



**Consultation on the proposal to close  
Nantmel C. in W. School**

**Consultation Report**

**June 2016**

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## **Consultation on the proposal to close Nantmel C. in W. School**

### **1. Overview of the consultation**

Powys County Council consulted on a proposal to close Nantmel C. in W. School with effect from the 31<sup>st</sup> Decembe 2016 during the period 29<sup>th</sup> January 2016 to the 22<sup>nd</sup> April 2016.

#### **1.1 Consultation methods**

The consultation documentation was available on the council's website throughout the consultation period, and was distributed to stakeholders, as required by the School Organisation Code (2013). A separate version for young people was also available and distributed to pupils, and was also available on the council's website throughout the consultation period.

Consultees were invited to respond to the consultation by either completing an online consultation form, filling in a paper copy of the form and returning it to the School Modernisation Team at County Hall, or writing to the School Modernisation Team.

Meetings were also held with the following:

- School Council – 22<sup>nd</sup> February 2016
- Staff – 25<sup>th</sup> February 2016
- Governors – 25<sup>th</sup> February 2016
- Parents / community – 25<sup>th</sup> February 2016

#### **1.2 Responses received**

A total of 127 written responses were received to the consultation. These included:

- i) 46 responses to the online questionnaire
- ii) 81 other written responses

This included a response from Estyn, which is provided on page 12.

34 written responses were received from pupils.

## **2 Consultation with pupils**

### **2.1 Written responses from pupils**

34 written responses were received from pupils. The majority of these were from pupils currently attending Nantmel C. in W. School, however a response was also received from the School Council of Rhayader C. in W. School.

The issues raised in the responses received from pupils currently attending Nantmel C. in W. School are summarised below:

- Pupils have lots of friends in the school
- Pupils learn lots in the school
- There is a wonderful garden at the school
- Pupils attend the school because their parents didn't want them to go to other schools
- Concern about bullying in other schools
- Pupils with additional needs get extra help in Nantmel C. in W. School
- Pupils are happy sharing with Rhayader C. in W. School
- Pupils like the teachers and helpers at the school
- Pupils feel safe in Nantmel C. in W. School
- Pupils enjoy taking part in sports activities on the field and the playground
- Nantmel C. in W. School is the greatest school ever
- Great facilities at the school – massive play areas, big field, orchard, woods, fort
- Closing the school would be bad for the community
- Concern about additional travel – environmental impact of extra fumes, fuel costs
- Pupils learn more in a small school than they would in a big school
- Pupils from a farming community want to go to a country school
- Concern about capacity in other schools
- Concern that the council wastes money e.g. three people came to speak to the school council – why were three people needed?
- Closing the school in the winter will be unsettling for pupils
- There are more distractions in bigger schools
- It is a Church school
- The school achieved 'Village School of the Year' in 2002.
- The school is friendly

The issues raised in the response received from the School Council of Rhayader C. in W. School are summarised below:

- It would be sad for the children in Nantmel School if the school were to close
- Pupils at Rhayader School enjoy doing things with pupils from Nantmel School

- Rhayader School would have a better running team and a better football team if pupils from Nantmel came to the school
- Rhayader School is friendly and fun and Nantmel pupils would like it

## **2.2 Meeting with the School Council**

Officers from the local authority met with the School Council of Nantmel C. in W. School to get their views on the proposal. The issues raised in this meeting are summarised below:

### **What do you like about Nantmel School?**

- It's colourful
- There is a good environment – a large field, a garden, a fort
- Everyone is friendly
- They enjoy golden time (a longer playtime on a Friday)
- It is in the Countryside
- There are small classes so less distractions and more attention from teachers
- The teachers are nice
- Enjoy the work and the teachers are helpful
- Enjoy planting plants
- Links with the Church, they like going on Church Visits
- There are fun activities, going on school trips, making things (Dens, forts etc.) Sports day.
- Santa visits them
- Enjoy games day, they can take their own games and toys in
- They think it's the best school in the world
- The school is close and they don't have to travel far
- The football goals
- The food
- Family members work there
- They can sit out of lessons if they are ill or get hurt
- There is a good office
- The school is small so they won't get lost
- There are no bullies in the school

### **What don't you like about Nantmel School?**

- The farm toys aren't very good
- The playground is slanted and isn't big enough
- There is too much football
- The whiteboards are too small
- The taps in the toilet drip
- There aren't enough toilets

### **What would be worse if you had to move to a different school?**

- Additional travel
- The extra traveling with damage the environment
- Money will be wasted on petrol
- Pupils would have to make new friends
- Pupils would lose friends they currently have but they can invite them over to their own houses
- The teachers would lose their jobs
- They would lose their head teacher
- They won't be a part of Nantmel any more
- They will have to go to a bigger schools and there will be more distractions
- There is a difference between country children and town children
- Towns are too noisy
- They may get bullied or feel isolated or excluded
- There are monkey bars in Rhayader – they may fall off and hurt themselves

### **Is there anything that would be better if you had to move to a different school?**

- There would be more pupils, which would help confidence

### **If the school were to close and one of the pupils here had additional needs, how do you think it would affect them?**

- They may get bullied in a bigger school
- It would be harder for them because they are used to the teachers in this school

### **Pupils were asked whether they had any further comments or concerns to raise. The following issues were asked:**

- Why does the council want to wreck the school?
- The more schools the council closes, the more sad children there will be
- What happens if there isn't enough room at the other schools?
- Half of what will be saved from closing our school will be spent on employing new teachers at another school
- Could the pupils arrange activities to raise money so that the school can be kept open?
- They are like a big family here
- It would be unsettling to move schools half way through the year
- Where would the money go?
- What would happen to all our stuff in the school?

### **3 Consultation meetings**

Consultation meetings with staff, governors and parents / the community were held during the consultation period. The issues raised at these meetings are listed below:

#### **3.1 Meeting with staff**

- What is the expected timescale for Cabinet to consider the outcome of consultation and for a final decision to be made?
- What notice would be given to staff should the school close?
- When will staff actually know what is going to happen?
- Do staff have to accept jobs offered to them via the redeployment process?
- What would happen if parents decide to take children out of the school before Christmas?
- If the school closed from December 2016, would you be looking for some staff to consider staying beyond that date to assist with the closedown?
- Could there be a point where, if staff were redeployed, they would not be receiving payment?
- What would be the impact on redundancy payment if we wished to continue with supply work?
- If staff take redundancy, is it true that they would not be able to apply for another job in Powys County Council within a year?
- If staff were on the redeployment list, what support would be provided to enable them to continue to develop skills and training?
- What support would there be from September, if staff do not have a job to go to?
- What would happen to the school's resources should the school close?
- What would happen to any resources paid for by the school fund?
- What are the tax liabilities on any compensatory payments made to staff?
- How do you qualify for redundancy payment?
- If a decision is made to keep the school open, would the school operate as usual from January 2017?
- Would the decision on the school's future need to be referred to the Minister for Education?
- If a decision is made not to close the school, how frequently could the school be reviewed under the School Transformation Policy?
- There is a high turnover of staff at Nantmel School because it is a small school under threat of closure
- What would happen if there were so few pupils left in the school in the autumn term that the school became unviable, and how would this affect staff?
- Cabinet members are out of touch with the community – they need to take time to visit the school and find out more about it
- The Cabinet need to look at personal circumstances when making a decision

- The process is very lengthy
- Proposal goes against Powys' mission statement – 'stronger communities in the green heart of Wales'
- The good standards at Nantmel School haven't been mentioned.

### **3.2 Meeting with governors**

- Why aren't councillors attending the meeting with governors?
- Why is there a separate meeting with governors in addition to the meeting with parents?
- Concern that time will be limited for the public meeting
- Why was a request for the public meeting to be recorded denied?
- Having a separate meetings for governors and parents reinforces some parents' perception that governors are given more information than they are
- If the school closed, what would happen if there was a deficit budget?
- Are we required to restrict our spending on the children still remaining at the school?
- Are there any financial reasons for the proposed closure date of 31<sup>st</sup> December 2016?
- Why was the proposal of federation or split site school not been given more consideration?
- No consideration has been given to standards – you are not operating under the premise of the quality of education being most important
- There has been no engagement with Cabinet members up until this point – there is only one Cabinet member on the School Organisation Review Panel – it is mainly made up of officers.
- Awaiting responses to 3 Freedom of Information requests – it is painful to have to wait 20 days for this information – request for responses to be received before the end of the consultation period.
- Concerns about Rhayader school building – access to the building, car parking, no disabled access, school building is categorised as Category D
- Will Cabinet members be visiting the school?
- Feeling that the process isn't transparent as Cabinet members are presented with the information that officers choose to present to them
- Request to extend the consultation period
- Query re funding formula – who determines this?
- Funding formula does not reflect the locality
- Nobody wants to live in an area where there are no schools
- Seems that the only way to get money from Welsh Government is by building schools
- We have the money in Wales but Powys is poor at negotiating for its share of it
- The Council seems determined to close small schools – I don't believe this is a democratic consultation process



### 3.3 Meeting with parents / community

- What reference has been made to the outcome of the Community Impact Assessment in relation to the use of the school building and the school's place in the community?
- Reference to impact of closure of Beguildy School on the community of Beguildy
- Nantmel School has been under threat of closure for 8 years and the Authority does not say that Nantmel School is available to take pupils
- Rhayader School is not fit for purpose e.g. has a narrow entrance, poor visibility from site entrance, congestion at drop off and pick up times
- Will access and parking at Rhayader School be reviewed?
- The decision has been made long ago – you haven't given the school a chance
- Nantmel School has managed its budget a lot better than Powys County Council has
- Concern about more vehicles using the access to Rhayader School – access is the same as it was in the 1940s and there are now 200 children using the school
- For what period of time is the playing field leased, how much is paid for it and is that charged back to the school's delegated budget?
- Consultation does not mention DDA ratings for Nantmel and Rhayader schools
- Access problems at Knighton School have not been sorted in spite of assurances made to parents of pupils of Beguildy School – how can the Council make promises about improvements to access at Rhayader School?
- School Organisation Code refers to other models of governance e.g. federation, as an alternative to closure and a way of keeping children within their local communities – why hasn't this option been afforded to this community?
- As creators of the fair funding formula, Powys County Council is responsible for making small schools unviable but they are spending money on consultants – frustrating for communities to see the Council spending money on things we don't want
- Powys is a very rural county – has sparsity issues
- Parents are about to lose freedom of choice about what type of school their children go to.
- There will be longer journey times for small children
- Would the Cabinet be open to collaboration with the community in order to save the school – e.g. by the Community Council raising the precept in order to fund the shortfall.
- If there was a possibility of Llanfihangel Rhydithon C.P. School becoming a church school, would that make the possibility of federation stronger?

- If Nantmel School closed, it is likely that more than half would go to Crossgates. What would be the criteria in terms of allocating places if Crossgates School reaches capacity?
- Would it be possible to secure a place in a school now for a move in January 2017?
- In the Ystradgynlais area, the Council recognised parental choice and make special arrangements for children to stay together – need to treat communities consistently.
- There has been no reference to standards
- No consideration of geography of Radnorshire
- Request for Cabinet members to visit the school and the named receiving school
- Alternative options appear to have been disregarded – it seems that consultation on closure is premature when there are other options
- If a local business wanted to support the school to enable it to remain open would that be an option?
- What would be the timescale for the community to submit a business case
- Why should rural schools have to meet the same per pupil cost as town schools?
- Request to know what sum of money would need to be found to enable the school to continue
- £1000 discrepancy between the Cabinet report and the consultation document in relation to savings
- In terms of standards, Rhayader was graded 'adequate' at its last inspection, Nantmel was graded 'good'.
- Can you clarify the reference in the document to £10,000 kitchen subsidy?
- Nantmel School has been a centre of excellence for 160 years
- The proposal is all about money
- Concern about the impact of closure of 3 schools on the rural area
- Nantmel only has the school and the church – does not have a village hall
- Powys is trying to deal with schools as if they are in urban communities
- By closing rural schools you are tearing the heart out of the communities
- How many Cabinet members are from Radnorshire?
- Concern about capacity of Crossgates School
- Budget approved by the Council today included projected savings of £60k for small school closures – if no decisions have been made how could the portfolio holder name Dolau, Llanbister and Nantmel schools?
- What evidence are you gathering on the impact of closure of schools on the educational outcomes and wellbeing of pupils?
- Is there any evidence available to indicate outcomes on wellbeing of children who have moved from a small to a larger school environment?
- Query about transport costs
- All children at the school can join in activities such as the cricket team – there is no selection
- Mistrust and hostility towards the Authority within the community

- Parents feel that they are being bullied and scared into taking children away from the school
- Parents are frightened to enrol their children at Nantmel School because of the uncertainty – there are children who might have come to this school but have gone to other schools
- What weight will be given to the Community Impact Assessment?
- Why haven't you already discussed with the Church what conditions relate to the school building?
- How have you been able to determine that the birth rate in Nantmel won't increase?
- Parents from outside Nantmel choose to send their children to Nantmel School
- There are easier ways for the Council to save £40-60K other than by closing Nantmel School

## **4 ESTYN**

Estyn's response to the consultation is provided below:

### **Estyn's response to the proposal to close Nantmel Church in Wales Controlled School, Powys, from the 31 December 2016.**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer and other additional information such as data from Welsh Government and the views of the Regional Consortia, which deliver school improvement services to the schools within the proposal.

#### **Introduction**

The proposal is by Powys County Council.

The local authority proposes to:

- close Nantmel Church in Wales Controlled School, Powys, from the 31 December 2016; and
- name Rhayader Church in Wales Controlled School, Powys, as the receiving school.

#### **Summary/Conclusion**

While the local authority provides a suitable rationale for the proposal, it has not analysed the current performance of the schools affected by the proposal nor has it provided a robust enough consideration of its own, or the regional consortium's view of the performance of the schools. This lack of information does not make it possible for Estyn to judge the likely impact of the proposal on standards and the quality of provision for pupils in the area.

#### **Description and benefits**

The local authority appears to give an appropriate rationale for the proposal based on the local authority's 'School Transformation Policy'. The proposer basis its reasoning on: pupil numbers that are consistently fewer than 50; surplus places at the school that are higher than 15%; funding per pupil is more than 120% of the council's average and an overall building condition categorised as category C or D, based on the Welsh Government's assessment of building condition.

However, when quoting the schools' building condition figures in the document the proposer notes that all assessments of Nantmel Church in Wales School are 'C'. It also recognises that the schools' survey identifies 'sustainability' at Rhayader Church in Wales School (the school to which it proposes all pupils transfer) as being 'D' (the lowest score).

When considering the disadvantages of the proposal, the local authority acknowledges that one disadvantage is 'additional travel for those pupils for whom Nantmel Church in Wales School is currently the closest school'. This makes up around 60% of the school's current population. The local authority does not deal robustly with many of the disadvantages and risks identified in the proposal. For example, the proposal notes that 'it is acknowledged that it may be more difficult for the parents of pupils on 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.' However, it makes no suggestions as to how it may address this.

The local authority acknowledges that the closure of the school will have a detrimental impact on the facilities available in the local community. It notes that 'it is clear that the community of Nantmel makes use of Nantmel Church in Wales 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'. For example, the school facilities are used for many events, such as evening classes for children and meetings of the Women's Institute and Community Council. The proposer notes that it is unclear where these activities could take place should Nantmel Church in Wales School close.

The proposer has considered the impact of the proposed changes on learner travel, in detail. However, in a few cases, the local authority's provision for travel appears at odds with the stated aim of the proposal and the local authorities has not considered well enough the impact of the proposal on nursery age children. The proposer also notes a possible issue concerning pupils' health and safety should the proposal go ahead.

The stated aim of this proposal is for pupils from Nantmel Church in Wales School to transfer to Rhayader Church in Wales School. In support of this the proposal notes that 'in the event of the closure of Nantmel Church in Wales School, pupils currently attending the school would receive transport to Rhayader Church in Wales School'. However, the proposal also states that, 'it should be noted that this arrangement would only apply to those pupils where Nantmel Church in Wales School is their nearest provision' and 'if on closure of Nantmel Church in Wales 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. From the local authority's own figures, it would appear that Nantmel is not the closest school

for around 40% of its current pupils and that if Nantmel closes then Rhayader is not the closest school for around 70% of Nantmel's pupils. Therefore, while the proposer has based its case on the assumption that pupils will transfer to Rhayader, it would appear that the local authority may support only a few pupils to travel to that school. The proposal notes that the local authority's transport policy applies only to pupils 'of primary school age'. Therefore, it is not clear how the local authority will provide for children of nursery age should Nantmel Church in Wales School close. The proposer does not outline how many children of nursery age are at Nantmel Church in Wales School, projected nursery numbers, where the nearest alternative nursery provision is, how far away it is, or whether it has places for these children.

The local authority notes that in the event of the closure of Nantmel Church in Wales School, where pupils who transfer to their closest school do not qualify for home to school transport, they would carry out a risk assessment on their shortest walking route to school to assess safety. It notes that for pupils living within towns, it is likely that there would be a safe walking route available to the closest school. However, the proposer recognises that 'this may not always be the case for pupils living in more rural areas'. The local authority does state that, 'If the walking route was deemed to be unsafe, home to school transport would be provided'. However, it is not clear whether this would be transport to the parent and child's school of choice or only to a school designated by the local authority.

The current proposal does not appear to create any surplus places. The local authority includes information on the maximum admission numbers for statutory age pupils (from Reception to Year 6) and Nursery age pupils for all of the schools in the proposal. However, when considering current and projected pupil numbers, the proposal does not contain figures for pupils who are currently in the Nursery at Nantmel Church in Wales School or any of the other receiving schools. Therefore, while it appears that there are sufficient places at Rhayader Church in Wales School to accept pupils from Nantmel Church in Wales School from Reception to Year 6, it is unclear whether nursery age pupils would be able to transfer to Rhayader Church in Wales School, or to which other schools they could go.

It would appear that the local authority has considered the impact of the proposal on Welsh medium provision within the local authority suitably, and that the current proposal would seem to have little or no impact on this area.

