



**POWYS COUNTY COUNCIL**

**CONSULTATION DOCUMENT**

**Proposal to close Nantmel Church in Wales Controlled  
School from the 31<sup>st</sup> December 2016**

**Date: 29<sup>th</sup> January 2016 – 11<sup>th</sup> March 2016**

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## 1. THE PROPOSAL

**Powys County Council is proposing to close Nantmel Church in Wales (C. in W.) Controlled School, Nantmel, Llandrindod Wells, Powys, LD1 6EL from the 31<sup>st</sup> December 2016, with Rhayader Church in Wales (C. in W.) Controlled School, Bryntirion, Rhayader, Powys, LD6 5LT to be named as the receiving school. Free home to school transport will be provided for qualifying<sup>1</sup> pupils.**

### 1.1 Background to the Proposal

In November 2014, Powys County Council agreed a new Powys School Transformation Policy, which set out the authority's vision and process for the transformation of primary and secondary schools in the county.

The Policy included:

- A range of criteria to be used to determine which schools would be reviewed
- The establishment of a School Organisation Review Panel (SORP) to carry out reviews of schools
- The establishment of a School Review Process to be used to review schools

In December 2014, the SORP carried out an Initial Assessment of Schools in accordance with the School Review Process, during which data for all schools was considered. Schools were also ranked against the criteria outlined in the School Transformation Policy.

Nantmel C. in W. School met the following criteria:

- Pupil Numbers: The school has had fewer than 50 pupils on roll for the three previous years
- Capacity: The percentage of surplus places in the school is higher than 15%
- Building Condition: The overall building condition is categorised as category D or C based on the Welsh Government's assessment of building condition
- Financial: The cost per pupil is more than 120% of the council's average for the sector

As a result of this Initial Assessment of Schools, the SORP agreed to carry out a detailed review of Nantmel C. in W. School.

Meetings have subsequently taken place between the SORP and the Governing Body, Headteacher and Local Member for Nantmel C. in W.

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<sup>1</sup> Primary pupils are entitled to free home to school transport if they live more than 2 miles from the nearest school providing education in the language of their choice.

School, and the diocesan representative. In November 2015, the SORP determined that the draft recommendation in respect of Nantmel C. in W. School was closure of the school, with Rhayader C. in W. School to be named as the receiving school.

At a meeting held on the 15<sup>th</sup> December 2015, the authority's Cabinet received the SORP's draft recommendation in respect of Nantmel C. in W. School and approved the commencement of consultation on closure of the school from the 31<sup>st</sup> December 2016.

In line with the requirements of the School Organisation Code, the diocesan authority was given 28 days to provide comments on this proposal prior to Cabinet making a decision on whether or not to commence consultation, however the diocesan authority did not wish to provide comments prior to the commencement of consultation.

## 1.2 Reason for the Proposal

The authority is proposing to close Nantmel C. in W. School for the following reasons:

- The school has had fewer than 50 pupils on roll for the three previous years and numbers are not projected to increase to above 50
- There are more than 15% surplus places at the school
- The funding per pupil is more than 120% of the council's average

## 1.3 Alternative options considered

A range of options were considered in line with the School Transformation Policy. These options, and the strengths and weaknesses of each, are outlined below.

### i) Status Quo

Strengths	Weaknesses
No additional transport or travel required	Pupil numbers would continue to be below 50
Maintains provision in Nantmel	Surplus places would continue to be above the Authority's accepted threshold
Maintains community facilities in Nantmel	Cost per pupil would continue to be more than 120% of the Council's average for primary schools

Potentially difficult to recruit a permanent headteacher

**ii) Closure of Nantmel C. in W. School and site**

<b>Strengths</b>	<b>Weaknesses</b>
Would address the issue of low pupil numbers	Additional travel for those pupils for whom Nantmel C. in W. School is currently the closest school
Would reduce the Authority's overall surplus capacity in primary schools	Loss of provision from Nantmel
Would address the issue around cost per pupil	Loss of community facilities in Nantmel
Permanent leadership arrangements in place in proposed receiving school	

**iii) Closure of Nantmel C. in W. School, but keep the site open as part of another school**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers on the Nantmel site would continue to be below 50
Maintains provision in Nantmel	Surplus places would continue to be above the Authority's accepted threshold
Maintains community facilities in Nantmel	
Permanent leadership arrangements in place in alternative school	Under the current funding arrangements, current pupil numbers on the Nantmel site would not attract sufficient funding to maintain 2 classes, therefore the site would need to be subsidised by the other school
Increased opportunities for networking and sharing good practice between staff	More difficult to run a school on two sites

Nantmel C. in W. School would lose its own identity

**iv) Federation of Nantmel C. in W. School and Rhayader C. in W. School**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers in Nantmel C. in W. School would continue to be below 50
Maintains provision in Nantmel	Surplus places would continue to be above the Authority's accepted threshold
Maintains community facilities in Nantmel	Cost per pupil would continue to be more than 120% of the Council's average for primary schools
Permanent leadership arrangements in place in alternative school	Rhayader C. in W. School would lose some control over their own school through the establishment of a joint Governing Body
Increased opportunities for networking and sharing good practice between staff	
Both schools would retain their own identity	

**v) Amalgamation of Nantmel C. in W. School and another school to create a new school on two sites**

<b>Strengths</b>	<b>Weaknesses</b>
No additional transport or travel required	Pupil numbers on the Nantmel site would continue to be below 50
Maintains provision in Nantmel	Surplus places would continue to be above the Authority's accepted threshold
Maintains community facilities in Nantmel	
Increased opportunities for networking and sharing good practice between staff	Under the current funding arrangements, current pupil numbers on the Nantmel site would not attract sufficient funding to maintain 2 classes, therefore the site would need to be subsidised by the other site. If the

<p>other site also had less than 50 pupils, this model would be unviable</p> <p>More difficult to run a school on two sites</p> <p>Both schools would lose their own identities</p>
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Having considered all of these options, and the strengths and weaknesses associated with each, the authority considers that closure of Nantmel C. in W. School and site is the most suitable way forward.

