no longer be available, community events and activities could take place at the hall.

In addition, as a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building's future use, and therefore whether or not facilities would remain in Llanbedr.

- **Whether or not the loss of the school, and potentially families, will have a detrimental effect on the wider economy of the community**

It is possible that the loss of the school, and subsequently the loss of families from Llanbedr could have some impact on local business in Llanbedr and the surrounding area should there be less people in the area. Information received from the school suggests that the possible loss of the school would also have an impact on the rural lifestyle, traditions and culture which are central to the area. Implementation of the proposal could eventually lead to a reduction in employment opportunities in the village of Llanbedr.

- **How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported (e.g. how pupils, (particularly any less advantaged pupils) will be helped to participate in after school activities)**

As indicated in section (viii) above, should the Council proceed with the statutory process and eventually implementation of the preferred option, support would be provided to pupils and their parents as part of the transition process, to ensure full engagement with their closest alternative schools.

It is acknowledged that there would be an impact on pupils' ability to participate in after school activities as there would be an additional travel requirement for parents in order to access school activities / events.

- **The overall effect of closure on the local community (including the loss of school based facilities which are used by the local community)**

The information received from the school indicates that there is currently extensive use of the Llanbedr building, and significant links between the school and the local community. It is therefore likely that the proposal to remove school provision from the village of Llanbedr would have a significant effect on the local community.

As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building's future use, and therefore whether or not facilities would remain in Llanbedr.

There is a village hall located in Llanbedr, therefore should the school no longer be available, community events and activities could take place at the hall.

**xi) Issues raised during the consultation period**

A number of comments were received during the consultation period which related to the proposal's impact on the community.

These comments are listed in full in the consultation report produced in respect of this proposal, along with the Council's response to the points raised, and are also summarised below:

- **Travel implications**

- Additional travel time / distance
- Environmental impact
- Concern about traffic congestion
- Queries about the Council's Home to School Transport Policy

- **Comments about Church in Wales provision**

- Families chose Llanbedr because it is a church school
- Comments about links between Llanbedr C. in W. School and the church
- Concern that there is no alternative Church in Wales provision available
- Comments that closure of the school would remove parental choice to choose a Church in Wales school

- Concern about the impact on pupils from not being able to attend a Church in Wales school
- Positive comments about Church in Wales schools / Christian ethos
- Insufficient consideration has been given to providing access to faith-based provision

**- Impact on the community**

- General concern about the impact on the community
- The school is the heart of the community
- Reference to other community activities / organisations
- Closure of the school would mean that people would not want to live in Llanbedr
- Reference to previous generations of families that have attended the school
- Queries about what would happen to the school building should the school close
- Comments relating to community well-being

**xii) Issues raised during the objection period**

A number of comments were received during the objection period which related to the proposal's impact on the community.

These comments are listed in full in the objection report produced in respect of this proposal along with the Council's response to the points raised, and are also summarised below:

**- Travel implications**

- Concern about additional travel time for pupils
- Comments about additional travel costs
- Environmental impact of additional travel
- The additional travel would impact on parents / families
- Impact on traffic congestion in the area

**- Impact on the community**

- General concern about impact on the community
- The school is the heart of the community
- Concern about the impact on community activities
- Closure of the school would mean that people would not want to live in Llanbedr
- Concern about impact of closure of the school on community well-being

- Comments about the impact of previous school closures on communities
- **Comments about Church in Wales provision**
  - Parents would be unable to choose a Church in Wales School
  - Reference to the School Organisation Code
  - Insufficient consideration has been given to the school's Church in Wales status
  - Reference to transport arrangements

### **xiii) Conclusion**

The proposal would have a significant impact on the community of Llanbedr as there would be no provision in Llanbedr. Many comments received during the consultation period and the objection period emphasise the importance of the school within the local community and the benefits of being part of a close community on the development of pupils. It is also recognised that there are strong links between the school, being a C. in W. school and the local church, and how this contributes to pupils' development, and that this would be lost should the school close. Concern has also been expressed that closure of the school could mean that people would not want to live in Llanbedr in the future, and could lead to a reduction in community activity in the village.

It is clear that a wide range of extra curricular activities are available to pupils at Llanbedr, and as the school is a small school, all pupils are able to take part in all activities. Should there be no school in Llanbedr, pupils would transfer to alternative schools. These would be larger schools, and the expectation is that at least a similar range of activities would be available for pupils. However, it is acknowledged that pupils would need to travel to the alternative schools, which could impact on their ability to access activities, particularly where these take place after school. However the alternative schools also have pupils that rely on home to school transport, and they are experienced in ensuring that all pupils are able to take part in activities. It must also be noted that over half of the pupils currently attending the school live closer to other schools and are therefore reliant on private transport arrangements to access after school activities and are able to manage.

Comments received during the process also suggest that due to the size of Llanbedr C. in W. School, pupils have more opportunities to take part in extra-curricular activities and whole school activities than in larger schools. However, all the other alternative schools provide a range of extra-curricular activities. There is also the availability of extra-curricular activities within the Llandrindod catchment area which are delivered by other organisations.

Should the proposal be implemented, this would mean that there would be no school provision in the village of Llanbedr. The information provided throughout the process

indicates that there is currently extensive community use of the Llanbedr building, and extensive links between the school and the local community, and that many community activities are arranged by the school which are accessed by the community. It is therefore acknowledged that closure of the school could have an impact on the community in terms of the activities available. As a Church in Wales School, the Llanbedr School building is owned by the Diocese, therefore the Diocese would need to determine the building's future use, and therefore whether or not facilities would remain in Llanbedr. There is a village hall located in Llanbedr, therefore should the school no longer be available, community events and activities could take place at the hall.

It is also acknowledged that implementation of the proposal would result in additional travel to school for pupils for whom Llanbedr is currently their closest school. Whilst free home to school transport would be provided to eligible pupils in accordance with the home to school transport policy which is in operation at that time, it is acknowledged that there could be an impact on some pupils' ability to access after school activities, and could impact on the ability of parents to take part in school events, meetings etc.

Concerns were raised during the consultation and objection periods about the loss of nursery provision from the area, and parents would need to access early years provision elsewhere in the cluster. Transport to these alternative early years providers was raised as an issue for those not able to access their own transport, as there is no public transport in the area.