### **Educational aspects of the proposal**

The proposer has considered the outcomes of recent relevant Estyn inspection reports and noted the national schools' categorisation level for all of schools in the proposal. However, the proposal provides no other information on the local authority's or the consortium's view on the current performance of the schools or the quality of leadership and management at the schools.

The proposer provides no data and no analysis of the performance of the schools in the proposal. This makes it difficult to judge the strength of the proposal in terms of its impact on outcomes for pupils.

When considering the impact of the proposals on pupil outcomes and provision, the local authority does not consider sufficient evidence. It states that due to the low numbers involved in the proposal, 'it is not anticipated that the proposal would have a significant impact on outcomes at any of the affected schools'. In terms of extra-curricular activities, both schools appear to offer a worthwhile range of activities. However, the proposer acknowledges that Rhayader Church in Wales School offers many of these activities after school and that it would be more difficult for those pupils for whom Nantmel Church in Wales School is their closest school to access these activities if they were reliant on home to school transport. The proposer makes no suggestion as to how it could address this issue.

In terms of leadership, the proposer notes that the headteacher of Rhayader Church in Wales School is also currently the acting headteacher at Nantmel Church in Wales School. Therefore the proposer asserts reasonably that, 'it is possible that the closure of Nantmel Church in Wales School would have a positive impact on leadership and management at Rhayader Church in Wales as it would enable the headteacher to focus solely on one school'.

Currently no pupil at Nantmel Church in Wales School has a statement of special educational needs. However, the proposer notes that of the pupils registered at the school on the 2015 counting date, a small number of pupils are in a protected characteristic group due to having additional learning needs or due to their ethnic group. It assumes, reasonably, that any receiving school could make suitable provision for these pupils. It also notes that '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.' However, the proposal goes on to state that, no pupil that the school registered on the counting date in January 2015 was identified as a Gypsy Traveller. Therefore, it is unclear whether the local authority has identified all vulnerable groups and considered them robustly enough.

## 5 ISSUES RAISED DURING THE CONSULTATION PERIOD

The following tables list the issues raised during the consultation period, including issues raised in writing by pupils and all other consultees, and issues raised in the consultation meetings held with the School Council, staff, governors and parents / the community.

REF	ISSUE	LOCAL AUTHORITY RESPONSE
<b>1 IMPACT ON PUPILS</b>		
<b>1.1 Pupil well-being</b>		
1.1.1	Is there any evidence available to indicate the impact of closure of schools on the educational outcomes and wellbeing of pupils? What evidence are you gathering on this?	The closure of 10 primary schools in the Maesydderwen catchment and the establishment of 4 new primary schools has resulted in improved outcomes and standards of wellbeing. This is evidenced in the recent Estyn inspections of the four new schools.
1.1.2	Is there any evidence available to indicate the impact on the wellbeing of children who have moved from a small to a larger school environment?	The closure of 10 primary schools in the Maesydderwen catchment and the establishment of 4 new primary schools has resulted in improved outcomes and standards of wellbeing. This is evidenced in the recent Estyn inspections of the four new schools.
1.1.3	The school must remain open for emotional well-being of the children	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty.
1.1.4	The proposals have already begun to affect the pupils emotionally	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.



1.1.5	What special measures will the council put in place to ensure the wellbeing of children due to the disruption of their education, friendship groups and their stable daily routine?	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils. Should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
1.1.6	Pupils are upset and crying at the thought of closure and having to leave their friends and their school	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils. Should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
1.1.7	Closing the school will cause distress to pupils	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils. Should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
1.1.8	Some children would not be happy and confident in a class of 30+ children	The authority acknowledges that some pupils might be happier in a small class situation, however all schools are expected to ensure that pupils are happy in their learning environment, and should Nantmel C. in W. School close, the receiving school or any other school pupils might wish to transfer to would be expected to provide full support to pupils to aid their transition.
1.1.9	Concern about the wellbeing of the quiet, shy, timid child in a larger school	The authority acknowledges that some pupils might be happier in a small class / school situation, however all schools are expected to ensure that pupils are happy in their learning environment, and should Nantmel C. in W. School close, the receiving school or any other school pupils might wish to transfer to would be expected to provide full support to pupils to aid their transition.
1.1.10	Pupils can feel intimidated and unhappy in larger classes	The authority acknowledges that some pupils might be happier in a small class situation, however all schools are expected to ensure that pupils are happy in their learning environment, and should Nantmel C. in W. School close, the receiving school or any other school pupils might wish to transfer to would be expected to provide full support to pupils

to aid their transition.

## 1.2 Separation from friends

1.2.1	Pupils would lose their friends and would have to make new friends	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, and to ensure that the pupils settle into their new classes.
1.2.2	There are no plans to transport pupils to new schools, so this would lead to a breakdown in friendship groups	The authority has named Rhayader C. in W. School as the receiving school in respect of this proposal, and transport would be provided to this school for all pupils for whom Nantmel C. in W. School is currently the closest school. Alternatively, pupils living closer to a school other than Nantmel C. in W. School would be eligible for transport to their closest schools, if they meet the requirements of the authority's Home to School Transport Policy.
1.2.3	Sending pupils to different schools will mean that children will be educated in different places to their childhood friends	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils. The authority has named Rhayader C. in W. School as the receiving school in respect of this proposal, and is confident that this school has sufficient available places to accommodate all pupils currently attending Nantmel C. in W. School. However, should Nantmel C. in W. School close, parents would be entitled to apply for a place for their child in any alternative school. Should Nantmel C. in W. School close, the named receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, and to ensure that they make new friends and settle into their new classes.
1.2.4	Concern that pupils would have to attend different schools if there was insufficient capacity at Crossgates C.P. School	The authority notes this concern. Rhayader C. in W. School is the named receiving school in respect of this proposal, and the authority is confident that there are sufficient places in this school to accommodate all pupils currently attending Nantmel C. in W. School. Should Nantmel C. in W. School close, parents would be entitled to apply for a place for their child in any school they wish, and places will be allocated if there are places available. At the current time, there is sufficient capacity in Crossgates C.P. School to accommodate all pupils currently attending Nantmel C. in W. School. Should the position in respect of Crossgates C.P. School change in the future, places at the school would be allocated in accordance with the authority's Admissions Criteria.

<b>1.3 Disruption to pupils</b>		
1.3.1	It will be unsettling for pupils to move school during the school year	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. Due to the lengthy statutory process that must be followed, it would not be possible to conclude this process in time for the school to close at the end of the summer term 2016, therefore the authority is currently proposing closure of the school from the end of December 2016.
1.3.2	Closure of the school would be disruptive to the existing pupils' education	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
1.3.3	Concern that pupils would struggle to fit into their new classes and to make new friends	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition.
1.3.4	Pupils would lose their headteacher	The authority notes that any school reorganisation proposal leads to a period of uncertainty for the pupils involved. Nantmel C. in W. School does not currently have a permanent headteacher. The headteacher of Rhayader C. in W. School, the named receiving school for this proposal, is currently the acting headteacher of Nantmel C. in W. School, therefore pupils would not lose their headteacher should they transfer to this school.
1.3.5	Closing the school would take children out of their comfort zone	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, and that some pupils might be concerned about the possibility of having to move to a different school. However, should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
1.3.6	It would be traumatic for young	The authority accepts that any school reorganisation proposal creates a period of

	children should the school close	uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition.
1.3.7	Some pupils have just arrived at Nantmel C. in W. School	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition.
1.3.8	Concern that the same children will be subjected to a second move of school within their secondary education under the Council's plans to relocate secondary provision to a new site	The authority notes this concern. The current proposal for the reorganisation of secondary schools includes retaining provision on the Llandrindod High School site.
1.3.9	The proposal to close the school and move children in the middle of an academic year will unsettle children – teachers would normally assess a child's ability when they move into their class in September	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, and that it would be preferable for a school to close at the end of an academic year where possible. However it is not true that teachers would only assess a child's ability in September – assessment does not happen at one point in the year, and formative assessment which is on-going is a requirement for all schools.
<b>1.4 Impact of moving to a larger school</b>		
1.4.1	Pupils would have to go to bigger schools where there would be more distractions	The authority accepts that should Nantmel C. in W. School close, pupils would have to go to bigger schools.
1.4.2	Pupils might feel subsumed into a much larger school	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.

1.4.3	Pupils would be in larger classes and would get less attention from the teacher	The authority accepts that should Nantmel C. in W. School close, pupils would have to go to alternative schools where they would most likely be in larger classes. However the current small class sizes at Nantmel C. in W. School are unviable.
<b>1.5 Impact on standard of education provided to pupils</b>		
1.5.1	Children will not get the best start in their educational journey if Nantmel School closes	'Transforming learning and skills' is one of the priorities in the One Powys Plan, and within this priority, the plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. The Plan also states that 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity.'
1.5.2	Pupils won't learn as much in a big school	The authority does not agree with this statement. In the Maesydderwen catchment, the authority closed 10 primary schools and established four new larger primary schools. This has resulted in improved outcomes and standards of wellbeing, which is evidenced in the recent Estyn inspections of all four schools.
1.5.3	Standard of teaching may be affected in larger classes	There is no evidence that teaching is less effective in larger classes. In the Maesydderwen catchment, the authority closed 10 primary schools and established four new larger primary schools. This has resulted in improved outcomes and standards of wellbeing, which is evidenced in the recent Estyn inspections of all four schools.
<b>1.6 Separation from the community</b>		
1.6.1	Pupils wouldn't be part of Nantmel anymore	Should Nantmel C. in W. School close, pupils would attend a different school, however they would still live in Nantmel and would still be able to play a full part in the community
1.6.2	Closure would remove the chance for rural children to be educated in their own local surroundings	Rhayader C. in W. School, the named receiving school, serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School, and any other school pupils may wish to transfer to, would be able to meet the needs of children from a rural background.
<b>1.7 Lack of equal opportunity</b>		

1.7.1	Pupils should be able to benefit from the same opportunities their parents did in this small village community	The authority is committed to ensuring the best possible opportunities for pupils, and is satisfied that should the proposal be implemented, pupils would be able to access a wide range of opportunities in the schools to which they may wish to transfer. The authority acknowledges the range of opportunities provided by Nantmel C. in W. School, however as stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
<b>1.8 Other</b>		
1.8.1	Concern that pupils would be forced to go to other schools	Whilst the authority has named Rhayader C. in W. School as the receiving school in respect of this proposal, parents can apply for a place at any school they wish, and the authority would allocate a place at the chosen school as long as there were places available. However, pupils would not be eligible for school transport unless the chosen school was their closest school.
1.8.2	What measures have the authority taken to monitor children from schools that have closed to ensure that they settle in and don't fall behind?	The authority monitors, supports and challenges all schools to ensure that pupils make good progress.
1.8.3	Closure would be devastating for the children – would have to leave the little school they love and move somewhere larger in a town they are not familiar with – this will have a detrimental effect on their education and their emotional development and self-esteem	'Transforming learning and skills' is one of the priorities in the One Powys Plan, and within this priority, the plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Whilst the authority accepts that any school reorganisation proposal creates a period of uncertainty, the authority is committed to ensuring that the best possible opportunities are available to all pupils, and should Nantmel C. in W. School close, the named receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, and to ensure that the proposal does not have a detrimental effect on their education, their emotional development and their self-esteem.
1.8.4	Little attention is being paid to the needs of and impact on pupils	'Transforming learning and skills' is one of the priorities in the One Powys Plan, and within this priority, the plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Whilst the authority accepts that any school reorganisation proposal creates a period of uncertainty, the authority is committed

		to ensuring that the best possible opportunities are available to all pupils, and should Nantmel C. in W. School close, the named receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, in order to meet the needs of all pupils currently attending Nantmel C. in W. School and to minimise the impact on these pupils.
1.8.5	Closure of Nantmel C. in W. School will lead to an increase in pupils being home schooled	The authority notes this comment.
<b>2 IMPACT ON PUPILS WITH ADDITIONAL NEEDS</b>		
2.1	Pupils with additional needs may get bullied or feel isolated or excluded in a different school	All Powys schools are sensitive to the needs of vulnerable children, and the school's resources are available to ensure that new pupils feel happy and safe in school, and that pupils with any particular needs have those needs understood and provided for.
2.2	The impact on pupils with additional needs would be greater because they are used to the teachers in Nantmel School	Individual children will find a move more or less stressful according to their needs and personality. Staff in the new school will be particularly sensitive to those with additional needs, and transition planning would ensure that children were as familiar as possible with their new surroundings and their new teachers before they went.
2.3	Pupil with dyslexia – dyslexia was spotted early on and addressed accordingly. May not have been recognised and dealt with in the same way if he was in a large school with a large class.	Identification of a special educational need such as dyslexia is dependent on good quality teaching and assessment together with effective SENCo practice and expertise. All Powys schools have access to advisory support and so there is no reason why a pupil with a specific learning difficulty will not have those needs recognised and responded to in the alternative schools.
2.4	Smaller classes mean that pupils with learning difficulties such as dyslexia can get the support they need	Identification of special educational need such as dyslexia is dependent on good quality teaching and assessment together with effective SENCo practice and expertise. All Powys schools have access to advisory support and so there is no reason why a pupil with a specific learning difficulty will not have those needs recognised and responded to in the alternative schools.
2.5	In the past, many pupils have needed	The authority is pleased to note the successes of previous pupils of Nantmel C. in W.

	additional support but all have left high school with good GCSEs	School. There is no reason to think that these successes would not be replicated should pupils currently attending Nantmel C. in W. School transfer to one of the alternative schools.
2.6	Pupils with dyslexia have progressed well at Nantmel School – would not have progressed as well in a bigger school	Identification of a special educational need such as dyslexia is dependent on good quality teaching and assessment together with effective SENCo practice and expertise. All Powys schools have access to advisory support and so there is no reason why a pupil with a specific learning difficulty will not have those needs recognised and responded to in the alternative schools.
2.7	There will always be children that need more investment and this needs to be accounted for in this consultation	The authority recognises that there are children who need more in terms of resourcing to support their learning, and this is accounted for in the ALN delegated budget as well as access to the graduated response to need e.g. top up funding. The ALN budget currently provided to Nantmel C. in W. School is small due to the school's size and demography, the ALN budget in the alternative schools is significantly larger.
2.8	Powys County Council's SEN Strategy states that 'monitoring and evaluation of data and outcomes will take place to inform policies and provision' – request for evidence of this.	There is no change to the ALN provision in this proposal in terms of structure and delivery, therefore there is no need to 'monitor and evaluate data and outcomes'. The ALN Strategy is applicable to all maintained schools and the processes to support children with additional needs are embedded within them.
<b>3 IMPACT ON VULNERABLE PUPILS</b>		
3.1	Concern about impact on looked after children as carers would not be able to go into the school so easily if the child was reliant on school transport	Communication between all parents and children is critical to their success at school. The particular needs of a looked after child with regard to partnership working with the foster carer are recognised by all schools and if the foster carer is unable to have regular face to face contact with the teacher, other methods such as home to school books, regular telephone contact, e-mail etc. have been found to be successful.
3.2	Concern about additional disruption to looked after children if they have to move school	The authority notes this concern. The authority's LAC manager has confirmed that Rhayader C. in W. School and Crossgates C.P. School have experience of supporting looked after children in an educational setting, therefore the authority would have no major concerns about looked after children moving to either of these schools.



3.3	Looked after children feel safe in Nantmel C. in W. School	There is no reason to think that any child will not feel safe in any of the alternative schools proposed for current pupils of Nantmel C. in W. School. Transition planning would ensure that all pupils are as familiar as possible with their new surroundings and their new teachers before they went.
3.4	Needs to be choice for more vulnerable groups – taking Nantmel School away would be taking away that choice	All parents have the ability to express a preference for a school, and Powys will allocate places in the chosen school if there are places available. There is nothing to evidence that vulnerable groups would be affected negatively by the closure of Nantmel C. in W. School.
3.5	Would like Cabinet to explain how they speak out and represent the vulnerable	‘Transforming learning and skills’ is one of the priorities in the One Powys Plan, and within this priority, the plan states the authority’s aspiration to ensure that ‘all children and young people are supported to achieve their full potential’. This aspiration relates to all pupils, including vulnerable pupils. Whilst the authority accepts that any school reorganisation proposal creates a period of uncertainty, the authority is committed to ensure the best possible opportunities are available to all pupils.
3.6	School Organisation Code states that the ‘impact on vulnerable groups should be considered’ – request for evidence of this.	An equality impact assessment was carried out, and was considered by Cabinet before making the decision to commence consultation in relation to closure of Nantmel C. in W. School, and was included in the consultation document. This will be updated following the consultation period to include information received in consultation responses.
3.7	Nantmel School has a wonderful way of integrating children from the local traveller community	The authority notes this comment. None of the pupils registered at the school on the PLASC counting date in January 2015 and January 2016 were identified as Gypsy Travellers on the school’s PLASC return. The authority is not aware that any Gypsy Traveller children are currently attending the school.
<b>4 TRAVEL IMPLICATIONS</b>		
<b>4.1 Additional travel time / distance for pupils</b>		
4.1.1	Concern about the impact of additional travel / longer journey times on small children	The authority accepts that there will be some additional travel times / journeys for children, however these will be within the time limits identified within the authority’s home to school transport policy.