#### 1.4 Advantages and Disadvantages of the Proposal

As outlined above, the advantages and disadvantages of the proposal to close Nantmel C. in W. School are listed below.

<b>Advantages</b>	<b>Disadvantages</b>
Would address the issue of low pupil numbers	Additional travel for those pupils for whom Nantmel C. in W. School is currently the closest school
Would reduce the Authority's overall surplus capacity in primary schools	Loss of provision from Nantmel
Would address the issue around cost per pupil	Loss of community facilities in Nantmel
Permanent leadership arrangements in place in proposed receiving school	

#### 1.5 Risks associated with the Proposal

The following risks are associated with the proposal to close Nantmel C. in W. School:

<b>Risk</b>	<b>Prob-ability</b>	<b>Impact</b>	<b>Response Strategy</b>
Parents choose for their children to attend schools other than Rhayader C. in W. School	Medium	Low	The authority will support the right of parents to apply for a place for their child at any school, and will allocate places where they are available. Transport would only be provided to qualifying pupils where a school is the closest provision to a child's home.
Insufficient capacity at neighbouring schools to accommodate pupils from Nantmel C. in W. School	Medium	High	There is currently sufficient capacity at Rhayader C. in W. School, Crossgates C.P. School and other schools in the local area to accommodate all pupils currently attending Nantmel C. in W. School.



## **2. IMPACT AND IMPLICATIONS OF THE PROPOSAL**

### **2.1 Impact of the Proposal**

#### **2.1.1 Impact on the Affected Schools**

##### **i) Impact on the affected schools' ability to deliver the full curriculum in each Key Stage**

Given the current low number of pupils at Nantmel C. in W. School, and therefore the small number of pupils that would be expected to transfer to alternative schools, the authority would expect the impact on the schools' ability to deliver the full curriculum in each key stage to be low.

##### **ii) Impact on outcomes at the affected schools**

Given the current low number of pupils at Nantmel C. in W. School, and therefore the small number of pupils that would be expected to transfer to alternative schools, it is not anticipated that the proposal would have a significant impact on outcomes at any of the affected schools.

##### **iii) Impact on provision at the affected schools**

Should the proposal be implemented, education would no longer be provided in Nantmel. Pupils would be able to access alternative provision at Rhayader C. in W. School or other schools in the local area.

Given the current low number of pupils at Nantmel C. in W. School, and therefore the small number of pupils that would be expected to transfer to alternative schools, it is not anticipated that the proposal would have a significant impact on provision at any of the affected schools.

##### **iv) Impact on leadership and management at the affected schools**

Given the current low number of pupils at Nantmel C. in W. School, and therefore the small number of pupils that would be expected to transfer to alternative schools, the authority would not expect the proposal to have a negative impact on leadership and management at the affected schools.

The headteacher of Rhayader C. in W. School is also currently acting headteacher at Nantmel C. in W. School, therefore it is possible that closure of Nantmel C. in W. School would have a positive impact on

leadership and management at Rhayader C. in W. School as it would enable the headteacher to focus solely on one school.

### **2.1.2 Impact on Staff**

If a decision is made to proceed with the closure of Nantmel C. in W. School, a staff redundancy process would be necessary. This would be conducted in line with the school's adopted Redundancy Policies for teaching and support staff.

### **2.1.3 Impact on access to places at Church in Wales Schools**

The named receiving school in relation to this proposal, Rhayader C. in W. School, is a school with the same designated religious character as Nantmel C. in W. School and is less than 5 miles from Nantmel.

Further to this, there are two other Church in Wales primary schools in the area surrounding Nantmel C. in W. School, namely Newbridge-on-Wye C. in W. School and Llandrindod Wells C. in W. School, Trefonnen.

Should Nantmel C. in W. School close, the authority is satisfied that there are alternative schools available that have the same religious character.

### **2.1.4 Impact Assessments**

#### **i) Equality Impact Assessment**

An Equality Impact Assessment has been carried out on the proposal to close Nantmel C. in W. School. This assessment is provided in Appendix A.

The assessment found that the proposal would impact on a small number of pupils that belong to the protected characteristic groups. However, the authority is confident that Rhayader C. in W. School and any other school pupils might access can meet the needs of all pupils attending Nantmel C. in W. School.

In terms of any pupils from low income families, free home to school transport will be provided to the alternative provision for qualifying pupils. This will ensure that the proposal does not have an adverse impact on pupils from lower income families. However, the authority does accept that might be more difficult for pupils from lower income families for whom Nantmel C. in W. School is currently their closest school to access extra-curricular activities offered after school at

Rhayader C. in W. School or any alternative school due to their reliance on home to school transport. The school could use its Pupil Deprivation Grant to maximise opportunities for pupils in receipt of free school meals.

## ii) **Community Impact Assessment**

A Community Impact Assessment has been carried out in respect of the proposal to close Nantmel C. in W. School. This assessment is provided in Appendix B.