4.1.2	Concern that due to the additional travel, children would be putting in more hours than their teachers	The authority accepts that for some children there will be an increase in the time they would be required to travel, however it is the authority's view that this increase would not be significant as the closest alternative school is within a 5 miles radius for most children.
4.1.3	Concern about the additional length of the school day for pupils due to additional travel	The authority accepts that the increase in travel will increase the length of the school day for the children, but it is the authority's view that this will not result in an excessive length of school day for any of the children currently attending Nantmel C. in W. School.
4.1.4	Children will not see their homes in daylight in winter months due to additional travel time	The authority notes this comment, however it is the authority's view that this proposal will not result in an excessive length of school day for any of the children currently attending Nantmel C. in W. School.
4.1.5	Additional travel will impact on children's education and general well-being by adding time to their school day	The authority notes this comment, however it is the authority's view that this proposal will not result in an excessive length of school day for any of the children currently attending Nantmel C. in W. School.
4.1.6	Bussing children for long periods of time cannot be preferable to children being schooled in their own community	The authority notes this comment, however it is the authority's view that this proposal will not result in an excessive length of school day for any of the children currently attending Nantmel C. in W. School.
4.1.7	Pupils would have to travel up to 10 miles	The authority notes this comment. The authority's view is that this proposal will not result in an excessive length of school day for any of the children currently attending Nantmel C. in W. School.
4.1.8	Approximately 70% of pupils will have to travel further	The authority notes this comment, however it is the authority's view that this proposal will not result in an excessive length of school day for any of the children currently attending Nantmel C. in W. School.
<b>4.2 Cost of additional travel</b>		
4.2.1	Concern that money will be wasted on petrol	The authority notes this comment, and accepts that implementation of the proposal would lead to an increase in transport costs. The estimated additional cost of school transport

		should the proposal be implemented was included in the consultation document.
4.2.2	The cost of transporting pupils over greater distances will outweigh any savings made	The authority notes this comment, and accepts that implementation of the proposal would lead to an increase in transport costs. The estimated additional cost of school transport should the proposal be implemented was included in the consultation document.
4.2.3	Will lead to an increase in transport costs	The authority notes this comment, and accepts that implementation of the proposal would lead to an increase in transport costs. The estimated additional cost of school transport should the proposal be implemented was included in the consultation document.
4.2.4	Increases to transport costs would put further pressures on PCC's budget, so the savings may not be as extensive as claimed	The authority notes this comment, and accepts that implementation of the proposal would lead to an increase in transport costs. The estimated additional cost of school transport should the proposal be implemented was included in the consultation document.
<b>4.3 Environmental impact of additional travel</b>		
4.3.1	Concern that the additional travel would damage the environment	The authority accepts that there will be an environmental impact due to the provision of additional transport, however this will be mitigated to some extent by a reduction in the building footprint of schools and the reduction in parental transport.
4.3.2	How will transporting children to school help to reduce Powys County Council's carbon emissions?	The authority accepts that the provision of additional transport will result in an increase in carbon emissions from transport, however this will be mitigated to some extent by a reduction in the building footprint of schools and the reduction in parental transport.
<b>4.4 Impact on access to after school activities</b>		
4.4.1	Concern about additional travel for after school clubs	The authority notes this comment and accepts that parents will have increased travel to allow their children to access after school clubs. The authority will work and support the receiving school and any other school to which pupils may transfer to maximise the access to extra-curricular opportunities for all pupils.
4.4.2	The Council will fail the children of Nantmel by not being able to provide transport to allow them to participate	The authority recognises that all pupils who are transported to school on authority commissioned Home to School Transport do not have the same access to extra-curricular activities that take place outside the school day, and this applies to those pupils in the

	in extra-curricular activities	<p>school that live more than 2 miles from the school and live in its catchment area.</p> <p>The authority will work with the Headteachers and Governing Bodies of the named and other receiving schools to ensure that participation in all school activity is maximised for all learners.</p>
<b>4.5 Additional transport requirements for pupils who currently make their own way to school</b>		
4.5.1	Pupils can currently walk or cycle to school, which gives health and well-being benefits	The authority accepts that the proposal will result in those children who currently live under the 2 mile limit for home to school transport having to be transported to a school, which will have an impact on the level of exercise undertaken by those children who currently walk or cycle to school.
4.5.2	A lot of pupils can currently find their own way to school, so no transport needs to be provided	The authority notes this comment.
<b>4.6 Other</b>		
4.6.1	Concern that pupils would only get transport to their closest school, not the named receiving school, therefore some children will have no option but to go to Crossgates School	As the authority has named Rhayader C. in W. School as the receiving school in respect of this proposal, home to school transport would be provided to existing pupils who live in the catchment area of Nantmel C. in W. School to Rhayader C. in W. School or the closest school to their home address if this was the parental choice.
4.6.2	Unacceptable to expect children whose parents / guardians prefer them to be educated in a rural setting to be bussed into an urban setting that is far larger	Although both Rhayader C. in W. School and Crossgates C.P. School are larger than Nantmel C. in W. School they both serve a mixture of children from towns, smaller villages, hamlets and farms. Although the alternative schools will have more children from the towns, both also have a significant percentage of children from more rural areas.
4.6.3	School transport may not be suitable for working parents, so would have to transport pupils themselves	The authority notes this comment. Transport would be provided in accordance with the authority's Home to School Transport Policy, however if the arrangements were not acceptable to parents they could choose to transport pupils themselves at their own cost.

4.6.4	Closure of Nantmel C. in W. School would result in an increase in busses and cars to a site that is not fit for purpose	The authority recognises that the access to Rhayader C. in W. School is not of the highest quality, however the entrance has been assessed on a number of occasions by a Health and Safety Officer and meets the authority's requirements. The number of car parking places at the school is lower than the number that would be provided for a new school, however this is in-line with the number of places at similar sized older schools. The majority of children currently attending Nantmel C. in W. School would be eligible for home to school transport to Rhayader C. in W. School, therefore this would reduce the additional number of cars that would be accessing the site.
<b>5 IMPACT ON STAFF</b>		
5.1	Concern that the teachers would lose their jobs	The authority accepts that any school reorganisation proposal will lead to a period of uncertainty for teachers and other staff working in any school affected by the proposal.
5.2	What notice would be given to staff should the school close?	<p>Staff would not be given notice until a full HR process has been followed. Nothing would happen until a final decision on the school's future had been made by Cabinet.</p> <p>Should Cabinet agree to the closure of Nantmel C. in W. School, there would be a consultation process with staff, consulting on redundancy before notice is given.</p> <p>Notice of redundancy for teachers must be provided no later than:</p> <ul style="list-style-type: none"> <li>• 31st October for termination of employment on 31st December</li> <li>• 28th February for termination of employment 30th April</li> <li>• 31st May for termination of employment on 31st August.</li> </ul> <p>However for December and April dismissals, if the teacher has more than 8 years' service a longer (statutory) notice period will apply - 1 week per year of service up to a maximum of 12 weeks.</p> <p>The notice period for support staff is normally 1 month, but if a member of staff has more than 4 years' service, it will be longer – a week per year of service up to a maximum period of 12 weeks.</p>
5.3	When will staff know what is going to	The School Organisation Code requires the authority to inform staff at each stage of the

	happen?	process therefore staff will be informed of progress throughout. The authority is aiming for a final decision to be made by Cabinet before the end of July 2016, however this is subject to change.
5.4	Do staff have to accept jobs offered to them via the redeployment process?	Staff do not have to accept jobs offered to them via the redeployment process, however if staff turned down what was considered by the authority to be a suitable offer of employment, they might make themselves ineligible for redundancy pay, although the authority would take personal, individual circumstances into consideration. The offer of employment must be “reasonable” in the circumstances. Staff are entitled to a 1 month trial period in a new role.
5.5	If the school closed from December 2016, would some staff be needed beyond that point to help with the closedown?	The authority would be looking to retain some staff to carry out the formal closure process.
5.6	Could there be a point where staff would not be receiving payment, if they were redeployed?	Staff would be paid as usual for the period for which they were employed. Redundancy would take effect from the end date of the notice period. If redeployed, staff would be paid in their new role from the date of commencement in that post.
5.7	What would be the impact on redundancy payment if staff wanted to continue with supply work?	Staff can undertake supply work after the 1 month break so long as this is not a regular pattern of work (in which case the Council’s Reemployment of Former Employees policy would apply if adopted by the school in question)
5.8	If staff take redundancy, is it true that they would not be able to apply for another job in Powys County Council within a year?	There is a Powys County Council Reemployment of Former Employees policy which states that staff cannot be re-employed by the authority within a year of their redundancy date – if staff were re-employed by the authority within a year, they would have to pay back the redundancy payment. Staff would need to check with individual schools to check whether they have adopted that policy.
5.9	If staff were on the redeployment list, what support would be provided to enable them to continue to develop skills and training?	During their employment staff are able to access all the usual training and development activities. They are only included on the redeployment list until their employment terminates. Staff can then access support through ReAct via the following links:  <a href="http://intranet.powys.gov.uk/uploads/media/ReAct_Leaflet_English.pdf">http://intranet.powys.gov.uk/uploads/media/ReAct_Leaflet_English.pdf</a>

[http://intranet.powys.gov.uk/uploads/media/ReAct\\_Leaflet\\_Welsh.pdf](http://intranet.powys.gov.uk/uploads/media/ReAct_Leaflet_Welsh.pdf)

5.10	What are the tax liabilities on any compensatory payments made to staff?	If, in the event of closure of the school, staff were redeployed by the authority to a job with reduced hours or lower pay, a compensatory payment would be made. This compensatory payment would be liable for tax, whereas redundancy pay is tax free for any redundancy payment less than £30K.
5.11	How do staff qualify for redundancy payment?	Staff need to have 2 years continuous service with local government in order to qualify for redundancy – not necessarily in the same school.
5.12	If parents moved their children from the school in the autumn term, leaving so few pupils in the school that it became unviable, how would this affect staff?	If pupil numbers in the school reduced to such an extent that it was not good educationally for the children, there would need to be discussion with the parents of those pupils. If the school subsequently closed early, staff would be temporarily redeployed (with agreement) until their start date in any new role (where appropriate) or the end of their notice period.
5.13	We would lose the talented teachers at Nantmel C. in W. School	The authority notes this comment.
5.14	Human cost of closure e.g. effect on staff losing their jobs does not always seem to be taken into consideration	The authority notes this comment, and accepts that any school reorganisation proposal will lead to a period of uncertainty for teachers and other staff working in any school affected by the proposal.
5.15	Uncertainty and anxiety regarding the future may well continue for staff after a school has closed	The authority notes this comment, and accepts that any school reorganisation proposal will lead to a period of uncertainty for teachers and other staff working in any school affected by the proposal.
5.16	1 member of staff has already left to take up a permanent position elsewhere due to the threat of closure	The authority notes this comment.
5.17	7 of the 8 employees at the school are female	The authority notes this comment.
5.18	The school's employees are mothers,	The authority notes this comment.

	daughters, sisters in the community. Their loss of earnings will have an impact on their families in the community, where wages are already low	
5.19	Will redundancy packages really compensate for loss of earnings?	<p>A redundancy payment is compensation because your job has disappeared. There are two sorts of redundancy pay:</p> <ul style="list-style-type: none"> <li>• Statutory redundancy pay, which is set down by law</li> <li>• Contractual statutory pay, which applies for employment in Powys County Council. The details are set out in the relevant Redundancy Policy (Teaching or Support Staff)</li> </ul> <p>You cannot be paid less redundancy pay than the amount of statutory redundancy pay you are entitled to. If your contractual redundancy scheme gives you less money than the statutory amount, you must still get the statutory amount.</p>
5.20	Will employees actually be entitled to redundancy, based on their contractual status or length of service?	Redundancy is based on length of service and applies to anyone with 2 or more years continuous service. In this context, continuous service means employment within Local Government with no break in service.
5.21	There is a high turnover of staff at Nantmel School because it is a small school under threat of closure	The authority accepts that any school reorganisation proposal will lead to uncertainty for staff at any school affected by the proposal.
<b>6 IMPACT ON PARENTS / FAMILIES</b>		
<b>6.1 Restricting choice for families</b>		
6.1.1	Parents will lose freedom of choice about what type of school their children go to.	Whilst the authority has named a receiving school as part of the proposal to close Nantmel C. in W. School, parents could apply for a place in any other school should Nantmel C. in W. School close, therefore parents would still have freedom of choice about what type of school they wished their children to go to.



6.1.2	Parents from outside Nantmel choose to send their children to Nantmel C. in W. School	The authority notes this comment, however the authority needs to ensure that education is provided in a cost effective way. This is reflected in the One Powys Plan which states that 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity.'
6.1.3	Prospective parents stated that they wanted to send their children to Nantmel School in the future	The authority notes this comment. However the current pupil numbers at Nantmel C. in W. School are low, and the projected pupil numbers show that pupil numbers are not expected to increase significantly. The One Powys Plan states that 'we need to re-organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.'
6.1.4	Parental choice is under threat	Whilst the authority has named a receiving school as part of the proposal to close Nantmel C. in W. School, parents would be entitled to apply for a place in any other school should Nantmel C. in W. School close, therefore parental choice remains. Pupil numbers at Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan 'we need to re-organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.'
6.1.5	Parents should have the right to choose if they wish their children to be educated in a small rural school or a larger town/village school	Whilst the authority has named a receiving school as part of the proposal to close Nantmel C. in W. School, parents would be entitled to apply for a place in any other school should Nantmel C. in W. School close, therefore parents still have freedom of choice about what type of school they wish their children to go to. Pupil numbers at Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan 'we need to re-organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.'
6.1.6	Families moved back to Powys for their children to have the opportunity to attend a small school – don't want their children to attend a large school	The authority notes this comment. However pupil numbers at Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.'
6.1.7	The school has been a direct choice for many families over the generations	The authority notes this point, however the most recent projections for Nantmel C. in W. School show that no significant increase in pupil numbers is expected. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post-16) to

		ensure affordability, sustainability and appropriate leadership capacity.’
6.1.8	Most Nantmel parents would prefer their children to go to Crossgates rather than Rhayader if the school closes	The authority notes this point. Whilst Rhayader C. in W. School is named as the receiving school in respect of this proposal, parents are entitled to apply for a place for their children in any school, and the authority is required to allocate at the chosen school, as long as there are places available.
<b>6.2 Proposal has caused distress for families</b>		
6.2.1	Parents feel that they are being bullied and scared into taking their children away from the school	No decisions have yet been made on the future of Nantmel C. in W. School, however parents are free to choose to move their children to different schools if that is their wish.
6.2.2	Parents are frightened to enrol their children at Nantmel School because of the uncertainty	The authority accepts that any school reorganisation proposal leads to a period of uncertainty for those affected. However, pupil numbers at Nantmel C. in W. School have been low for a number years, and were not projected to increase significantly before the consultation period commenced.
6.2.3	Threat of closure of Nantmel C. in W. School has meant that many parents have not been prepared to take the risk of enrolling their children at the school	The authority accepts that any school reorganisation proposal leads to a period of uncertainty for those affected. However, pupil numbers at Nantmel C. in W. School have been low for a number years, and were not projected to increase significantly before the consultation period commenced.
6.2.4	Parents have been panicked by the lack of capacity at other rural Church in Wales schools such as Trefonnen and Newbridge, and have already completed applications in advance to guarantee a place for September	No decisions have yet been made on the future of Nantmel C. in W. School, however parents are free to choose to move their children to different schools if that is their wish.
6.2.5	Proposal is also causing distress for families in other areas e.g. Newbridge as they are having to go through admissions appeals	The authority acts as the admissions authority for all Community and Church Controlled Schools and allocated places in accordance with each individual school’s capacity and admissions numbers.

<b>6.3 Other</b>		
6.3.1	The One Powys Plan states that “Families need access to good childcare and education to remain in Powys”	The authority notes this comment. The authority is committed to ensuring that families can access good childcare and education, and needs to ensure that education is provided in a cost effective way to ensure that good standards can be maintained in the future. The One Powys Plan also states that ‘We need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
6.3.2	Busy Bees playgroup ensures that parents don’t become isolated	<p>The authority acknowledges the important role of the Busy Bees playgroup in providing support to parents of young children and ensuring that they do not become isolated.</p> <p>The named receiving school and other schools in the area have early years provision at the school and it is the authority’s view that due to the small distances from Nantmel to Rhayader and the other schools that it would only impact on those parents of young children who do not have available transport to travel to the named receiving school and other schools.</p>
6.3.3	If families move out of the area, there will be no one to carry on the family farms	The authority acknowledges this concern about the future of farms in the Nantmel area. However, the current number of pupils at Nantmel C. in W. School is small, and pupil numbers are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’. Should the proposal be implemented, the authority’s view that the distance to the closes alternative school would not be excessive, as this would be within a 5 miles radius for most children.
6.3.4	Several generations of families have attended Nantmel School	The authority notes this comment. However the current pupil numbers at Nantmel C. in W. School are low, and the projected pupil numbers show that pupil numbers are not expected to increase significantly. The One Powys Plan states that ‘we need to re-organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.’
6.3.5	The majority of pupils attending Busy Bees playgroup come from families whose parents and grandparents	The authority notes this comment. However the current pupil numbers at Nantmel C. in W. School are low, and the projected pupil numbers show that pupil numbers are not expected to increase significantly. The One Powys Plan states that ‘we need to re-

	attended the school	organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.'
6.3.6	In the Ystradgynlais area, the Council recognised parental choice and made special arrangements for children to stay together following school closures – the authority needs to treat communities consistently.	If the authority approves the closure of the school the authority would work closely with the parents and their chosen school to meet their parental choice where possible.
6.3.7	The school is open during the holidays for summer activities, this helps working parents	The authority has checked this issue with the current acting headteacher, who has advised that Nantmel C. in W. School is not open during the holidays for summer activities.
<b>7 IMPACT ON THE COMMUNITY</b>		
<b>7.1 Community Impact Assessment</b>		
7.1.1	What reference has been made to the outcome of the Community Impact Assessment in relation to the use of the school building and the school's place in the community?	The Community Impact Assessment states that significant use of the school building is made by the community for a range of activities. This information was considered by Cabinet when deciding to commence consultation on closure of the school. The issues raised in the consultation responses in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed.
7.1.2	What weight has been given to the Community Impact Assessment?	The Community Impact Assessment is one of a number of considerations to be taken into account by Cabinet when determining how to proceed. There is no weighting to any of the considerations.
7.1.3	Community Impact Assessment shows that the school building is used for a wide range of community activities	As stated in this comment, the authority acknowledged in the Community Impact Assessment that the school building is used for a wide range of community activities. This will be taken into consideration by the Cabinet when determining how to proceed in relation to this proposal.
<b>7.2 Community use of the school building</b>		