The authority acknowledges that the closure of any school will have a detrimental impact on the facilities available in the local community. It is clear that the community of Nantmel makes use of Nantmel C. in W. School's facilities for a range of activities and events, due to the fact that there is no other suitable location to hold these activities in the village. It is currently unclear where these activities could take place should Nantmel C. in W. School close. However, the school building is owned by the Church in Wales, and will remain in the Church's ownership if the school should close. The future use of the building would be a decision for the Church.

In terms of extra-curricular activities, a wide range of activities are offered by both schools, and the authority is satisfied that pupils would have the opportunity to take part in a similar range of activities at the proposed receiving school. However, as many of these are offered after school, it is acknowledged that it would be more difficult for those pupils for whom Nantmel C. in W. School is their closest school to access these activities if they were reliant on home to school transport.

## 2.2 **Other Implications**

### i) **Financial Implications**

An assessment of the potential financial savings from the closure of Nantmel C. in W. School has been carried out.

The estimated savings following closure of the school are provided below, based on the school's budget for 2015/16. The assessment does not include any possible redundancy costs.

<b>Area of Funding</b>	<b>Full year Saving</b>
<b>Total Delegated Budget not transferring with the pupils to their alternative school</b>	<b>72,853</b>
<b>Additional Projected Savings</b>	

Savings re Headteacher's Post (L12 – UPS3)	15,580
Projected Reduction in Canteen Subsidy	10,000
<b>Total Additional Savings</b>	<b>25,580</b>
<b>Total Estimated Savings</b>	<b>98,433</b>
Less Estimated Additional Transport Costs	(30,400)
<b>Net Estimated Savings</b>	<b>68,033</b>

Any savings to the authority realised as a result of the closure of Nantmel C. in W. School will be deployed in line with the Schools Service Medium Term Financial Strategy to support other schools' delegated budgets and to support the authority's 21<sup>st</sup> Century Schools programme through prudential borrowing.

## **ii) Land, buildings and resources**

No capital funding is required in order to achieve the proposal. It is not anticipated that any building works would be necessary to ensure that the pupils currently attending Nantmel C. in W. School could be accommodated at Rhayader C. in W. School or any other school which might be affected by this proposal.

The land and buildings currently occupied by Nantmel C. in W. School are owned by the Church in Wales, and the playing field is leased by the County Council. If the school were to close, the building would remain in the ownership of the Church in Wales, and the lease in respect of the playing field would be surrendered.

## **iii) Transport and Travel**

In the event of the closure of Nantmel C. in W. School, pupils currently attending the school would receive transport to Rhayader C. in W. School if they live two miles or more from the school. It should be noted that this arrangement would only apply to those pupils where Nantmel C. in W. School is their nearest provision. If on closure of Nantmel C. in W. School, another Powys school was the closest provision to their home address, pupils would receive transport to that school if they lived more than two miles from the school, if that school was the preferred school for their children.

For new pupils from the area of the closed school who would be attending alternative provision, entitlement to free transport would be in

accordance with the Council's policy at the time. The current policy is that pupils are eligible for free transport if they meet each of the following criteria:

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

It should be noted:

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

The actual transport arrangements would be known as soon as a contractor was appointed. Parents would be advised accordingly in relation to pick-up points, times etc.

In the event of closure of Nantmel C. in W. School, where pupils who transfer to their closest school do not qualify for home to school transport to their closest school, a risk assessment would be carried out on their shortest walking route to school to assess safety. For pupils living within the towns of Llandrindod Wells and Rhayader, it is likely that there would be a safe walking route available to the closest school. However this may not always be the case for pupils living in more rural areas. If the walking route was deemed to be unsafe, home to school transport would be provided.

#### **iv) Admissions**

Admissions for both Nantmel C. in W. School and Rhayader C. in W. School are administered by the authority.

In the event of closure of Nantmel C. in W. School, parents of pupils currently attending the school would be allocated places at Rhayader C. in W. School, or they would need to apply for a place in another chosen school in accordance with the authority's admissions process, if

this was the parents' preference. The authority's admissions process is as follows:

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

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

### 3. DETAILS OF AFFECTED SCHOOLS

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

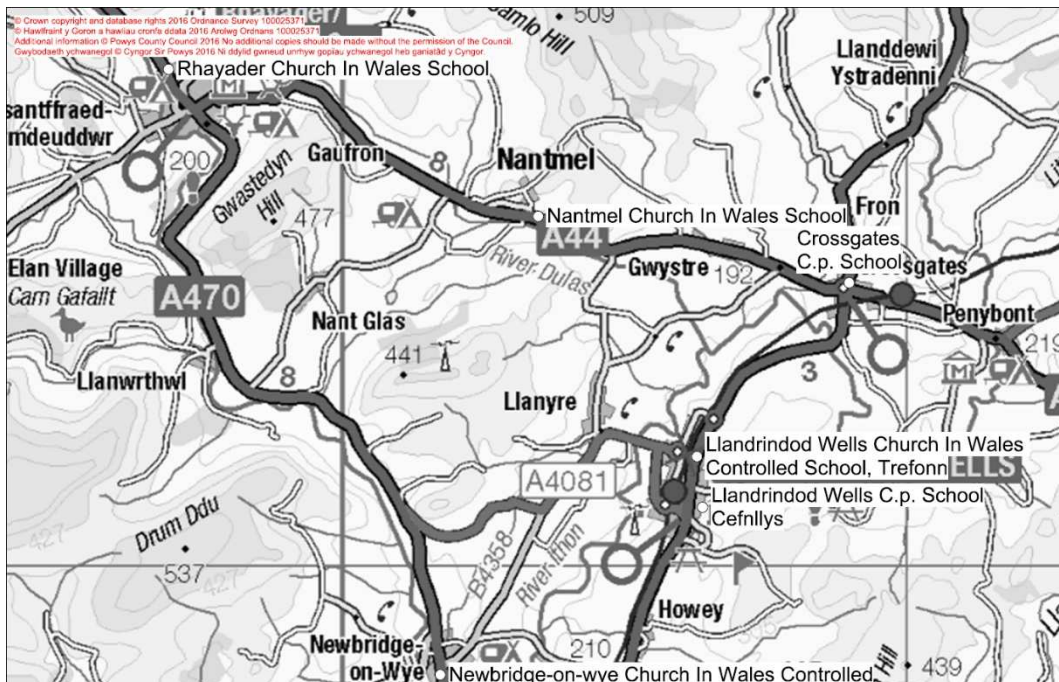
Should Nantmel C. in W. School close, there are five alternative schools which would be the closest school for pupils that currently attend Nantmel C. in W. School. These are:

- Rhayader Church in Wales Controlled School, Bryntirion, Rhayader, Powys, LD6 5LT
- Crossgates Community Primary School, Crossgates, Llandrindod Wells, Powys, LD1 6RE
- Newbridge-on-Wye Church in Wales Controlled School, Newbridge-on-Wye, Llandrindod Wells, Powys, LD1 6LD
- Llandrindod Wells Church in Wales Controlled School Trefonnen, Trefonnen Lane, Llandrindod Wells, Powys, LD1 5EB
- Llandrindod Wells Community Primary School Cefnlllys, Cefnlllys Lane, Llandrindod Wells, Powys, LD1 6AH

Information about these five schools, as well as Nantmel Church in Wales Controlled School, Nantmel, Llandrindod Wells, Powys, LD1 6EL are provided below.

#### 3.1 Location Map of the Affected Schools

The following map shows the location of Nantmel C. in W. School and the other schools which may be affected by this proposal:



The distance from Nantmel C. in W. School by road to the other schools is as follows:

Rhayader C. in W. School – 4.9 miles  
 Crossgates C.P. School – 3.7 miles  
 Newbridge-on-Wye C. in W. School – 6.6 miles  
 Llandrindod Wells C. in W. School, Trefonnen – 4.5 miles  
 Llandrindod Wells C.P. School, Cefnlllys – 5.2 miles

### 3.2 General School Information

School	School Type	Language Category	Admission Number	Capacity (R – Yr 6)	Nursery Places	Age Range
<b>Nantmel C. in W. School</b>	Voluntary Controlled	English medium	8	62	8	4 – 11
<b>Rhayader C. in W. School</b>	Voluntary Controlled	Dual Stream	30	213	30	4 – 11
<b>Crossgates C.P. School</b>	Community Primary	English medium	30	210	28	4 – 11
<b>Newbridge-on-Wye C. in W. School</b>	Voluntary Controlled	English Medium	15	107	15	4 – 11
<b>Llandrindod Wells C. in W. School Trefonnen</b>	Voluntary Controlled	Dual Stream	30	210	30	4 – 11
<b>Llandrindod Wells C.P. School Cefnlllys</b>	Community Primary	English Medium	37	258	37	4 – 11

### 3.3 Pupil numbers

#### i) Current and Historical Pupil Numbers

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

	January 2015	January 2014	January 2013	January 2012	January 2011
<b>Nantmel C. in W. School</b>	32	25	29	36	36
<b>Rhayader C. in W. School</b>	151	146	143	153	151



<b>Crossgates C.P. School</b>	142	120	126	138	143
<b>Newbridge-on-Wye C. in W. School</b>	93	90	82	76	68
<b>Llandrindod Wells C. in W. School Trefonnen</b>	181	184	166	182	180
<b>Llandrindod Wells C.P. School Cefnlllys</b>	218	219	223	201	220

## ii) Projected Pupil Numbers

The current projected pupil numbers (R – Yr 6) for each of the schools is as follows

<b>School</b>	<b>Jan. 2016<sup>2</sup></b>	<b>Jan. 2017</b>	<b>Jan. 2018</b>	<b>Jan. 2019</b>	<b>Jan. 2020</b>	<b>Jan. 2021<sup>3</sup></b>
<b>Nantmel C. in W. School</b>	29	29	30	30	30	30
<b>Rhayader C. in W. School</b>	154	165	165	170	170	170
<b>Crossgates C.P. School</b>	140	144	140	145	147	145
<b>Newbridge-on-Wye C. in W. School</b>	97	102	108	109	108	107
<b>Llandrindod Wells C. in W. School Trefonnen</b>	182	186	192	190	192	192
<b>Llandrindod Wells C.P. School Cefnlllys</b>	249	245	246	239	237	245

<sup>2</sup> Actual pupil numbers taken from Teacher Centre on the 14<sup>th</sup> January 2016, however these are not verified PLASC figures

<sup>3</sup> Provisional projection based on the number of year 6 pupils that would be leaving the school in 2020.