7.2.1	The school building is used for a large number of activities	This has been acknowledged by the authority in the Community Impact Assessment.
7.2.2	There is no other venue in the village where meetings could be held	The authority has acknowledged this in the Community Impact Assessment. All issues raised during the consultation period will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.2.3	The school is the focus of a wide range of community events, giving residents of the sparsely populated area the opportunity to get together.	The authority notes this comment. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.2.4	Nantmel Show and Sports Committee, Women's Institute and the Church all hold meetings and events in Nantmel School	The authority has acknowledged in the Community Impact Assessment that a number of organisations use the school facilities to hold meetings. This was taken into consideration by Cabinet before they decided to proceed with consultation in relation to closure of Nantmel C. in W. School, and all issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.2.5	Members of the community work with the school to bring the community together at events e.g. Summer BBQ event, hosted in the school. The WI supply the puddings and the Church supply the salads – the event brings the whole community together	The authority has acknowledged in the Community Impact Assessment that a number of organisations use the school facilities to hold meetings. This was taken into consideration by Cabinet before they decided to proceed with consultation in relation to closure of Nantmel C. in W. School, and all issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.2.6	The school provides a focus for much wider activity in the community, and provides a base for after school clubs and other social events	The authority has acknowledged in the Community Impact Assessment that a number of organisations use the school facilities to hold meetings. This was taken into consideration by Cabinet before they decided to proceed with consultation in relation to closure of Nantmel C. in W. School, and all issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.2.7	Nantmel school serves the wider	The authority has acknowledged in the Community Impact Assessment that a number of

	'local' community, providing a variety of activities and involving local families in many ways	organisations use the school facilities to hold meetings. This was taken into consideration by Cabinet before they decided to proceed with consultation in relation to closure of Nantmel C. in W. School, and all issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.2.8	Spare classroom in the school is used to run Parent and Toddler sessions	The authority notes this comment.
<b>7.3 Concern about loss of community facilities</b>		
7.3.1	The school and the church are the only 'public' buildings in Nantmel – it doesn't have a village hall	The authority notes this comment. Should Nantmel C. in W. School close, it would be a matter for the church to determine the future use of the school building.
7.3.2	Impact on Nantmel Show – hold regular show meetings in the school; marquee sections held in the school in adverse weather; show committee decide competitions to tie in with school topics; many entries to the show are received from the school; PTA help run some aspects of the show	The authority notes this comment in relation to the specific impact closure of Nantmel C. in W. School could have on Nantmel Show.
7.3.3	Closure would see the loss of the only communal space in Nantmel	The authority notes this comment. As the school is owned by the Church, the Church would decide what would happen to the school building should Nantmel C. in W. School close.
7.3.4	Nantmel has already lost its pub and shop many years ago	The authority notes this concern. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.

<b>7.4 Concern about impact of closing a school on the community</b>		
7.4.1	Closure of Beguildy School has had a negative impact on the community of Beguildy	The authority notes this comment.
7.4.2	Concern about the impact of closure of 3 schools on the rural area	The authority notes this concern. This impact will be taken into consideration by the Cabinet when determining how to proceed in relation to the three schools which are currently the subject of consultation.
7.4.3	Closing rural schools will tear the heart out of the communities	The authority notes this comment. The impact of closing rural schools on the communities they serve will be taken into consideration by the Cabinet when determining how to proceed in relation to the schools.
7.4.4	Closing a school closes a village	The authority notes this comment. However there are examples of villages which are thriving despite there being no school in the village.
7.4.5	The school must remain open for the emotional well-being of the community	The authority notes this comment. All issues raised during the consultation period regarding the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in respect of this proposal.
7.4.6	Closure would have a large, negative impact on the community	The authority notes this comment. All issues raised during the consultation period regarding the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in respect of this proposal.
7.4.7	Denuding rural communities of schools and community buildings will lead to an erosion of community identity and morale which will manifest itself in other problems of social isolation	The authority notes this concern. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.4.8	A school is the fundamental cornerstone of a community. A	The authority notes this concern. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet

	community is the cornerstone of a civil society. You lose one and you will certainly lose the other	when determining how to proceed in relation to Nantmel C. in W. School.
7.4.9	Village schools are needed to ensure a sustainable rural culture	The authority notes this comment. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.4.10	The importance and significance of the school to the village of Nantmel cannot be stressed too much	The authority notes this comment. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
<b>7.5 Closure of the school would mean that people would not want to live in Nantmel</b>		
7.5.1	Nobody wants to live in an area where there are no schools	The authority notes this comment. However, the number of pupils at Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post-16) to ensure affordability, sustainability and appropriate leadership capacity.'
7.5.2	This cost cutting exercise is leading people to choose not to live here, invest here or have any future here	The authority notes this concern. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
<b>7.6 Reference to Powys County Council's Vision – 'Stronger Communities in the Green Heart of Wales'</b>		
7.6.1	The proposal goes against Powys' mission statement – 'Stronger Communities in the Green Heart of Wales'	It is true that the council's vision is 'Stronger Communities in the Green Heart of Wales'. However, one of the council's priorities, as outlined in the One Powys Plan, is 'Transforming Learning and Skills'. Within this priority, the Plan states that 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
7.6.2	Maintaining viable rural communities should be central to the sustainable development of Powys	The authority's vision is to ensure strong communities in the green heart of Wales. However, the One Powys Plan also refers to the need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.



<b>7.7 Other</b>		
7.7.1	Disappointed that Radnorshire will have lost 3 schools within 5 years with 3 more to close	The authority notes this comment.
7.7.2	What would happen to the school building should the school close?	As the school is owned by the Church, the Church would decide what would happen to the school building should Nantmel C. in W. School close.
7.7.3	Closure would have a considerable impact on community cohesion	The authority notes this concern. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.7.4	The school is the most cohesive thing left in the community	The authority notes this concern. All issues raised during the consultation period in relation to the proposal's impact on the community will be taken into consideration by the Cabinet when determining how to proceed in relation to Nantmel C. in W. School.
7.7.5	A local business owner struggles to recruit professional staff locally. Closing a local school will further this problem.	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
<b>8 IMPACT ON THE CHURCH</b>		
8.1	Closure of the school would impact on the Church and the Diocese	The authority notes this concern.
8.2	There is an excellent relationship between the school and the church	The authority notes this concern.
8.3	Strong links between the school and the church	The authority notes this concern.
8.4	Links between the school and the	The authority notes this concern.

	church due to the fact that 2 of the governors are foundation governors and represent the interests of the church	
8.5	Special school services are hosted at the church e.g. Harvest Festival, Caraol Service, Mock Weddings, Eisteddfod	The authority notes this concern.
8.6	Pupils take an active part in the church Harvest festival	The authority notes this concern.
8.7	Groups of children occasionally form walking parties to tidy up the churchyard and have been introduced to different parts of the church building	The authority notes this concern.
8.8	Diocesan officers are concerned that a thriving Church in Wales school is under threat of closure	The authority notes this concern. The named receiving school in respect of this proposal is also a Church in Wales school, therefore should Nantmel C. in W. School, pupils would continue to be able to access Church in Wales provision. Pupil numbers at Nantmel C. in W. School are low, and are not expected to increase significantly, and as stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
8.9	Members of the Nantmel church congregation are strongly opposed to the proposal as this would diminish the bond between the church and the school	The authority notes this concern.
<b>9 ISSUES RELATING TO PUPIL NUMBERS / SURPLUS PLACES</b>		
<b>9.1 Decline in pupil numbers at Nantmel C. in W. School</b>		

9.1.1	The pupil population of Nantmel C. in W. School has declined since 2010/11 and has not recovered sufficiently to exceed 50 pupils	The authority notes this comment. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers. The authority notes that any school reorganisation process will lead to a period of uncertainty for those affected, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
9.1.2	Nantmel C. in W. School has repeatedly been targeted for closure over the years e.g. 2010/11 – this has impacted on pupil numbers	The authority notes this comment. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers. The authority notes that any school reorganisation process will lead to a period of uncertainty for those affected, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
9.1.3	There are children who might have come to this school but have gone to other schools because of this process	The authority accepts that any school reorganisation process will lead to a period of uncertainty for those affected. However, the pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers
9.1.4	There were more than 70 pupils on the register in 2004, however the school has constantly been plagued by rumours and consultations regarding its future. Many parents who would have sent their children to this school didn't do so because of the rumours	The authority notes this comment. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers. The authority notes that any school reorganisation process will lead to a period of uncertainty for those affected, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
9.1.5	Closure of the school has been threatened for several years, this has deterred parents from sending their children to the school	The authority notes this comment. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers. The

		authority notes that any school reorganisation process will lead to a period of uncertainty for those affected, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
9.1.6	Nantmel C. in W. School has suffered an underhand calculating campaign to actively discourage families from choosing Nantmel	The authority does not accept this statement. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers. The authority notes that any school reorganisation process will lead to a period of uncertainty for those affected, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
9.1.7	If Powys had provided genuine support to Nantmel C. in W. School, numbers would be greater and average cost per pupil would be in line with the county average.	As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers.
<b>9.2 Surplus places at Nantmel C. in W. School</b>		
9.2.1	Chipping away at surplus capacity figures to facilitate the current trend in Performance Indicators from the Welsh Assesmbly Government does not seek to serve the best interests of learners	The authority recognises that to ensure the efficient use of resources and planning for future school places that a level of surplus places is required to meet the demographic changes between and over years. Due to the statutory class size and leadership and management requirements, the lower Adult:Pupil ratio in a small school, the financial cost of a surplus place in a small school (under 50 pupils) is significantly higher than that for a school of over 80 pupils.
9.2.2	Capacity of 62 for Nantmel is misrepresentative and overstated – best fit with the current layout of the school should be a capacity of 51 – this is based on the calculating guidance book which states “if a school has no hall or access to a hall, a suitably sized classroom may be	<p>The capacity of a school is calculated in accordance with the Measuring Capacity of Schools in Wales (MCSW) regulations and is based on the school’s use of its current physical facilities. The measurement is undertaken by officers of the authority and checked and confirmed with headteachers and members of the governing body.</p> <p>The authority recognises that if one of the spaces included in the calculation was identified as a non-teaching space that the capacity of the school would be reduced.</p>

	deemed to be a hall by the authority for the purposes of the capacity calculation. This means that it can be counted as an ancillary area, rather than being counted as a classbase”	
<b>9.3 Issues relating to other schools</b>		
9.3.1	20% of Powys’ primary schools have under 50 pupils	The authority is aware that a number of Powys schools have less than 50 pupils. Nantmel C. in W. School was identified for review based on a number of criteria, as outlined in the School Transformation Policy (2014).
9.3.2	63% of primary schools in Powys have 15% surplus capacity, so why is this being used as one of the main reasons to close Nantmel C. in W. School?	The authority is aware that a number of Powys schools have more than 15% surplus capacity. Nantmel C. in W. School was identified for review based on a number of criteria, as outlined in the School Transformation Policy (2014).
9.3.3	Inappropriate that Nantmel C. in W. School should be closed to decrease surplus capacity at Crossgates and Rhayader	Although closure of Nantmel C. in W. School would lead to a decrease in overall surplus capacity in Powys schools due to the expected reduction in surplus capacity at the schools to which pupils will transfer, this is not the reason for proposing closure of Nantmel C. in W. School. Nantmel C. in W. School was identified for review based on a number of criteria, as outlined in the School Transformation Policy (2014).
9.3.4	Reduction of surplus places will result in larger or maximum number class sizes at receiving / neighbouring schools – this conflicts with providing better education	There is no evidence that pupils do less well in larger classes. The closure of 10 primary schools in the Maesydderwen catchment and the establishment of 4 new primary schools has resulted in improved outcomes and standards of wellbeing. This is evidenced in the recent Estyn inspections of all four schools.
<b>9.4 Suggestions to increase pupil numbers at Nantmel C. in W. School</b>		
9.4.1	Accept that pupil numbers at the school need to increase for a sustainable future, but for this to	As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest

	happen the Schools Service need to relinquish its preoccupation with closing the school	any significant increase in pupil numbers. The authority notes that any school reorganisation process will lead to a period of uncertainty for the affected schools, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
9.4.2	Pupil numbers can increase if the school is given the opportunity to re-establish and promote itself – e.g. Michaelchurch Escley School in Herefordshire faced closure in 2013 due to falling pupil numbers, now has a waiting list	The authority notes this comment and the reference to Michaelchurch Escley School. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers at the school have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers.
9.4.3	Nantmel School could offer flexi schooling to attract more pupils, such as parents who want more input into their children’s learning	<p>Flexi schooling is a situation where a child attends a school for part of the week and for the rest of the week is taught by their parent under Elective Home Education arrangements. There is no statutory entitlement of a parent to receive flexi schooling and it can only take place if the school and the parent are in agreement as to how it will operate, and how the child will cope with work that has taken place when the child is being taught by his / her parents.</p> <p>Schools often are not keen to go down the road of flexi schooling as the time when the child is being taught by their parents is recorded an unauthorised absence at the school, affecting the total absence figures in relation to the school. Schools are now being scrutinised very carefully in relation to attendance figures and, as indicated above, flexi schooling can operate against a school’s ranking in relation to attendance. Schools usually consider requests for flexi schooling on a case-by-case basis.</p>
9.4.4	Nantmel School has facilities to offer new ideas such as “Work experience based play learning” which could attract new parents	The authority notes this comment.
9.4.5	Need to promote the school to boost numbers going forward, by marketing the school via websites, newspapers	The authority notes this comment. However pupil numbers at Nantmel C. in W. School have been low for a number of years and are not projected to increase significantly. The school has had ample opportunity to market the school in order to attempt to increase

	as being ideal for outdoor learning with smaller class sizes, which would be a big advantage for those that struggle in bigger classes and prefer outdoor learning opportunities	pupil numbers.
<b>9.5 Other</b>		
9.5.1	41% of pupils at the school are not attending their closest school – families are choosing a village school, therefore whilst birth rate population data may be a significant contributing factor, this is not the only indicator yet it is too readily focussed on	The authority notes this comment.
9.5.2	Unclear how you concluded that 50 pupils is the reason to review a school – there is no reference to this in the Welsh Government ‘Measuring Capacity’ document or the ‘School Organisation Code’	The authority funds primary schools on a 1:25 teacher:pupil ratio before lump sums, 50 pupils therefore equates to 2.0 teachers funded through that allowance.
<b>10 ISSUES RELATING TO BUILDING CONDITION</b>		
10.1	Dispute that the building condition of Nantmel School is CCC	As stated in the consultation document in respect of this proposal, the survey of school buildings carried out by the Welsh Government in 2009 identified the building condition of Nantmel C. in W. School as C for Condition, C for Suitability and C for Sustainability.  The authority has agreed with the governing body that with some work to the fabric of the school, the overall condition of the school would improve to a Condition B.
10.2	Building reports produced by WAG in 2009 are not fit for purpose, the simplistic statistics they provide are	The authority notes this comment. The authority has agreed with the governing body that with some work to the fabric of the school the overall condition would improve to a Condition B.

	inconsistent and inaccurate but are being used in this consultation document to advocate closure	
10.3	Nantmel School is a traditional stone building of sturdy construction in a spacious rural setting, the original building if maintained will serve another century unlike the receiving school which has been graded inconsistently better on some outcomes by the 2009 survey	<p>The authority notes this comment. The authority has agreed with the governing body that with some work to the fabric of the school the overall condition would improve to a Condition B.</p> <p>The authority notes the comment in respect of the named receiving school.</p>
10.4	Contractor who built Trefonnen School would only have given a warranty that would be a fraction of the age of Nantmel's building	Ysgol Trefonnen has been built with a life expectancy of 60 years in accordance with the Authority and the Welsh Government's aspirations, subject to the authority and governing body making the required periodic building investment into the school buildings and fabric.
10.5	Nantmel building needs only limited modernisation in terms of double glazing on some of the windows	The authority has agreed with the governing body that with some work to the fabric of the school the overall condition of the school would improve to a Condition B. However, this work would not address the suitability issues at the school.
10.6	Dispute the report on disabled access – DDA access at Nantmel is graded D and it states that there is no disabled access, however this is not the case. Rhayader is graded C, however it would be impossible to manouvere around the maze of staircases – Nantmel School is all on one level	The authority notes the comment in respect of the multi-level nature of the named receiving school in Rhayader. The authority has a multidisciplinary officer team who identify any adaptations required to schools to allow access in line with DDA requirements of children who are expected to attend the school in the short to medium term. The adaptations required are dependent on the specific needs of the individual child and are therefore planned to be undertaken in the year prior to the child's admission to the school.
10.7	Of concern that by increasing capacity in schools such as Crossgates, PCC will be placing more reliance on the use of mobile	The authority recognises that the capacity of 240 includes the use of a single mobile classroom in addition to the 7 permanent class bases.



	classrooms	
10.8	Some of the children that move from Nantmel to Crossgates may end up in temporary accommodation – this is in direct conflict with Powys School Transformation Policy which states: “The aim of the new transformation policy is to establish an infrastructure of schools which: Minimises dependence on temporary accommodation”	The authority recognises that the capacity of 240 includes the use of a single mobile classroom in addition to the 7 permanent class bases.
10.9	Costs and responsibility of ensuring the school premises meets legal requirements could be outsourced to the local community or a community cooperative – finance could be raised through charitable donation, fundraising, community precept or private investment	The authority notes this comment.
10.10	PCC have not addressed the windows and maintenance requirements stated in EC Harris within stated timescale – community would do no less of a job	The authority has recognised the significant backlog in its repairs and maintenance requirements at all its schools and has identified an increase in the Major Repairs Capital building and improvements budget for the 2017-18 financial year.
10.11	Would be useful if PCC could provide to the community any expenditure on maintenance upgrades and a report on jobs undertaken that have taken place in the last 10 years to evaluate whether this could be feasible	The authority can provide a list of the jobs undertaken over the last ten years together with an updated condition and suitability assessment which would identify the main works required on the building.