### 3.4 School Building Condition

The Welsh Government's 21<sup>st</sup> Century Schools Survey identified that the quality of accommodation at each of the affected schools is as follows<sup>4</sup>:

	<b>Condition</b>	<b>Suitability</b>	<b>Sustainability</b>
<b>Nantmel C. in W. School</b>	C	C	C
<b>Rhayader C. in W. School</b>	B	B	D
<b>Crossgates C.P. School</b>	B	A	B
<b>Newbridge-on-Wye C. in W. School</b>	A	A	A
<b>Llandrindod Wells C. in W. School Trefonnen</b>	A	A	A
<b>Llandrindod Wells C.P. School Cefnlllys</b>	C	B	C

### 3.5 Quality of the Current Provision

#### i) Estyn

Details of the most recent inspection for Nantmel C. in W. School, Rhayader C. in W. School, Newbridge-on-Wye C. in W. School and Llandrindod Wells C. in W. School Trefonnen are provided in the following table:

	<b>Nantmel C. in W. School</b>	<b>Rhayader C. in W. School</b>	<b>Newbridge-on-Wye C. in W. School</b>	<b>Llandrindod Wells C. in W. School Trefonnen</b>
<b>Date of Inspection</b>	May 2012	January 2014	February 2011	October 2013
<b>School's Current Performance</b>	Good	Adequate	Good	Adequate

<sup>4</sup> The categories used in the Welsh Government's 21<sup>st</sup> Century Schools Survey are defined as follows:

Category A	Good
Category B	Satisfactory
Category C	Poor
Category D	Bad

<b>Prospects for Improvement</b>	Good	Good	Good	Adequate
<b>Follow up activity</b>	N/A	Estyn Monitoring	N/A	Estyn monitoring
		Estyn Monitoring visit January 2015 – The school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring		Estyn monitoring visit October 2014 – The school was judged to have made good progress, and was removed from the list of schools requiring Estyn monitoring

Crossgates C.P. School and Llandrindod Wells C.P. School, Cefnlllys were last inspected before 2011, under the previous Estyn Inspection arrangements. The grades awarded for each of the key questions are provided in the following table:

	<b>Crossgates C.P. School</b>	<b>Llandrindod Wells C.P. School Cefnlllys</b>
Date of inspection	June 2010	December 2009
KQ 1: How well do learners achieve?	2	1
KQ 2: How effective are teaching, learning and assessment?	2	1
KQ 3: How well do learners' experiences meet the needs and interests of the learners and the wider community?	1	2
KQ 4: How well are learners cared for, guided and supported?	2	1
KQ 5: How effective are leadership and strategic management?	2	1

KQ 6: How well do leaders and managers evaluate and improve quality and standards?	2	2
KQ 7: How efficient are leaders and managers in using resources?	1	1

## ii) National School Categorisation System

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

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

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

- **Step one – Standards group:** A range of information is used to make a judgement about the school's standards, resulting in a standards group
- **Step two – Improvement capacity:** An evaluation of the school's capacity to improve further, taking account of the evidence about the standards and the quality of leadership, teaching and learning, resulting in an improvement capacity
- **Step three – Support category:** Bringing the judgement on the standards group and improvement capacity together to decide on the school's support category, colour coded either green, yellow, amber or red

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

School	Standards Group	Improvement Capacity	Support Category
Nantmel C. in W. School	3	B	Yellow
Rhayader C. in W. School	1	B	Yellow
Crossgates CP School	2	B	Yellow
Newbridge-on-Wye C. in W. School	1	B	Yellow
Llandrindod Wells C. in W. School Trefonnen	2	B	Yellow
Llandrindod Wells C.P. School Cefnlllys	3	C	Amber

## **4. CONSULTATION DETAILS**

### **4.1 Who will we Consult with?**

The authority will consult with a range of stakeholders in accordance with the School Organisation Code 2013, which include the following:

- The Governing Body of Nantmel C. in W. School, Rhayader C. in W. School, Crossgates CP, Newbridge-on-Wye C. in W. School, Llandrindod Wells C. in W. School and Llandrindod Wells C.P. School
- Parents, carers, guardians and staff of Nantmel C. in W. School, Rhayader C. in W. School, Crossgates CP, Newbridge-on-Wye C. in W. School, Llandrindod Wells C. in W. School and Llandrindod Wells C.P. School
- Pupils of Nantmel C. in W. School, Rhayader C. in W. School, Crossgates CP, Newbridge-on-Wye C. in W. School, Llandrindod Wells C. in W. School and Llandrindod Wells C.P. School
- The Church in Wales and Roman Catholic Diocesan Authorities
- The Welsh Minister for Education & Skills
- Local Powys County Councillors
- Town and Community Councils in the local area
- The AM for Brecknock & Radnor and regional AMs for the area
- The MP for Brecknock & Radnor
- Estyn
- Teaching and staff trade unions
- ERW
- The Police & Crime Commissioner
- The Regional Transport Consortium
- Nursery providers in the local area
- The Powys Children and Young People's Partnership

### **4.2 The Consultation Period**

The consultation period for the current proposal to close Nantmel C. in W. School from the 31<sup>st</sup> December 2016 will commence on the 29<sup>th</sup> January 2016 and will end on the 11<sup>th</sup> March 2016.

### **4.3 The Statutory Process**

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

#### **4.3.1 Consultation**

Consultation will start on the 29<sup>th</sup> January 2016 and will end on the 11<sup>th</sup> March 2016. Feedback from the consultation will be collated and summarised, and it is anticipated that a report will be presented to the authority's Cabinet during the summer term 2016. The authority's Cabinet will consider the report and the feedback received during the consultation period, and will decide whether to proceed with the proposal, to make changes to the proposal or to not

proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

#### **4.3.2 Statutory Notice**

If the Cabinet decides to proceed, a Statutory Notice will be published, which will give a period of 28 days for people to submit written objections.

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

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

#### **4.3.3 Implementation**

If the Cabinet approves the proposal, it will be implemented in accordance with the date given in the Statutory Notice or any subsequently modified date.

### **4.4 How to respond to the Consultation**

A consultation questionnaire is attached to this document, and is also available on the authority's internet site at <http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/>. Alternatively, you can respond in writing.

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

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

*E-mail: [school.modernisation@powys.gov.uk](mailto:school.modernisation@powys.gov.uk)*

Responses must be received by the 11<sup>th</sup> March 2016.

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

## APPENDIX A EQUALITY IMPACT ASSESSMENT

### Equality Impact Assessment (EqIA) – Decision Assessment reporting template

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

<b>Proposal</b>	To close Nantmel C. in W. School from the 31 <sup>st</sup> December 2016 with Rhayader C. in W. School to be named as the receiving school	<b>Lead Person undertaking the assessment</b>	Sarah Astley
<b>Service Area</b>	Schools Service	<b>Relevant Head of Service who has agreed this assessment</b>	Ian Roberts Head of Schools
<b>Date of Assessment</b>	19 <sup>th</sup> November 2015, updated 13 <sup>th</sup> January 2016		
<p>The Equality Act 2010, requires that public sector organisations in the exercise of their functions, pay due regard to the following ‘general duty’:</p> <p><b>(a) Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</b></p> <p><b>(b) Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</b></p> <p><b>(c) Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it.</b></p> <p><i>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.</i></p> <p>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.</p>			
<b>1. AIM or PURPOSE</b>			
Briefly describe the aim or purpose of the change proposal being assessed.	This consultation is about whether Powys County Council should commence the statutory process for the following:		

	Closure of Nantmel C. in W. School from the 31 <sup>st</sup> December 2016. Rhayader C. in W. School to be named as the receiving school.	
<b>2. OBJECTIVES</b>		
Please state the current business objectives of the change proposal.	<p>The authority is considering commencing the statutory process to close Nantmel C. in W. School because:</p> <ul style="list-style-type: none"> <li>- The school has had fewer than 50 pupils on roll for the three previous years and numbers are not projected to increase to above 50</li> <li>- There are more than 15% surplus places at the school</li> <li>- The funding per pupil is more than 120% of the council's average</li> </ul>	
<b>3. BENEFITS and OUTCOMES</b>		
i) What are the intended benefits or outcomes from the change proposal?	<p>The benefits of the proposal are:</p> <ul style="list-style-type: none"> <li>- More efficient use of resources</li> <li>- Reduction in surplus places</li> </ul>	
<b>4. CORPORATE RELEVANCE</b>		
How does this change proposal relate to the Powys Change Plan and/or Powys One Plan?	<p>The proposal supports Powys County Council's vision for education, which is outlined within the One Powys Plan for 2014-17. 'Transforming Learning and Skills' is one of the priorities within this plan, and within this priority, the Plan states that</p> <p><i>'We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'</i></p>	
<b>5. DATA USED</b>		
<b>5.1. What data has been used to conduct this assessment?</b>  <b>Tick/shade boxes as appropriate.</b>	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	
<b>5.2. Are there any gaps in the data?</b>	<p>Yes <input type="checkbox"/> <input checked="" type="checkbox"/></p> <p>Please state the gaps: Qualitative data is not currently provided</p> <p>How will the gaps be addressed going forward?</p> <p>Qualitative data will be gathered during the consultation process, and the EqIA will be updated to reflect the qualitative information received.</p>	No <input type="checkbox"/>
<b>6. DATA ANALYSIS</b>		
<p><b><u>6.1 Quantitative</u></b></p> <p><b>Summarise the key quantitative data analysis results, providing key headline statistics.</b></p> <p>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>Information on pupils who attend Nantmel C. in W. School can be obtained via the Pupil Level Annual School Census 2015 (PLASC), which shows the profile of pupils according to a range of criteria, including age, free school meals, gender, special educational needs, ethnicity, use of Welsh and disabilities. In relation to the protected characteristic groups, the profile of pupils at Nantmel C. in W. School is as follows:</p> <ul style="list-style-type: none"> <li>- 32 pupils in total, aged between 3 and 11. 26 pupils aged between 5 and 11.</li> <li>- Gender: Of the pupils attending the school, 53% are boys and 47% are girls.</li> <li>- Free school meals: 3% are eligible for free school meals.</li> <li>- SEN: 0 pupils in the school have Statements of Special Educational Needs. 9% of pupils have special needs but do not have a statement</li> <li>- Disabilities: 9% of pupils have additional learning needs</li> <li>- English as an Additional Language: English is not an additional language for any of the pupils at the school.</li> </ul>	

<p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<ul style="list-style-type: none"> <li>- Welsh Language: 3% of pupils comes from homes where some Welsh is spoken.</li> <li>- Race/ethnicity: PLASC only provides information about the ethnic group of pupils aged 5 and over. <ul style="list-style-type: none"> <li>- The ethnic group of pupils aged 5 and over at the school is as follows: <ul style="list-style-type: none"> <li>- White British – 92%</li> <li>- White and Black African – 4%</li> <li>- White and Black Caribbean – 4%</li> </ul> </li> </ul> </li> </ul> <p>This information shows that the proportion of pupils in the school that belong to the protected characteristic groups is very small.</p> <p>In addition to the PLASC data, information has been received from the governing body of Nantmel C. in W. School which suggests that a number of Gypsy Traveller pupils attend the school, however none of the pupils that were registered at the school on the PLASC counting date in January 2015 have been identified as Gypsy Travellers on the school’s PLASC return.</p>
<p><b><u>6.2 Qualitative</u></b></p> <p><b>Summarise the key qualitative data analysis, providing key themes or patterns.</b></p> <p>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> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups?</p>	<p>Consultation on the closure of Nantmel C. in W. School will be carried out in accordance with the requirements of the School Organisation Code (2013), and will include a meeting with pupils of Nantmel C. in W. School. This will provide qualitative data in respect of the proposal, and the impact on pupils that belong to the protected characteristic groups.</p> <p>Further detail will be added to the EqIA following the conclusion of the consultation period and consideration of the responses received.</p>