<b>11 POSITIVES ABOUT NANTMEL SCHOOL</b>		
<b>11.1 Standards / educational provision</b>		
11.1.1	The educational standards at Nantmel C. in W. School are good / excellent	Educational standards at Nantmel C. in W. School is not one of the reasons why closure of the school is being proposed. However should the school close, the authority is satisfied that education of a comparable standard would be provided to pupils at the named receiving school.
11.1.2	Nantmel pupils have historically been high achievers	The authority notes this comment.
11.1.3	Standard of teaching and governance is high	The authority notes this comment.
11.1.4	The school provides a good standard of education – no reason to close on standards issues	The authority notes this comment. Educational standards at Nantmel C. in W. School is not one of the reasons why closure of the school is being proposed. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.1.5	The school has an excellent record	The authority notes this comment. Educational standards at Nantmel C. in W. School is not one of the reasons why closure of the school is being proposed.
11.1.6	The school's last Estyn report was one any school would be proud to receive	The authority notes this comment. Educational standards at Nantmel C. in W. School is not one of the reasons why closure of the school is being proposed.
11.1.7	Nantmel School meets every target presented to it	In the National Categorisation of Schools, Welsh Government judged standards at Nantmel C. in W. School as 3, which suggests that there are areas which need to be developed further.
11.1.8	Pupils enjoy the work	The authority notes this comment.

11.1.9	Nantmel punches above its weight as educational and well-being standards never fall below par	In the National Categorisation of Schools, Welsh Government judged standards at Nantmel C. in W. School as 3.
<b>11.2 Buildings</b>		
11.2.1	Pupils like the fact that the school is colourful	The authority notes this comment.
11.2.2	Pupils like that the school building is small so they won't get lost	The authority notes this comment.
11.2.3	The school building is in good condition	As stated in the consultation document, based on the Welsh Government survey carried out in 2009, the condition of the school building at Nantmel C. in W. School was identified as condition C.  The authority has agreed with the governing body that with some work to the fabric of the school, the overall condition of the school would improve to a Condition B. However, this work would not address the suitability issues at the school.
11.2.4	School has ample parking and safe visibility splays for junction access	The authority notes this comment.
<b>11.3 Facilities</b>		
11.3.1	Pupils like the environment – a large field, garden, fort, and that the school is in the countryside	The authority notes this comment.
11.3.2	Pupils like the football goals	The authority notes this comment.
11.3.3	There is a wonderful garden where pupils grow things to sell to parents, grandparents and others	The authority notes this comment.

11.3.4	The school is fortunate to be surrounded by grounds and countryside well suited to outdoor education	The authority notes this comment.
11.3.5	Extensive facilities at Nantmel – buildings, woodland, polytunnel located on a school field donated by grandparents of children currently at the school	The authority notes this comment.
11.3.6	Nantmel C. in W. School provides good opportunities for play-based learning which is a key component of the Foundation Phase	The authority notes this comment.
11.3.7	Pupils can make dens in the woods	The authority notes this comment.
11.3.8	Pupils like that they can learn outdoors	The authority notes this comment.
11.3.9	It looks small on the inside, but there are massive play areas outside, e.g. big field, orchard, woods, fort	The authority notes this comment.
11.3.10	There is a garden where children can learn to plant and grow vegetables and flowers	The authority notes this comment.
11.3.11	Pupils like the food	The authority notes this comment.
<b>11.4 Opportunities for pupils</b>		
11.4.1	Pupils enjoy the activities e.g. planting plants, going on school trips,	The authority notes this comment.

	making things (dens, forts etc), sports day, visits from Santa at Christmas	
11.4.2	Pupils enjoy games day, where they can take their own games and toys into school	The authority notes this comment.
11.4.3	As Nantmel C. in W. School is a small school, all children can join in activities such as the cricket team – there is no selection	The authority accepts that the small number of pupils at the school mean that all pupils can take part in activities. The authority is satisfied that pupils would be able to access a wide range of activities in alternative schools, should Nantmel C. in W. School close.
11.4.4	All children have the best opportunities possible	The authority notes this comment. The authority is committed to ensuring that all children have the best opportunities possible. However, as stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
11.4.5	Pupils like playing football, rugby, rounders and running on the field and playground	The authority notes this comment.
11.4.6	Pupils like ‘golden time’ – where pupils have an hour on Fridays to play	The authority notes this comment.
11.4.7	Pupils enjoy music lessons and art lessons	The authority notes this comment.
<b>11.5 Staff</b>		
11.5.1	The teachers are nice and are helpful	The authority notes this comment.
11.5.2	Pupils like that their family members work at the school	The authority notes this comment.

11.5.3	The school cares about the progress of all children and will do their best to support each child	The authority notes this comment.
11.5.4	The staff are dedicated	The authority notes this comment.
11.5.5	Pupils have a great singing teacher	The authority notes this comment.
11.5.6	There is a good office at the school	The authority notes this comment.
<b>11.6 Friendly nature of the school</b>		
11.6.1	Nantmel C. in W. School is like a big family	The authority notes this comment.
11.6.2	Pupils like that everyone is friendly	The authority notes this comment.
11.6.3	There are no bullies in the school	<p>Nantmel C. in W. School is a very small school, and therefore it is possible that there are fewer incidents of bullying at this school than at larger schools. However, bullying occurs in all schools and the important issue is how the school responds to bullying, when it occurs, addressing the needs of both the young person who has experienced the bullying and the young person who has carried out the bullying.</p> <p>All the schools that pupils would transfer to from Nantmel C. in W. School have effective anti-bullying policies, which are regularly reviewed, and these are part of the Safeguarding arrangements within those schools.</p>
11.6.4	Pupils have developed strong friendship groups within the school	The authority notes this comment.
11.6.5	It is a welcoming school with an outward looking attitude	The authority notes this comment.
11.6.6	Everyone in the school are friends / get on well together	The authority notes this comment.

11.6.7	The school is a 'home from home' for children	The authority notes this comment.
11.6.8	Everyone is friendly and polite	The authority notes this comment.
11.6.9	Nantmel C. in W. School is a happy school and everyone likes it at the school	The authority notes this comment.
11.6.10	Nantmel School is a lovely safe environment	The authority notes this comment.
11.6.11	Nantmel School is a magical place	The authority notes this comment
11.6.12	The school has a unique character	The authority notes this comment.
11.6.13	The school caters for the needs of the children in a holistic way	The authority notes this comment.
<b>11.7 Budgetary / financial issues</b>		
11.7.1	Nantmel C. in W. School has managed its budget better than Powys County Council has	The authority notes this comment
11.7.2	Nantmel School provides value for money based on the last Estyn inspection report	The authority accepts that the schools last Estyn report from March 2012 states that 'In view of the recent progress made in improving provision and standards of attainment, the school provides good value for money.' However, the cost per pupil for Nantmel C. in W. School for 2015/16 is £4926 as per the authority's Section 52 return, which is higher than the Powys average.
11.7.3	The school budget is run in the black	The authority acknowledges this point, and accepts that the school had a surplus of £24,338 at the end of the 2015/16 financial year.

<b>11.8 Success of previous Nantmel pupils</b>		
11.8.1	In the high school, Nantmel pupils are known by the teachers as being polite and kind to others	The authority notes this comment.
11.8.2	The way pupils have been taught has been an enormous advantage to them later in life with job opportunities etc.	The authority notes this comment. The authority is committed to ensuring the best possible opportunities for pupils in all Powys schools, to ensure that all pupils are equipped with the skills they need to secure jobs.
11.8.3	Children from Nantmel School are excellent	The authority notes this comment. The authority is committed to ensuring the best possible education for all pupils in Powys, and would expect pupils to continue to be 'excellent' should they attend different schools.
11.8.4	The school produces pupils with maturity and high expectations of themselves	The authority notes this comment. The authority is committed to ensuring the best possible education for all pupils in Powys, and would expect pupils to continue to have maturity and high expectations of themselves should they attend different schools.
11.8.5	Pupils who were shy and timid have developed into strong, confident individuals at Nantmel C. in W. School	The authority notes this comment. The authority is committed to ensuring the best possible education for all pupils in Powys, and would expect all pupils to continue to develop into strong, confident individuals should they attend different schools.
11.8.6	Nantmel School supports the needs of the children attending	The authority notes this comment. The authority is committed to ensuring the best possible education for all pupils in Powys and should Nantmel C. in W. School close, the authority would expect any alternative schools to which pupils might transfer to support the needs of all pupils.
<b>11.9 Other</b>		
11.9.1	Nantmel C. in W. School has been a centre of excellence for 160 years	The authority accepts that Nantmel C. in W. School has provided education for the local community over many years. However pupil numbers at the school are low, and are not expected to increase. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate



		leadership capacity’.
11.9.2	Pupils like the small classes which means there are less distractions and pupils get more attention from teachers	The authority notes this comment. However, effective teaching ensures that all pupils are taught effectively, regardless of the number of pupils in the class.
11.9.3	It is a Church school – pupils like the links with the Church and going on Church visits	The authority notes this comment. The named receiving school in respect of this proposal is also a Church school.
11.9.4	Pupils think it’s the best school in the world	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
11.9.5	Pupils like that the school is close and they don’t have to travel far	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’. The authority has acknowledged that closure of the school would lead to an increase in travel for some pupils, however the authority’s view is that the proposal would not lead to excessive additional travel for pupils.
11.9.6	Pupils can sit out of lessons if they are ill or get hurt	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’. The authority would expect similar arrangements to be in place in alternative schools to which pupils might wish to transfer.
11.9.7	The school has been in existence for over 150 years providing quality primary education and offering a great opportunity for children living in Nantmel	The authority notes this comment. However, the One Powys Plan states that ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.

11.9.8	Many parents living in the Rhayader area choose to send their children to Nantmel as it provides a more 'intimate' experience	The authority notes this comment, however pupil numbers are Nantmel C. in W. School are low and are not projected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.9	Nantmel School feels like it's going forward	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.10	Provides excellent education in a rural setting	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.11	The school and grounds offers a unique relationship between parents, staff and community that you don't find at other schools	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.12	The school is nice and small with hardly any people	The authority notes this comment. As implied by this comment, pupil numbers at Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.13	There are rules in Nantmel C. in W. School not to tell lies, not to run, not to be mean and not to run out of school without a teacher	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.14	The school's location enables the rural family to combine the school run with work e.g. enough room to bring trailers as shown in picture	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.

11.9.15	The benefit to pupils of being able to attend schools like the one in Nantmel can only be assessed many years down the line	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
11.9.16	Powys County Council should be opening schools like Nantmel, not closing the ones it has	Nantmel C. in W. School was identified for review based on the criteria outlined in the 2014 School Transformation Policy. Pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
<b>12 NEGATIVES ABOUT NANTMEL C. IN W. SCHOOL</b>		
12.1	The farm toys at the school aren't very good	The authority notes this comment
12.2	The playground is slanted and isn't big enough	The authority notes this comment
12.3	There is too much football at the school	The authority notes this comment
12.4	The whiteboards are too small	The authority notes this comment
12.5	There aren't enough toilets	The authority notes this comment
12.6	The taps in the toilet drip	The authority notes this comment
<b>13 POSITIVES ABOUT SMALL / RURAL SCHOOLS</b>		
<b>13.1 Benefits of small schools</b>		
13.1.1	In small schools pupils are taught to respect teachers and elders better	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability,

		sustainability and appropriate leadership capacity'. There is no evidence that small schools promote personal and social development better than larger schools.
13.1.2	Children get more attention in smaller schools	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.1.3	Children moved to Nantmel from a larger school on the advice of their headteacher who believed a small school setting would better suit their needs, educationally and socially. They have flourished in Nantmel	The authority acknowledges that some pupils might be happier in a small class / school situation, however all schools are expected to ensure that pupils are happy in their learning environment, and should Nantmel C. in W. School close, the receiving school would be expected to provide full support to pupils to aid their transition.
13.1.4	Small schools are at the heart of the community	The authority notes this comment. The impact on the community will be taken into consideration by Cabinet when determining how to proceed in relation to this proposal.
13.1.5	Small schools give children the chance to learn more	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'. The authority is confident that should Nantmel C. in W. School close, pupils have education of a comparable standard to the education they currently receive.
13.1.6	In small schools, pupils mix with children of all ages	This is the case in schools of all sizes
13.1.7	Adore the nature of a smaller school, how staff know the children, their background and understand their individual needs	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.1.8	Children learn / benefit more in a small school / classes than a large	There is no evidence to substantiate this. The closure of 10 primary schools in the Maesydderwen catchment and the establishment of 4 new primary schools has resulted in

	school	improved outcomes and standards of wellbeing. This is evidenced in the recent Estyn inspections of all four schools.
13.1.9	In small schools, children get their first taste of education in a cosy, safe environment	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.1.10	In small schools, any issues such as bullying, not keeping up with work, sickness etc are quickly spotted	All schools are expected to monitor pupil well-being, to quickly respond to any concerns around standards and well-being and to address any issues with bullying.
13.1.11	All staff know the pupils and their parents in small schools	The authority acknowledges that it is true that all staff know the pupils and their parents in small schools.
13.1.12	Children in smaller settings benefit from receiving more one to one attention and teaching	The authority notes this comment. However, effective teaching ensures that all pupils are taught effectively, regardless of the number of pupils in the class.
13.1.13	When pupils from small schools go to high school they excel because they have had such a good solid start	The authority notes this comment. Should Nantmel C. in W. School close, the authority would expect that pupils would continue to have a good solid start in their education should they transfer to alternative schools.
13.1.14	Benefits of small schools are totally undervalued because they are not obviously there right now	The authority notes this comment.
13.1.15	It is easy to find your friends in a small school	The authority notes this comment. The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, and to ensure that the pupils settle into their school.
13.1.16	In a small school you know everyone	The authority notes this comment. The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support

		to pupils to aid their transition, and to ensure that the pupils settle into their school.
13.1.17	Making everything 'big' is not always in the best interests of all children	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.1.18	Larger schools are not always suitable for all children	The authority acknowledges that some pupils might be happier in a small class / school situation, however all schools are expected to ensure that pupils are happy in their learning environment, and should Nantmel C. in W. School close, the receiving school would be expected to provide full support to pupils to aid their transition.
13.1.19	Quote from Mervyn Benford, National Association of Small Schools: "Instead of looking at pupil unit costs in isolation, councils should evaluate the benefit of small schools in wider economic and social terms. Children educated in small schools consistently do well academically, with good behaviour and positive attitudes to life and learning. They avoid the heavy costs of later educational disaffection and failure while their more enduring school performance enhances their career prospects and boosts future tax revenues."	The authority notes this comment.
<b>13.2 Benefits of small classes</b>		
13.2.1	Smaller class sizes are more effective at building relationships between children, staff and parents	The authority notes this comment. However, class sizes in Nantmel C. in W. School are very small. In addition, pupil numbers at the school are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate

		leadership capacity’.
13.2.2	Children in smaller classes / schools often score higher than children in overcrowded classes in bigger schools	There is no evidence to substantiate this comment. Pupils achieve well in larger classes / schools as well as in smaller classes / schools.
13.2.3	Mixed age classes are of benefit to children’s social and learning outcomes	The authority notes this comment and acknowledges that there are good examples in both mixed age classes and single age classes.
13.2.4	In larger primary schools, children are just a number	The authority notes this comment. However, all schools are expected to treat pupils fairly and equally, regardless of the school’s size.
<b>13.3 Benefits of rural schools</b>		
13.3.1	There are advantages to having education within a close / rural community	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
13.3.2	Taking away rural schools will lower the standard of education	The authority does not agree with this comment.
13.3.3	Rural schools are a community in themselves	The authority notes this comment.
13.3.4	Rural people want their children to receive rural education	Rhayader C. in W. School, the named receiving school, serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School, and any other school pupils may wish to transfer to, would be able to meet the needs of children from a rural background.
13.3.5	Benefits of rural schools cannot be quantified on any statistical chart	The authority notes this comment.