<p>Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>		
<b>7. EqIA RESULT</b>		
<p><b>Based on an analysis of the available qualitative and quantitative data, please tick/shade the appropriate box opposite to provide the EqIA assessment result.</b></p>	<p><b>The proposal does not present any adverse impact on equality.</b></p> <p>[Proceed to question 10]</p>	
	<p><b>The proposal presents some adverse impact on equality.</b></p> <p>[Proceed to question 8]</p>	✓
	<p><b>The proposal presents significant impact on equality</b></p> <p>[Proceed to question 8]</p>	
<b>8. AREAS for IMPROVEMENT</b>		
<p><b>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</b></p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) Based on the pupils that were registered at the school on the 2015 PLASC counting date, a small number of pupils are in a protected characteristic group due to having additional learning needs, and a small number of pupils are in a protected characteristic group due to their ethnic group. In addition, information from the school's governing body suggests that pupils from the Gypsy Traveller community attend the school and would be impacted by the proposal.</p> <p>ii) Free transport will be provided to all qualifying pupils currently attending Nantmel C. in W. School. However, it is acknowledged that it may be more difficult for the parents of pupils on</p>	

	<p>low incomes that live in Nantmel, due to the additional travel required of parents in order to attend activities at the school, or to collect pupils from after school activities.</p> <p>iii) Although a very small percentage of pupils come from a home where some Welsh is spoken, Nantmel C. in W. School is an English-medium school therefore it is not anticipated that the proposal would have an adverse impact on Welsh speakers.</p>	
<b>9. EQUALITY IMPROVEMENT</b>		
<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>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>i) The authority is confident that the proposed receiving school and any other schools in the local area which pupils may prefer to transfer to would be able to meet the need of pupils currently attending Nantmel C. in W. School who belong to the protected characteristic groups. Free home to school transport would be provided to qualifying pupils to the proposed receiving school or to their closest school.</p> <p>ii) At the current time, the proposal does not require modification to reduce or remove the impact, however this EqIA will be reviewed and updated following the consultation exercise.</p> <p>iii) At the current time, the proposal should not be considered for removal. However this EqIA will be reviewed and updated following the consultation exercise.</p>	
<p><b>9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?</b></p>	<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not:</p> <p><b>Need was not identified at time of writing Service Strategy</b></p>
<b>10. ONGOING MONITORING</b>		
	<b>Please tick/shade</b>	

<b>How will the decision now be monitored on an ongoing basis to consider its impact over time?</b>	Equality monitoring of uptake of the service within which the decision was made	
	Satisfaction monitoring of service users (broken down by protected characteristic)	
	Recording and analysing complaints/requests/compliments	
	Targeted periodic focus groups/service user interviews/feedback sessions	
	Other (please specify)	

**Monitoring arrangements**

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

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

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

**Publication of results of the impact assessment**

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

**Equality Impact Assessment Action Plan**

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

## APPENDIX B COMMUNITY IMPACT ASSESSMENT

### 1. The Affected Communities

#### 1.1 Nantmel

Nantmel is a small village located approximately 5 miles from the town of Rhayader in Mid Powys. According to the 2011 Census, there are 637 residents in the area served by Nantmel Community Council<sup>5</sup>.

English is the main language spoken in the area, however according to the 2011 Census, 19% of the population have one or more skills in Welsh. 0.94% of the population belong to ethnic groups other than White.

The Welsh Index of Multiple Deprivation 2014 ranks areas known as Local Super Output Areas (LSOA) in terms of deprivation, where 1 is the most deprived and 1909 is the least deprived. The Nantmel LSOA is ranked as follows<sup>6</sup>:

Local Super Output Area (LSOA)	WIMD Rank 2014
Nantmel	1222

Nantmel C. in W. School is a Voluntary Controlled Church in Wales English-medium Primary School.

#### 1.2 Rhayader

Rhayader is a small town located in Mid Powys. According to the 2011 Census, the Rhayader Community Council area had 2088 residents<sup>7</sup>.

English is the main language spoken in the area, however according to the 2011 Census, 20% of the population of Rhayader have one or more skills in Welsh. 1.15% of the population belong to ethnic groups other than White.

There is 1 Local Super Output Area within the town of Rhayader. The Welsh Index of Multiple Deprivation ranks the Rhayader LSOA as follows, where 1 is the most deprived LSOA and 1909 is the least deprived<sup>8</sup>:

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<sup>5</sup> 2011 Census information for the Nantmel Community Council area, taken from

<http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/>

<sup>6</sup> <https://statswales.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014>

<sup>7</sup> 2011 Census information for the Rhayader Community Council area, taken from

<http://www.powys.gov.uk/en/statistics/view-statistics-about-your-area/detailed-census-information/>

<sup>8</sup> <https://statswales.wales.gov.uk/Catalogue/Community-Safety-and-Social-Inclusion/Welsh-Index-of-Multiple-Deprivation/WIMD-2014>

Local Super Output Area (LSOA)	WIMD Rank 2014
Rhayader	1007

Rhayader C. in W. School is a Voluntary Controlled Church in Wales Primary School. It is a dual stream school, which means that pupils are either taught through the medium of Welsh or English.

## 2. Community Impact Assessment

### 2.1 Impact on pupil travel

The home addresses of the 32 children that were attending Nantmel C. in W. School on the PLASC counting day in January 2015 were analysed by the council's Research and Information Unit. This analysis showed that Nantmel C. in W. School was only the closest school for 19 pupils, which is 59% of the pupils attending the school. The closest schools for all of the 32 pupils are summarised in the following table:

Closest School	Number of Pupils
Nantmel C. in W. School	19
Rhayader C. in W. School	4
Crossgates C.P. School	3
Llandrindod Wells C.P. School Cefnlllys	3
Llandrindod Wells C. in W. School Trefonnen	2
Newbridge-on-Wye C. in W. School	1

Based on this analysis, the average one way journey to school per child for pupils attending Nantmel C. in W. School in January 2015 was 3.02 miles.

If there were no school in Nantmel, the next closest school for the children that were attending Nantmel C. in W. School in January 2015 would be as follows:

Closest School	Number of Pupils
Crossgates C.P. School	14
Rhayader C. in W. School	9
Llandrindod Wells C.P. School Cefnlllys	3
Llandrindod Wells C. in W. School Trefonnen	3
Newbridge-on-Wye C. in W. School	3

Based on this analysis, the average one way journey to school per child for the pupils that were attending Nantmel C. in W. School in January 2015 would be 3.18 miles.

Should there be no school in Nantmel, there would be an increase in travel for the 19 pupils for whom Nantmel C. in W. School was their closest school. However, there would be a reduction in travel for the remaining 13 pupils, should they transfer to their closest school.

## **2.2 Extra-curricular activities provided by the schools**

### **Nantmel C. in W. School**

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

- i) Sports Clubs (some run by the pupils who have been elected as Sports Ambassadors), including Dragon Sports – cricket, netball, athletics, rounders
- ii) PE Club
- iii) Gardening Club
- iv) Other activity sessions, including craft, cookery, computer skills

The following extra-curricular activities are provided by the school: Guitar Club; Recorder Lessons; Chess Club; Cross-county Running; Swimming Lessons & Gala; Singing; Activities at the Willow Globe.

### **Rhayader C. in W. School**

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

- i) Art Club
- ii) Gardening Club
- iii) Clwb yr Urdd
- iv) Dance Club
- v) Running Club
- vi) Sports Club

The following extra-curricular activities are provided during the school day:

Lego Club (lunchtime); Running Club (lunchtime); Sports activities (lunchtime); Singing/Music Lessons (lunchtime); Badminton Club (lunchtime)



## **2.3 Community Use of the School Building**

### **Nantmel C. in W. School**

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

'Play Radnor' use the school during the school holidays, as well as after school and lunchtimes, and they enjoy the benefit of the outdoor grass area.

A pre-school play group and a mother and toddler group meet at the school.

In addition, the school's facilities are used by the community regularly for the following activities:

Evening classes for children e.g. jewellery making; Children's parties; Charity auction; Women's Institute (monthly); Community Council meetings; Nantmel Show Committee meetings; Marquee section of Nantmel Show moved to the school in adverse weather; Golden Hour; Church services held in the school when St Cynllo's Church is inaccessible due to snow & ice; fundraising events for the church; refreshments and receptions after Harvest and Carol services, funerals, christenings, special occasions such as retirements.

### **Rhayader C. in W. School**

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

Community Nursery, Cylch Meithrin, Junior Football, Rhayader Running Club; Young Farmers Club

## **2.4 Other links with the community**

### **Nantmel C. in W. School**

The school has strong links with the community, which include the following:

Significant number of entries to the Nantmel Show; Current and former pupils help with setting up the Nantmel Show; Voluntary support for the school by members of the community – reading, after school clubs and sports, repair work on buildings and grounds; talks in support of the school garden; Annual school and community BBQ – WI involved in refreshment provision; Used as a Polling Station by Powys County Council; The school provides storage for tables, chairs and crockery which are used for community events; The school uses the Church for special school services, e.g. Harvest Service; Carol Service; mock weddings, Eisteddfod.

## **Rhayader C. in W. School**

The school has links with a number of organisations within the community, which include the following:

Church, Carad, Community Support, Carnival, Elan Valley Trust, YFC, Community Nursery, Male Voice Choir, Cylch Meithrin, Dyfed Powys Police, Rhayader RFC, Rhayader Under 5's, Rhayader Leisure Centre, Rainbows/Brownies & Scouts, WI & Mothers Union

### **2.5 Support that could be offered by the receiving school to Parents and Pupils that currently attend Nantmel C. in W. School**

Pupils from Nantmel C. in W. School and Rhayader C. in W. School are already participating together in a number of activities, such as Orienteering, School Discos, Cross Country, Residential Trips and Visits.

### **2.6 Conclusion**

The authority acknowledges that the closure of any school will have a detrimental impact on the facilities available in the local community. It is clear that the community of Nantmel makes use of Nantmel C. in W. School's facilities for a range of activities and events, due to the fact that there is no other suitable location to hold these activities in the village. It is currently unclear where these activities could take place should Nantmel C. in W. School close. However, the school building is owned by the Church in Wales, and will remain in the Church's ownership if the school should close. The future use of the building would be a decision for the Church.

In terms of extra-curricular activities, a wide range of activities are offered by both schools, and the authority is satisfied that pupils would have the opportunity to take part in a similar range of activities at the proposed receiving school. However, as many of these are offered after school, it is acknowledged that it would be more difficult for those pupils for whom Nantmel C. in W. School is their closest school to access these activities if they were reliant on home to school transport.



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

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3. Name (optional)

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

Yes  No

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

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Completed questionnaires should be sent to the following address, by the **11<sup>th</sup> March 2016**:

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

*E-mail: [school.modernisation@powys.gov.uk](mailto:school.modernisation@powys.gov.uk)*