13.3.6	Education and all round experiences of a rural school are very different to a town school	The authority notes this comment. Whilst Rhayader C. in W. School, the named receiving school, is located in the town of Rhayader, the school serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School, and any other school pupils may wish to transfer to, would be able to meet the needs of children from a rural background.
13.3.7	Naïve to think that closure of village schools will serve communities better and provide better education	Whilst Rhayader C. in W. School, the named receiving school, is located in the town of Rhayader, the school serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School, and any other school pupils may wish to transfer to, would be able to meet the needs of children from a rural background.
13.3.8	Important for those brought up in a farming community to go to a country school	The authority notes this comment. Whilst Rhayader C. in W. School, the named receiving school, is located in the town of Rhayader, the school serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School, and any other school pupils may wish to transfer to, would be able to meet the needs of children from a rural background.
13.3.9	Children can pick up bad habits in a town school	The authority notes this comment. Whilst Rhayader C. in W. School, the named receiving school, is located in the town of Rhayader, the school serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School, and any other school pupils may wish to transfer to, would be able to meet the needs of children from a rural background.
13.3.10	Village schools enable children to grow up together	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.3.11	There is a difference between country	Rhayader C. in W. School, the named receiving school, serves a wide catchment area,



	children and town children	and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School would be able to meet the needs of children from a rural background.
<b>13.4 Other</b>		
13.4.1	Ethos of the smaller rural school gives children confidence and allows them to grow, thus becoming high achievers once they get to secondary education	The authority notes this comment. However, should Nantmel C. in W. School close, the authority would expect this to continue to be the case.
13.4.2	Children that have been to small rural schools form an unbreakable bond which lasts a lifetime – this does not happen in a larger school environment in a more urban area	The authority notes this comment. Rhayader C. in W. School, the named receiving school, serves a wide catchment area, and the pupils that attend are a mixture of pupils living within Rhayader and pupils living in the rural area surrounding Rhayader. The authority is confident that Rhayader C. in W. School would be able to meet the needs of children from a rural background.
13.4.3	Small rural schools draw pupils from much further afield than their immediate vicinity	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.4.4	Some parents prefer the ethos of a small rural school for their child and will make a real effort to transport them	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.4.5	Closing rural schools is a backwards step	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.4.6	A rural community school such as Nantmel cannot be compared to a	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan,

	town school	'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
13.4.7	Powys' approach to learning where one size fits all fails to celebrate small rural schools	The authority's Schools Organisation Policy, approved by Cabinet in November 2015, acknowledges that 'In a rural county as diverse as Powys there is no one size fits all approach to school organisation. Consideration will be given to the specific circumstances of each school/s and community.' A range of options were taken into consideration by the School Organisation Review Panel before agreeing the draft recommendation in relation to closure of the school.
<b>14 ISSUES RELATING TO THE NAMED RECEIVING SCHOOL</b>		
<b>14.1 Access and car parking</b>		
14.1.1	Concerns about access to Rhayader C. in W. School	The authority recognises that the access to Rhayader C. in W. School is not of the highest quality but the entrance has been assessed on a number of occasions by a Health and Safety officer and meets the authority's requirements, however it will continue to be monitored by both the school and the local authority
14.1.2	Concerns about car parking at Rhayader C. in W. School	The number of car parking places at the school is lower than the number that would be provided for a new school but are in line with the number of places at similar sized older schools, the majority of the children in Nantmel would be transported to the school.
14.1.3	Concerns about disabled access to Rhayader C. in W. School	The School currently meets the DDA requirements of current pupils on roll, the authority has a multi agency officer group who identify and plan any required works for prospective pupils taking account of their individual needs and requirements.
14.1.4	Concern about narrow entrance to Rhayader C. in W. School	The authority recognises that the access to Rhayader School is not of the highest quality but the entrance has been assessed on a number of occasions by a Health and Safety officer and meets the authority's requirements, however it will continue to be monitored by both the school and the local authority
14.1.5	Concern about poor visibility from site entrance	The authority recognises that the access to Rhayader School is not of the highest quality but the entrance has been assessed on a number of occasions by a Health and Safety officer and meets the authority's requirements, however it will continue to be monitored by

		both the school and the local authority
14.1.6	Concern about congestion at drop off and pick up times	The authority recognises that the access to Rhayader School is not of the highest quality but the entrance has been assessed on a number of occasions by a Health and Safety officer and meets the authority's requirements, however it will continue to be monitored by both the school and the local authority. The authority would also work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day. There is also a large car park within close proximity of the school which could be used by parents.
14.1.7	Concern about more vehicles using the access to Rhayader C. in W. School	The authority recognises that the access to Rhayader School is not of the highest quality but the entrance has been assessed on a number of occasions by a Health and Safety officer and meets the authority's requirements, however it will continue to be monitored by both the school and the local authority
14.1.8	Concern about pot holes in the car park of Rhayader School	The authority notes this comment and has discussed the situation with the Headteacher and Governing Body of Rhayader C. in W. School.
14.1.9	Request for risk assessment of the car park to be carried out	The authority notes this comment. The authority's health and safety officer has visited Rhayader C. in W. School to view the parking and traffic arrangements, and does not believe that the addition of pupils from Nantmel C. in W. School will greatly affect the parking arrangements at the school.
14.1.10	Access to the school is not adequate for the amount of traffic that goes there now, let alone extra traffic from Nantmel	The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority
14.1.11	The lane from the main road to the school is very narrow – causes chaos twice a day	The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.  Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and

		implementing a traffic management scheme at the start and end of the school day.
14.1.12	A car caught fire in the car park last year and the fire service had great difficulty getting to the car	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.</p>
14.1.13	Concern about the emergency services' ability to access the car park and school buildings	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.</p>
14.1.14	Visibility on the school / main road junction isn't good	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.</p>
14.1.15	Parents have to park on the main road on days where there's an event at the school	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W.</p>

		School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.
14.1.16	Can you confirm that access to Rhayader School is up to the acceptable highways standards?	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.</p>
14.1.17	Has a study been done to ensure that the entrance and parking at Rhayader C. in W. School come up to Powys Planning and Highways strict and stringent requirements?	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.</p>
14.1.18	Cars park on the road leading to the school with no thought for residents or other children and there are no adults supervising – a health and safety nightmare	<p>The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.</p> <p>Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.</p>
14.1.19	Health and safety issues with the car parking arrangements	The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.

		Should Nantmel C. in W. School close, and pupils transferred to Rhayader C. in W. School, the authority would work with and support the school in developing and implementing a traffic management scheme at the start and end of the school day.
14.1.20	How would the emergency situation at Rhayader School recently be addressed to ensure the ongoing safety of our children?	The authority recognises that the access to Rhayader C. in W. School is not of the highest quality. However, the entrance has been assessed on a number of occasions by a Health and Safety Officer and it does meet the authority's requirements, however it will continue to be monitored by both the school and the local authority.
<b>14.2 Building condition</b>		
14.2.1	Concern that Rhayader C. in W. School's building is categorised as Category D	<p>As stated in the consultation document, the building at Rhayader was given a Condition assessment of B by surveyors appointed by the Welsh Government in 2009. The assessment of D was for Sustainability.</p> <p>The council's Cabinet has recently agreed a rolling programme of updating the condition, suitability and sustainability assessments that were undertaken a number of years ago. This programme will commence with those schools who were given a condition assessment of C or D, and will start in the second quarter of the current financial year. The results of these assessments will be used to target the investments under the major repairs and improvement capital budget.</p>
14.2.2	Layout of Foundation Phase classes are unsuitable for little children	This is not the case. In January 2014, Estyn stated: 'The school building meets the needs of pupils and staff well. It is spacious and provides an effective environment for learning. The building is well maintained, litter free, safe and secure. All Foundation Phase classrooms enjoy direct access to the outside environment. The school makes good use of its well-developed outside area and pupils benefit from the extensive grounds.'
14.2.3	Pupils have to walk through other children's classrooms to get to their own classrooms – this creates a distraction	In January 2014, Estyn stated: 'The school building meets the needs of pupils and staff well. It is spacious and provides an effective environment for learning. The building is well maintained, litter free, safe and secure. All Foundation Phase classrooms enjoy direct access to the outside environment. The school makes good use of its well-developed outside area and pupils benefit from the extensive grounds.'
14.2.4	Concern about the large number of	The authority notes the comments.

	steps at Rhayader e.g. to access the school canteen and to access the school hall. Steps create hazards and more risks for small children	
14.2.5	Rhayader School was built as a secondary school – doesn't look or feel welcoming	It is true that Rhayader C. in W. School is a former Secondary Modern School, however the school has been adapted to deliver primary education, and has done so successfully for many years.
14.2.6	Layout of Crossgates School is better than the layout of Rhayader School	The authority notes this comment. Crossgates C.P. School was refurbished and a new extension was provided in the last 10 years. The design of Crossgates C.P. School is specific for primary education, whilst the school at Rhayader has been adapted for primary education following its closure as a secondary modern school in the 1970's.
14.2.7	Sustainability of the Rhayader school building is assessed as 'D', which is lower than Nantmel.	It is correct that the sustainability of the Rhayader school building was assessed as 'D', which is lower than Nantmel.  The council's Cabinet has recently agreed a rolling programme of updating the condition, suitability and sustainability assessments that were undertaken a number of years ago. This programme will commence with those schools who were given a condition assessment of C or D, and will start in the second quarter of the current financial year. The results of these assessments will be used to target the investments under the major repairs and improvement capital budget.
14.2.8	Nantmel School is a far more suitable and safer school for young children than Rhayader	All Powys Primary Schools provide a safe, suitable and secure environment for all children.
<b>14.3 Quality of education and standards</b>		
14.3.1	Rhayader C. in W. School was graded 'adequate' at its last inspection, Nantmel was graded 'good'.	Rhayader C. in W. School is judged to have made good progress in respect of the key issues for action following the Estyn visit in January 2015. The school has been removed from the list of schools requiring Estyn monitoring. There will be no further Estyn monitoring visits.

		In the National Categorisation of Schools carried out in 2015, Nantmel C. in W. School was judged 3B – Yellow, Rhayader C. in W. School was judged 1B – Yellow.
14.3.2	Based on information from the last Estyn inspection, Rhayader isn't providing education of a standard which is the same, or better than Nantmel	Rhayader C. in W. School is judged to have made good progress in respect of the key issues for action following the Estyn visit in January 2015. The school has been removed from the list of schools requiring Estyn monitoring. There will be no further Estyn monitoring visits.
<b>14.4 Support for pupils with additional needs</b>		
14.4.1	Concern that pupils wouldn't get the same help with reading and spelling, especially pupils who are dyslexic	All schools are required to support children of all learning abilities and those with specific needs would be identified on the Schools SEN and ALN register with appropriate support and other learning measures implemented in accordance with the agreed actions, which are reviewed in accordance to the school policies.
<b>14.5 Other issues</b>		
14.5.1	Concern that there would be more bullying	It is the authority's view that all of its schools have appropriate policies and procedures in place to ensure that appropriate action is taken in cases of bullying.
14.5.2	Some parents currently drive pupils to Nantmel as Rhayader School was too big	The authority accepts that the closure of Nantmel School would reduce the level of choice of schools for parents and would potentially remove the option of a 2/3 class school for some parents.
14.5.3	The named receiving school is not the closest for several of the children	The authority notes that many of the pupil currently attending Nantmel C. in W. School live closer to other schools, and this is stated in the Consultation Document. Should Nantmel C. in W. School close, parents would be entitled to apply for a place at any other school, and the authority would allocate a place at the chosen school, as long as there were places available in accordance to the admissions policy.
14.5.4	There are monkey bars at Rhayader School – pupils may fall off and hurt themselves	The use of these and other sporting facilities and equipment are subject to health and safety and risk assessments. The use of such facilities will be age and skills appropriate.



14.5.5	Pupils at Rhayader C. in W. School currently enjoying doing activities with pupils from Nantmel C. in W. School	The authority notes this comment.
14.5.6	Rhayader C. in W. School would have a better running team and a better football team if pupils from Nantmel C. in W. School came to the school	The authority notes this comment.
14.5.7	Rhayader C. in W. School is friendly and fun and Nantmel pupils would like it	The authority notes this comment.
<b>15 CONCERNS ABOUT CROSSGATES C.P. SCHOOL</b>		
<b>15.1 Capacity</b>		
15.1.1	If Nantmel C. in W. School closed, it is likely that more than half of pupils would go to Crossgates – concern about the capacity of Crossgates	The authority has named Rhayader C. in W. School as the receiving school in respect of this proposal and is confident that there is sufficient capacity at Rhayader to accommodate all pupils currently attending Nantmel C. in W. School. Should parents apply for places at Crossgates C.P. School or any other school, these applications would be managed through the Council's Admissions process. The authority would work with the Governing Body of Crossgates C.P. School to fully meet parental demand for places, where possible.
15.1.2	What would be the criteria for allocating places if Crossgates School reaches capacity?	<p>The criteria for allocating places at Crossgates C.P. School if it were oversubscribed would be in accordance with the Authority's Admissions booklet:-</p> <ol style="list-style-type: none"> <li>1. Looked After Children</li> <li>2. Children living in the catchment area with siblings in the school</li> <li>3. Children living in the catchment area of the school without siblings in the school</li> <li>4. Children living outside the catchment area of the school with siblings in the school</li> <li>5. Children living outside the catchment area of the school without siblings in the School</li> </ol> <p>Under each criteria places would be allocated in accordance to distance from the school</p>

		should there be a need to decide between 2 children in the same criteria.
15.1.3	Would it be possible for parents to secure a place in Crossgates School now for a move in January 2017?	The authority does not hold places for periods of more than half a term.
15.1.4	As a parent at Crossgates School, ask that the school's capacity is thoroughly investigated as don't want their child to be taught in a portacabin	The authority notes this comment.
15.1.5	Concern about the capacity of Crossgates School given the proposals in relation to Llanbister and Dolau	The authority has recently carried out consultation on the closure of both Llanbister C.P. School and Llanfihangel Rhydithon C.P. School, Dolau. No final decision has been made to close either of these schools, or Nantmel C. in W. School. The authority is aware of the potential impact on the capacity at Crossgates C.P. School should a number of pupils currently attending Nantmel C. in W. School wish to transfer to Crossgates C.P. School.
15.1.6	Request for confirmation that there would be space for children in Crossgates if Nantmel were to close	The authority has named Rhayader C. in W. School as the receiving school in respect of this proposal. Should parents apply for places at Crossgates C.P. School or any other schools, these applications would be managed through the Council's Admissions process. The authority would work with the Governing Body of Crossgates C.P. School to fully meet parental demand, where possible.
15.1.7	Crossgates will be faced with accommodating up to 80 pupils when it is already fast approaching its capacity	<p>The authority has named Rhayader C. in W. School as the receiving school, should parents apply for places at Crossgates or other schools those applications would be managed through the councils Admissions process. The Authority would work with the Governing Body of schools to fully meet parental demand, where possible.</p> <p>Should there be a significant increase in the number of pupils attending Crossgates C.P. School, the governing body would be responsible for ensuring that class sizes are within the statutory infant class sizes, and that reasonable arrangements are made in Key Stage 2.</p>
15.1.8	Concern that class sizes in Crossgates could rise to above 30	The authority has named Rhayader C. in W. School as the receiving school in respect of this proposal. Should parents apply for places at Crossgates C.P. School or any other

		schools, these applications would be managed through the Council's Admissions process. The authority would work with the Governing Body of Crossgates C.P. School to fully meet parental demand, where possible.
<b>15.2 Buildings and facilities</b>		
15.2.1	The current portacabin at Crossgates School used for after school club is not a fit/healthy environment to be taught in daily	The authority is undertaking some repairs to the building following which property services have confirmed that it would be assessed to be in a good condition (B)
15.2.2	Concern about parking in Crossgates School	<p>The car parking at Crossgates C.P. School was significantly increased in 2007-08 when the school was remodelled. The car parking operates through the use of a one way system with specific spaces for drop off and spaces for minibus and coach areas. The current number of available spaces is in excess of 65.</p> <p>As a significant percentage of children are transported to the school on the authority run transport, it is the authority's view that the car parking arrangements are suitable if they are managed and used appropriately by staff and parents.</p> <p>There are no major incidents recorded in the authority's health and safety records in respect of incidences in the car parking area at Crossgates C.P. School since the school was remodelled and extended.</p>
15.2.3	The only additional space available in Crossgates is a disused portacabin	The authority is undertaking some repairs to the building, following which property services have confirmed that it would be assessed to be in a good condition (B)
15.2.4	Health and safety issues with the car parking arrangements at Crossgates C.P. School	<p>The car parking at Crossgates C.P. School was significantly increased in 2007-08 when the school was remodelled. The car parking operates through the use of a one way system with specific spaces for drop off and spaces for minibus and coach areas. The current number of available spaces is in excess of 65.</p> <p>As a significant percentage of children are transported to the school on the authority run transport, it is the authority's view that the car parking arrangements are suitable if they are managed and used appropriately by staff and parents.</p>

		<p>There are no major incidents recorded in the authority's health and safety records in respect of incidences in the car parking area at Crossgates C.P. School since the school was remodelled and extended.</p>
15.2.5	<p>Crossgates C.P. School has a relatively small car park and is located next to a busy road – is there adequate space to ensure parents can safely deliver and collect their children?</p>	<p>The car parking at Crossgates C.P. School was significantly increased in 2007-08 when the school was remodelled. The car parking operates through the use of a one way system with specific spaces for drop off and spaces for minibus and coach areas. The current number of available spaces is in excess of 65.</p> <p>As a significant percentage of children are transported to the school on the authority run transport, it is the authority's view that the car parking arrangements are suitable if they are managed and used appropriately by staff and parents.</p> <p>There are no major incidents recorded in the authority's health and safety records in respect of incidences in the car parking area at Crossgates C.P. School since the school was remodelled and extended.</p>
<b>15.3 Other issues</b>		
15.3.1	<p>Concern about impact on Crossgates C.P. School e.g. class sizes, transport arrangements, drop off and collection of children and space</p>	<p>Crossgates C.P. School is funded in accordance with the authority's fair funding formula and it is the governors' responsibility to maintain class sizes within the statutory infant class sizes, and that reasonable arrangements are made in Key Stage 2. If the authority's proposal proceeds, the children in Nantmel C. in W. School would transfer to schools with larger class sizes, but these classes will generally be classes with one or two age groups within them.</p> <p>Crossgates C.P. School has a capacity of 240 pupils, including the mobile classroom. The authority has recently approved the change to the age of admission into schools from the start of the 2017-18 school year, which will potentially increase the school's admission number.</p>
<b>16 CONCERNS ABOUT SCHOOLS PUPILS MIGHT WISH TO TRANSFER TO</b>		
16.1	<p>Concern that there would be more</p>	<p>It is the authority's view that all of its schools have appropriate policies and procedures in</p>

	bullying	place to ensure that appropriate action is taken in cases of bullying.
16.2	Concern about the capacity of schools in Llandrindod Wells	The authority is aware of the current situation in the schools in the whole Llandrindod Wells catchment area.
16.3	Cefnlllys School is full to breaking point, where will the extra pupils go?	The authority has named Rhayader C. in W. School as the receiving school in respect of this proposal and is confident that there is sufficient space in this school to accommodate all pupils currently attending Nantmel C. in W. School. Should parents apply for places at any other schools, these applications would be managed through the Council's Admissions process. The authority would work with the Governing Body of the schools concerned to fully meet parental demand, where possible.
16.4	Has not been a detailed explanation as to how the large number of pupils affected by closure of 3 schools will be accommodated in the surviving schools or how they will be integrated into year groups that already have 30 pupils	<p>The authority has named Rhayader C. in W. School as the receiving school, should parents apply for places at Crossgates or other schools those applications would be managed through the councils Admissions process. The Authority would work with the Governing Body of schools to fully meet parental demand, where possible.</p> <p>Schools are funded in accordance with the authority's fair funding formula and it is the governors' responsibility to maintain class sizes within the statutory infant class sizes, and that reasonable arrangements are made in Key Stage 2. If the authority's proposal proceeds, the children in Nantmel C. in W. School would transfer to schools with larger class sizes, but these classes will generally be classes with one or two age groups within them.</p> <p>Where additional pupils join year groups in the foundation phase that already have 30 pupils, the governing body would need to make alternative arrangements to ensure that the school continues to conform with statutory guidance, which could include pupils being taught in other foundation phase classes.</p>
16.5	We need to be sure of capacity of we will find ourselves transporting urban children out into rural areas – this will not be possible if rural schools are closed	<p>The authority has a duty to plan future pupil numbers through its school asset management plan, and the Council's Cabinet approved an initial paper on the service asset management plan in the Spring.</p> <p>The authority is fully aware of the pressure on pupil places in certain year groups and in certain catchment areas, especially in some areas where there is a significant level of</p>

		turbulence in pupil numbers.
16.6	Disappointed in the outside spaces at Trefonnen, Cefnlllys and Newbridge schools – failed to encourage imaginative outside play	The authority notes this comment and will consider what actions can be taken to improve the outside learning experience at the schools, and in particular the links to the foundation phase.
16.7	Concern about lack of capacity in Newbridge in the relevant year groups	<p>The authority has named Rhayader C. in W. School as the receiving school for the pupils at Nantmel C. in W. School, and there are sufficient places at Rhayader C. in W. School for all pupils currently attending Nantmel C. in W. School. The authority is aware of the pressure on places in certain year groups in Newbridge-on-Wye and other schools in the Llandrindod Wells catchment.</p> <p>Should the authority proceed with this proposal, the authority will work with the parents and their chosen school to meet parental preference for schools where possible.</p>
<b>17 ISSUES RELATING TO FINANCE</b>		
<b>17.1 Average cost per pupil</b>		
17.1.1	Comparing Nantmel to the ‘average’ cost is ridiculous – a small rural school will likely cost more to run and this should be acceptable within limits	The authority notes this comment. However, one of the criteria for reviewing a school as stated in the School Transformation Policy (2014) is ‘The cost per pupil is more than 120% of the Council’s average for the sector.’ The cost per pupil for Nantmel C. in W. School, as stated in the Section 52 return for 2015/16, is £4926. The average for the sector is £3580. Therefore the cost per pupil at Nantmel C. in W. School is more than 120% of the Council’s average for the sector.
17.1.2	Why should rural schools have to meet the same per pupil cost as town schools?	The authority notes this comment. However, the average cost per pupil is a comparator used across Wales. One of the criteria for reviewing a school as stated in the School Transformation Policy (2014) is ‘The cost per pupil is more than 120% of the Council’s average for the sector.’
17.1.3	Cost per pupil takes the number of pupils at a given date but does not take account of any pupils moving in	The cost per pupil is as stated in the authority’s annual Section 52 return, which is taken on the day that the funding formula is run, therefore the same number of pupils is used for the whole year.

	and out of the school during the year – this can widely distort the figure for a small school	
17.1.4	The average cost per pupil is a crass performance indicator and is misleading	The authority notes this comment. However, the average cost per pupil is a comparator used across Wales.
17.1.5	The overly simplistic cost per pupil figure is a watered down approach to measure performance	The average cost per pupil is a comparator used across Wales.
17.1.6	Request for explanation as to why only £2,753 per pupil would transfer with them when at the named receiving school it costs £3693 per pupil	<p>The funding is generated through various allowances within the formula, some of which relate directly to the number of pupils and others that do not.</p> <p>The allowances that relate to pupil numbers will therefore transfer with that pupil to the receiving school. The fixed sum elements and other allowances that relate specifically to an individual school do not, e.g. Property allowances relating to floor area. The receiving school will already be funded for these elements in their own funding.</p> <p>The £2753 is the funding that would transfer to the pupil's receiving school, the £3693 is the full cost per pupil generated by all elements of the formula.</p>
<b>17.2 Queries about estimated savings</b>		
17.2.1	Half of the money that would be saved from closing the school would be spent on employing new teachers at another school	The authority notes this comment.
17.2.2	Savings are so minimal that it does not justify closure	The authority notes this comment.
17.2.3	Considerable doubts about any alleged financial savings	The estimated savings are included in the consultation document.

17.2.4	Redundancy costs have not been factored in	The authority acknowledges that redundancy costs have not been factored in. This is stated in the consultation document.
17.2.5	Any meagre saving which might be achieved by closure wouldn't be enough to pay the salary of a single senior officer in Powys	The authority notes this comment.
17.2.6	A plethora of statistics and forecasts have been received indicating potential savings over recent months, these have differed on every occasion.	The estimated savings are included in the consultation document.
<b>17.3 Queries about financial impact on Nantmel C. in W. School should the school close</b>		
17.3.1	If the school closed, what would happen if there was a deficit budget?	As per the Scheme for Financing Schools when a school closes, any balance surplus or deficit will revert to the authority. The school is in a surplus position as at the 31 <sup>st</sup> March 2016.
17.3.2	Is the school required to restrict its spending on the children still at the school?	The Governing Body is required to submit budget plans in line with the Scheme for Financing Schools and maintain spend within the plan. The authority may impose additional restrictions on a school scheduled to close, including but not limited to restriction of expenditure to agreed plans, removal of powers of virement.
17.3.3	Where would the money go should the school close?	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.
<b>17.4 Fair Funding Formula</b>		
17.4.1	Who determines the Fair Funding Formula?	Local authorities determine for themselves the size of their Local Schools Budget (LSB). Any proposed changes to the fair funding formula will be consulted upon and agreed by



		the Cabinet of the Council before the end of the December prior to the commencement of the financial year to which they apply. The Fair Funding Formula must comply with the legislative provisions of sections 45-53 of the School Standards and Framework Act 1998 and as further detailed in the School Funding (Wales) Regulations 2010.
17.4.2	Powys has the ability to alter its fair funding amounts and/or split site allowance	Any proposed changes to the fair funding formula will be consulted upon and agreed by the Cabinet of the Council before the end of the December prior to the commencement of the financial year to which they apply. The Fair Funding Formula must comply with the legislative provisions of sections 45-53 of the School Standards and Framework Act 1998 and as further detailed in the School Funding (Wales) Regulations 2010.
17.4.3	The Authority's Fair Funding Formula does not reflect the rural nature of Powys	The authority notes this comment.
17.4.4	As creators of the Fair Funding Formula, Powys County Council is responsible for making small schools unviable	The authority notes this comment.
<b>17.5 Suggestions for how the Council can save money</b>		
17.5.1	The Council should react to the budget cut with back office savings not attack front line services once more	The authority notes this comment
17.5.2	The Council should cut some of their overpaid staff at PCC headquarters instead	The authority notes this comment
17.5.3	There are easier ways for the Council to save £40-60K other than by closing Nantmel C. in W. School	The authority notes this comment

17.5.4	Frustrating for communities to see Powys County Council spending money on consultants	The authority notes this comment
17.5.5	£32,000 that has been noted for additional transport costs should be put towards teaching costs	The authority notes this comment
<b>17.6 Issues relating to the Council's financial strategy</b>		
17.6.1	Investment in the children would ultimately be an investment for us all	The authority notes this comment. Should Nantmel C. in W. School close, investment in the children would continue in their alternative schools.
17.6.2	The proposal is all about money	<p>The authority notes this comment. However, it is not true that 'the proposal is all about money'. The reasons why closure of Nantmel C. in W. School is being proposed are outlined in the consultation document, and are as follows:</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>
17.6.3	Concern that the Council is ready to put financial savings above the health and safety of our children	The authority notes this comment.
17.6.4	This is a short term financial strategy which will have irreversible damaging long term implications to Nantmel and rural Wales	The authority notes this comment.
17.6.5	Would appear that the barometer by which we are judging the importance of our children's education is not by standards of achievements,	The authority notes this comment. Standards at Nantmel C. in W. School is not one of the reasons why the authority is proposing closure of the school. Pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure

	community spirit or convenience, but solely by monetary costs	affordability, sustainability and appropriate leadership capacity’.
17.6.6	It is clear that Powys County Council are looking for the most straight forward route to solving a funding crisis rather than rising to the challenge of providing education in our local area. The funding crisis has evolved over time, it does not have an instant fix.	The authority notes this comment.
17.6.7	Council Tax and Business Rate payers of Powys pay substantially more than the estimated saving by way of contribution to Councillors pensions – given the choice, the majority of people would opt to fund education not Councillors pensions	The authority notes this comment.
<b>17.7 Issues with funding received from Welsh Government</b>		
17.7.1	It seems that the only way to get money from the Welsh Government is by building new schools	The authority notes this comment.
17.7.2	There is money in Wales but Powys is poor at negotiating for its share of it	Officers and Members actively seek to influence funding levels for Powys whenever possible. Lobbying together with MPs and AMs successfully gained additional funding for Powys as part of the 2016/17 financial settlement from Welsh Government. An additional £1.2m was directed to Schools Delegated budgets for the 16/17 financial year.
17.7.3	Closing the most basic solitary village services such as the school is an affront to the extra funding bargained for from the Welsh Assembly	The authority notes this comment

Government.		
<b>17.8 Other</b>		
17.8.1	The school is good value for money even if the cost per pupil is above the average – Estyn say that ‘value for money is based on outcomes’ – why is this being ignored?	<p>Nantmel C. in W. School was identified for review as it met the following criteria as outlined in the Schools Transformation Policy (2014):</p> <ul style="list-style-type: none"> <li>- Pupil Numbers: The school has had fewer than 50 pupils on roll for the three previous years</li> <li>- Capacity: The percentage of surplus places in the school is higher than 15%</li> <li>- Building Condition: The overall building condition is categorised as category D or C based on the Welsh Government’s assessment of building condition</li> <li>- Financial: The cost per pupil is more than 120% of the council’s average for the sector</li> </ul>
17.8.2	Keeping the school open is value for taxpayer’s money – the investment in providing every pupil an education is an investment for the future	The authority notes this comment.
17.8.3	18 primary schools ran their budget in the red in 2014/15, Nantmel C. in W. School was not one of them – the focus should be on examining those schools that have not been able to keep within their budget	The authority works continually with all schools to ensure that schools comply with the Scheme for Financing Schools. Nantmel C. in W. School was identified for review as it met a number of the criteria outlined in the authority’s Schools Transformation Policy (2014).
17.8.4	Combining factors within the total expenditure can distort the outcome at a small school e.g. small schools are vulnerable to wage rises, experienced teachers on higher scale points, employees on maternity / sick leave	All Primary Schools are funded for the most expensive teachers within the notional teacher number of the school which is driven by pupil numbers. Additional costs due to maternity cover is funded by the authority for contractual staff, schools take out staff absence insurance for sickness.

17.8.5	Schools are having to find funds for internal services they previously did not have to pay for	The authority notes this comment.
17.8.6	Strict financial equality across all learners will always lead to disadvantage	The authority notes this comment.
17.8.7	Budget planning and proposals to make efficiencies are currently being undertaken to ensure Nantmel C. in W. School will present a viable 3 year plan	The authority notes this comment.
17.8.8	Financial equality is not as important as equal opportunity	The authority notes this comment.
17.8.9	Council tax payers in Nantmel get little else for their money and subsidise services they cannot easily access in other parts of Powys	The authority notes this comment.
17.8.10	Financial statements given by the Council are inaccurate	The estimated savings are included in the consultation document.
17.8.11	Why are simple statistics being used to solve complex funding issues within the education sector at Powys?	<p>Nantmel C. in W. School was identified for review as it met the following criteria as outlined in the Schools Transformation Policy (2014):</p> <ul style="list-style-type: none"> <li>- Pupil Numbers: The school has had fewer than 50 pupils on roll for the three previous years</li> <li>- Capacity: The percentage of surplus places in the school is higher than 15%</li> <li>- Building Condition: The overall building condition is categorised as category D or C based on the Welsh Government's assessment of building condition</li> <li>- Financial: The cost per pupil is more than 120% of the council's average for the sector</li> </ul>

The cost per pupil is a comparator used across Wales.

## 18 ISSUES RELATING TO LEADERSHIP

### 18.1 Issues relating to the current headship arrangements at Nantmel C. in W. School

18.1.1	9 months ago Nantmel had permanent leadership arrangements in place. Governors assisted the council by agreeing to share the head with Dolau school.	The authority accepts that this is a true reflection of the position.
18.1.2	Nantmel's permanent headteacher took up a vacant position at Crossgates – was the future / closure of Nantmel being planned / predetermined at / before this point?	The previous headteacher at Nantmel C. in W. School applied for a vacant headteacher position and was appointed by the governing body following interview. This was not part of any strategic move by the authority.
18.1.3	Move of Nantmel's previous Headteacher to Crossgates C.P. School was clearly strategic in the hope that pupils would eagerly follow	The previous headteacher at Nantmel C. in W. School applied for a vacant headteacher position and was appointed by the governing body following interview. This was not part of any strategic move by the authority.
18.1.4	Placement of headteacher of Rhayader C. in W. School as acting headteacher of Nantmel C. in W. School to smooth the way for transition to Rhayader C. in W. School	This is not the case. The arrangement with Rhayader C. in W. School was to secure leadership at Nantmel C. in W. School. Following the resignation of the previous headteacher, the Schools Service assisted the governors of Nantmel C. in W. School to secure leadership for the school, and Rhayader C. in W. School was approached as the nearest Church in Wales school.
18.1.5	Was the suggestion of federation with Rhayader, an idea that came from the Schools Service, a precursor to the current consultation and the demise	The Schools Service assisted the governors of Nantmel C. in W. School to secure leadership of the school following the resignation of the previous headteacher. Rhayader C. in W. School was approached as the nearest Church in Wales school.

of the school?		
<b>18.2 Queries about ‘permanence’ of leadership arrangements</b>		
18.2.1	How is the employment of a headteacher that is free to resign at will described as ‘permanent’ leadership arrangements?	The authority notes this comment. Any employee in any organisation is at liberty to resign from their post at any point in time. The description of leadership arrangements as ‘permanent’ refers to a situation where a headteacher has a permanent contract, as opposed to acting headteachers who have temporary contracts or situations where there are temporary shared headteacher arrangements in place.
<b>18.3 Difficulties with recruiting headteachers</b>		
18.3.1	Recruitment of headteachers is a nationwide problem. Reducing the number of schools, and reducing the teacher pool, reduces the pool for those wishing to proceed into being headteachers	The authority acknowledges that recruitment of headteachers is a nationwide problem, and is a particular issue in rural authorities. The authority is working identify and support leaders of the future within the local authority.
18.3.2	Is closing every school that cannot find a headteacher Powys’ sustainable solution?	Recruitment of headteachers is a nationwide problem, and is a particular issue in rural authorities. The local authority works with governing bodies to identify alternative solutions to address the challenge. The lack of permanent leadership arrangements at Nantmel C. in W. School is not one of the reasons listed in the consultation document why the authority is currently proposing closure of the school.
<b>18.4 Possible leadership models for Nantmel C. in W. School</b>		
18.4.1	Gladestry is an outstanding school with a teaching head, not sure why this cannot be explored again as an option for Nantmel	The authority acknowledges that there are small schools in Powys that have headteachers, and that each of these headteachers have varying levels of teaching commitment. However in general headteacher posts advertised for small schools do not generate a high level of interest.
18.4.2	Executive and associate headteachers shared with other village schools e.g. one executive	The authority accepts this comment. The authority is already identifying potential leaders and providing appropriate support and guidance.

	headteacher for several schools, whilst each school has a teaching deputy / associate – these could be trainee headteachers, helping to create a long term solution to the recruitment process	
18.4.3	An independent school in Nottingham which has just been rated by Ofsted as outstanding does not believe in a hierarchical management style – headship is run by a committee	The authority notes this comment.
<b>19 CRITICISM OF THE AUTHORITY</b>		
<b>19.1 General criticism of the council</b>		
19.1.1	Powys is trying to deal with schools as if they are in urban communities	As stated in the authority's revised Schools Organisation Policy, approved by Cabinet in November 2015, the council acknowledges that 'In a rural county as diverse as Powys there is no one size fits all approach to school organisation. Consideration will be given to the specific circumstances of each school/s and community.' However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'. A range of options were taken into consideration by the School Organisation Review Panel before agreeing the draft recommendation to close the school.
19.1.2	There is mistrust and hostility towards the Authority within the community	The authority notes this comment.
19.1.3	The culture at Powys County Council is to make everything 'generic'	The authority does not agree with this statement. In the revised Schools Organisation Policy, approved by Cabinet in November 2015, the council acknowledges that 'In a rural county as diverse as Powys there is no one size fits all approach to school organisation. Consideration will be given to the specific circumstances of each school/s and community.' However, pupil numbers in Nantmel C. in W. School are low and are not expected to



		increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’. A range of options were taken into consideration by the SORP before agreeing the draft recommendation to close the school.
<b>19.2 Criticism of the Cabinet</b>		
19.2.1	Cabinet members are out of touch with the community	Cabinet members will consider this Consultation Report, which lists all issues raised during the consultation process, including those issues relating to the impact on the community, before making a decision on how to proceed in relation to Nantmel C. in W. School. Cabinet members visited Nantmel C. in W. School and the named receiving school during the consultation period, and the portfolio holder for Education and the Leader were in attendance at the public consultation meeting held at the school, therefore they are fully aware of the views of the community.
19.2.2	Cabinet members should visit the school	Cabinet members visited Nantmel C. in W. School and the named receiving school during the consultation period
19.2.3	How many Cabinet members are from Radnorshire?	Two of the current nine Cabinet members are from Radnorshire
19.2.4	Cabinet members have not visited the school during school hours to assess the positive, lively atmosphere	Cabinet members have visited both Nantmel C. in W. School and Rhayader C. in W. School.
19.2.5	Sad to witness elected representatives tell us at the meeting why they can’t keep the school open, rather than how they can help the community keep the school open	The current consultation is on a proposal to close Nantmel C. in W. School, however all issues raised during the consultation process and alternative options submitted will be considered before making a decision on how to proceed.
<b>19.3 Criticism of officers</b>		
19.3.1	Data provided to the public by officers is not acceptable	The authority notes this comment.

19.3.2	Has not been any assurance that Education Officers are competent to implement such a seismic change in the structure of five schools in a ten mile radius over a one year period	The authority has been carrying out consultation on proposals related to a number of schools, however no final decisions have yet been made. All issues raised during these consultation processes will be considered by Cabinet before determining a way forward. Any changes will be supported by officers from various services across the authority.
19.3.3	Education Officers have been unable to provide reliable figures for cost savings, pupil numbers or surplus capacity	The figures used in the consultation document are based on the 2015-16 Fair Funding Formula plus estimated savings from other centrally held budgets together with estimated costs for the additional costs of Home to School Transport. The capacity figure for the school is based on the school agreed figure using Welsh Government capacity calculations. The current and projected pupil numbers were also checked and confirmed by the schools Governing Body during the SORP process.
19.3.4	Reports by officers have a heavy bias, financial figures and statistics are oversimplified and are presented out of context to lull councillors into making the decision they want you to make	<p>The estimated financial savings are based on robust funding and budget figures. The current and projected pupil numbers and subsequent surplus capacity was discussed and agreed with the Governing Body during the SORP process.</p> <p>The authority has also recognised that with some targeted investment in the building the condition assessment of Nantmel School would improve from a condition C to a condition B building. This investment, if made, would not change the suitability assessment.</p>
19.3.5	Employees are required to streamline data in reports for councillors so that they wouldn't ask questions and to simplify data so that councillors can understand	This comment is refuted.
19.3.6	Criticism that 3 members of staff came to take to the school council – one was writing and two were talking to pupils, however only one could talk at the same time, so what was the point of having the third person there?	As described in this comment, three officers from the Schools Service attended Nantmel C. in W. School to meet with the school council. This consisted of one officer to record the issues raised by pupils, and two officers to engage in discussion with pupils. The authority's view is that this was a reasonable number of officers to attend this session.

19.3.7	Officers are seeking to close Nantmel C. in W. School at the cost of the community to increase numbers at Crossgates C.P. School and Rhayader C. in W. School	Although closure of Nantmel C. in W. School would lead to a decrease in overall surplus capacity in Powys schools due to the expected reduction in surplus capacity at the schools to which pupils will transfer, this is not the reason for proposing closure of Nantmel C. in W. School. Nantmel C. in W. School was identified for review based on a number of criteria, as outlined in the School Transformation Policy (2014).
19.3.8	The Admissions Team have placed pressure on parents, by urging them to leave Nantmel school now otherwise they will lose their places at alternative schools	<p>Members of the admissions team have taken enquiries from parents of pupils at Nantmel C. in W. School in respect to the process that would be followed in respect to the closure of the school and if the parents decide to move their child/ren before the closure takes place. The parents were informed that the authority has a duty to provide a place in the named receiving school, Rhayader C. in W. School for the children in Nantmel and that the authority would work with the parents to meet their parental wishes if they chose a different school, other than the named receiving school.</p> <p>The team also informed the parents who enquired of the process the authority follows in respect to allocating places in accordance with the authority's admissions procedures, which included informing them that the authority does not hold places for children to be admitted to a school at the start of future terms or half terms and that the places for in year transfers are allocated during the half term prior to the proposed transfer date.</p>
19.3.9	Schools Service are putting families under unnecessary stress and pressure using underhand techniques in order to diminish the Nantmel school population in favour of their predetermined, preferred option of closure	The authority accepts that any school reorganisation proposal creates a period of uncertainty for those affected. The authority is not using 'underhand tactics' in order to diminish the school population at Nantmel C. in W. School. Rather, the authority is following the legal process for school reorganisation proposals. No decisions have yet been made on the future of Nantmel C. in W. School, however parents are free to choose to move their children to different schools if that is their wish.
19.3.10	The Schools Service refuses to acknowledge the detrimental / negative impact closure could have on our children	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
19.3.11	The Authority does not tell people that	Information about Nantmel C. in W. School is included in the authority's Admissions

	Nantmel School is available to take pupils	Booklet and on the authority's website.
19.3.12	The solitary focus of the Schools Service is not the best interests of our learners or our community, but to make cuts on the front line and save their own bacon of being cast into special measures	Powys County Council's priorities are set out in the One Powys Plan. 'Transforming learning and skills' is one of the priorities in this plan, and within this priority, the plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
19.3.13	Little support is provided by the authority to parents wishing their children to attend Nantmel C. in W. School	Information about Nantmel C. in W. School is included in the authority's Admissions Booklet and on the authority's website.
<b>19.4 Criticism of council process</b>		
19.4.1	Awaiting responses to 3 Freedom of Information requests – it is painful to have to wait 20 days for this information. Request for responses to be provided before the end of the consultation period	There is a defined process for dealing with Freedom of Information requests, which requires authorities to respond within 20 working days. The authority endeavours to respond to such requests within the required timescale.
19.4.2	Issue with the process for requesting information via FOI requests	There is a defined process for dealing with Freedom of Information requests, which requires authorities to respond within 20 working days. The authority endeavours to respond to such requests within the required timescale.
19.4.3	Issue about poor quality of data received in response to an FOI asking for HR information	There is a defined process for dealing with Freedom of Information requests, which requires authorities to respond within 20 working days. The authority endeavours to respond to such requests within the required timescale.
19.4.4	Issue about there being 35 'positions' at the school as of 1 <sup>st</sup> Jan 2016 according to the council's database –	The authority notes this comment, however this issue has now been resolved.

	this was being used to increase costs to the school.	
<b>19.5 Criticism of Council's money saving plans</b>		
19.5.1	The Council is trying to save money in the wrong place	The authority notes this comment.
19.5.2	The Council should be saving money by cutting salaries at the top	The authority notes this comment.
19.5.3	All of the Council's essential services could be enhanced by reviewing the evident waste and well-meaning but very poorly directed use of resources	The authority notes this comment.
19.5.4	Complaint about the Council's grass cutting	The authority notes this concern, however this consultation is on the proposal to close Nantmel C. in W. School.
19.5.5	Closing schools to pay for backroom bureaucrats is a quick fix solution to cater for ongoing internal budgetary reshuffle, and has nothing to do with the education of a child in Nantmel costing fractionally more than another child's elsewhere	The authority notes this comment.
<b>19.6 Criticism of Council policy</b>		
19.6.1	The Council has failed to recognised the importance of rural schools to rural communities	As stated in the authority's revised Schools Organisation Policy, approved by Cabinet in November 2015, the council acknowledges that 'In a rural county as diverse as Powys there is no one size fits all approach to school organisation. Consideration will be given to the specific circumstances of each school/s and community.' However, as stated in the One Powys Plan, 'we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.

		The authority fully recognises the importance of rural schools to rural communities. A community impact assessment has been carried out as part of this process, and this, along with all issues raised during the consultation, will be considered by Cabinet before determining how to proceed in relation to this proposal.
19.6.2	Complaint about the number of schools shutting – unacceptable that the Council is planning on closing around 8 more schools	The authority notes this comment. Whilst the authority has been carrying out consultation on proposals relating to a number of schools, no final decisions have yet been made. All issues raised during these various consultation processes will be considered by Cabinet before determining a way forward.
19.6.3	Powys policy seems to be closure of village schools rather than supporting them	As stated in the authority’s revised Schools Organisation Policy, approved by Cabinet in November 2015, the council acknowledges that ‘In a rural county as diverse as Powys there is no one size fits all approach to school organisation. Consideration will be given to the specific circumstances of each school/s and community.’ However, as stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
19.6.4	Oppose the council’s previous transformation policy to move away from mixed age groups	The authority notes this comment.
<b>19.7 Criticism of the Council’s treatment of rural communities</b>		
19.7.1	Powys County Council does not take its responsibilities to rural communities robustly enough	The authority fully recognises the importance of rural schools to rural communities. A community impact assessment has been carried out as part of this process, and this, along with all issues raised during the consultation, will be considered by Cabinet before determining how to proceed in relation to this proposal.
19.7.2	A quote from the One Powys Plan was provided in the report considered by Cabinet in December – however the One Powys Plan also states “In strong communities people are in touch, talk to and help each other out.	Reports presented to the Council’s Cabinet are required to include a reference to the One Powys Plan. It is true that the quote provided by the respondent is included in the One Powys Plan, within the priority ‘Stronger, safer and economically viable communities’. However, the ‘Transforming learning and skills’ priority of the One Powys Plan states the authority’s aspiration to ensure that ‘all children and young people are supported to achieve their full potential’. Within this priority, the Plan states that ‘we need to ‘re-organise

	They are more likely to feel that they belong and have a sense of pride about where they live”	schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
<b>19.8 Criticism of the Council’s treatment of Nantmel C. in W. School</b>		
19.8.1	The way parents and governors have been treated so far is diabolical	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils, however should the school close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
<b>19.9 Other</b>		
19.9.1	Access problems at Knighton C. in W. School have not been sorted in spite of assurances made to parents of pupils of Beguildy School	The delivery of pupils from the Beguildy area to Knighton is through a home to school transport arrangement with the pupils being delivered to the school via the main vehicle access to the school.
19.9.2	Why is Radnorshire being hit with more closures than the north?	In accordance with the Schools Transformation Policy 2014, all schools across the county were considered against a range of criteria and the SORP agreed which schools were to be reviewed.
19.9.3	Closing the school would be an inhumane act by the Council	The authority does not accept this statement. The authority is committed to ensuring the best possible education for all children and young people. The One Powys Plan states the authority’s aspiration to ensure that ‘all children and young people are supported to achieve their full potential’. Within this priority, the Plan states that ‘we need to ‘re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
19.9.4	Urge the Council to learn a little compassion	The authority accepts that any school reorganisation proposal creates a period of uncertainty for those affected, and the authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty. The Cabinet will consider all issues raised during the consultation period before determining how to proceed in relation to Nantmel C. in W. School.

19.9.5	The Council is trying to deprive children of their right to have their school education in the correct environment for them	The authority is committed to ensuring the best possible education for all children and young people. The One Powys Plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
19.9.6	The Council does not see how school closures impact on people's lives and affect and upset so many children	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils. Should Nantmel C. in W. School close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
19.9.7	It is short termist of the council to close the school entirely – being short termist is a poor way to run any system of government	The authority notes this comment.
19.9.8	Cabinet members are concerned about providing financial equality, however they need to provide financial equality for our children and buck the trend of focusing on funding the mechanisms of the Council	The authority notes this comment.
19.9.9	Why does the council want to wreck the school?	<p>The reasons why the authority is proposing closure of Nantmel C. in W. School are outlined in the consultation document in respect of the proposal, and are as follows:</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> <p>Pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, 'we need to re-organise schools (primary,</p>



		secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
19.9.10	The more schools the council closes, the more sad children there will be	The authority accepts that any school reorganisation proposal creates a period of uncertainty for pupils. Should Nantmel C. in W. School close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, to ensure that they are happy in their new schools. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
19.9.11	Powys County Council and Councillors need to lobby the Welsh Assembly Government and working groups to ensure Powys does not fall foul of urban policy models	The authority notes this comment.
<b>20 QUESTIONS ABOUT / ISSUES WITH THE PROCESS</b>		
<b>20.1 Timescale</b>		
20.1.1	What is the expected timescale for Cabinet to consider the outcome of consultation and for a final decision to be made?	It is expected that a Consultation Report will be considered by Cabinet in June. This is subject to change. The timescale for the process going forward will be dependent on the decision made by Cabinet and the number of Objections received during any Statutory Objection period. Should Cabinet decide to proceed with the publication of Statutory Notices, the authority would aim for a final decision to be made in early September.
20.1.2	The process is very lengthy	The authority accepts that the process is lengthy and leads to a period of uncertainty for those affected by the proposal, however the authority is required to follow the statutory process as set out by the Welsh Government. The authority is keen to conclude the process as swiftly as possible, to minimise this period of uncertainty for those affected.
20.1.3	Request to extend the consultation period	The initial consultation period allowed met the requirements of the School Organisation Code. However, during the initial consultation period it became apparent that the consultation documentation had not been sent to some stakeholders, therefore the consultation period was extended. The authority is satisfied that stakeholders have had

		more than enough time to respond to the consultation.
20.1.4	What would be the timescale for the community to submit a business case?	If the community wishes to submit a business case, this would need to be received during the consultation period.
20.1.6	Date on the front of the Consultation Document, Response Form and Young People's Version are incorrect – the incorrect closing date is stated. This will result in a further extension to the consultation period	The dates on the Consultation Document, Response Form and Young People's Version are the dates of the original consultation period. When the consultation period was extended, stakeholders were advised of this and of the new closing date by letter. This information was also issued as a press release. In addition, the council's website clearly showed the revised closing date from the date the consultation period was extended. The authority is therefore satisfied that there is no need for a further extension to the consultation period.
20.1.7	Publication of the incorrect closing date will have misled people into believing it is too late to send in their responses	When the consultation period was extended, stakeholders were advised of this and of the new closing date by letter. This information was also issued as a press release. In addition, the council's website clearly showed the revised closing date from the date the consultation period was extended. The authority does not accept that the council has misled people into believing it is too late to send in their responses.
20.1.8	Unsettling to have the consultation deadline extended due to omissions made by the Modernisation Team – extension would not so easily have been granted if it had been requested by the community or the school	The authority notes this comment. The consultation period was extended in order to ensure that all stakeholders as listed in the School Organisation Code had at least 42 days to respond to the consultation.
20.1.9	Extension to consultation period will have a knock on effect on the time it will take for Cabinet to make a decision in relation to the school	It is true that the extension to the consultation period will have an effect on the time it will take for Cabinet to make a decision in relation to the school.
20.1.10	Failure of the consultation to adhere to an academic year outlines the school service's lack of commitment	The authority notes this comment.

	to offering the best to our children	
20.1.11	Proposing to close a school in December is an underhand technique to manipulate families into leaving before a decision has been made.	The authority did not propose closing the school in December in order to manipulate parents into leaving before a decision has been made.
20.1.12	Running consultation on closure of Llanbister C.P. School and Llanfihangel Rhydithon C.P. School on a similar timescale reinforces the concept that the Schools Service are manipulating proceedings as families are worried about competing for places at Crossgates C.P. School	The authority accepts that running consultation on closure of Llanbister C.P. School and Llanfihangel Rhydithon C.P. School along a similar timescale to the consultation on closure of Nantmel C. in W. School will have caused concerns for families living closer to Crossgates C.P. School. However, no final decision has yet been made in relation to either Nantmel C. in W. School, Llanbister C.P. School and Llanfihangel Rhydithon C.P. School. At the current time, there are sufficient places available at Crossgates C.P. School, and capacity at this school will be taken into consideration by the Cabinet when determining how to proceed in relation to the proposals.
20.1.13	The Council is attempting to pit community against community by running consultations along similar timescales	The authority is not attempting to pit community against community.
<b>20.2 Request for clarification of process going forward</b>		
20.2.1	What would happen to the school if parents decide to take children out of the school in the autumn, leaving so few pupils that the school became unviable?	If pupil numbers in the school reduced to such an extent that it was not good educationally for the children, then there would need to be a discussion with the parents of those pupils. However the school could not formally close without going through the statutory process.
20.2.2	If a decision is made to keep the school open, would the school operate as usual from January 2017?	Yes, this process could stop if Cabinet decide not to proceed at any point. If this happened, the school would continue to operate as usual.
20.2.3	Would the decision on the school's future need to be referred to the	As Nantmel C. in W. School is a Church school, there is provision for the Diocesan Authority to refer the decision to the Education Minister after the Cabinet has made the

	Minister for Education?	final decision following the statutory objection period.
20.2.4	If a decision is made not to close the school, how frequently could the school be reviewed under the School Transformation Policy?	The 2014 School Transformation Policy set out an annual cycle of reviews, however a new School Reorganisation Policy is now in place which doesn't include an annual cycle of reviews. When the school was reviewed again would depend on the reasons why the process was stopped, however the authority shouldn't be putting schools through a continuous process of review.
<b>20.3 Consultation meetings</b>		
20.3.1	Why was a separate meeting with governors held in addition to the meeting with parents?	When there is a recommendation to close a school, the authority's usual practice is hold consultation meetings with pupils, staff, governors and parents / the community. It is felt that different groups affected by the proposal might wish to discuss different issues, for example governors may wish to discuss issues relating to governance. By arranging more than one meeting, the authority is providing opportunities for as many stakeholders as possible to have their say.
20.3.2	Having a separate meeting for governors and parents reinforces some parents' perception that governors are given more information than them	The authority notes this comment. However, the authority's usual practice is to hold a separate consultation meeting with governors. In the majority of cases, governors have appreciated and welcomed the opportunity to have a separate meeting.
20.3.3	Why didn't Councillors attend the meeting with governors?	The authority's usual practice is that the Portfolio Holder attends the meeting with parents / the community, however the Portfolio Holder and other Cabinet members will be aware of all issues raised during the consultation, including those raised in meetings and in other written responses, before making a decision on how to proceed.
20.3.4	Concern that there is insufficient time available for the public meeting	The authority notes this comment. The authority's view is that two hours is sufficient for a meeting of this type, however there can be a certain level of flexibility with this.
20.3.5	Why was a request to record the public meeting denied?	In order for the meeting to be recorded, all those present would need to have given informed consent for this to happen.
20.3.6	At the consultation meeting held in	The authority disagrees with this comment. Officers endeavoured to answer all questions

	Nantmel School, very few questions were answered and questions were not answered directly	posed in the consultation meeting to the best of their abilities. Responses to all issues raised during the consultation period, including those raised in the consultation meetings, are provided in this report.
20.3.7	Responses provided in consultation meeting were evasive, unhelpful and dismissive	Officers endeavoured to answer all questions posed in the consultation meeting to the best of their abilities. Responses to all issues raised during the consultation period, including those raised in the consultation meetings, are provided in this report.
20.3.8	Body language of the Cabinet members in the consultation meeting was closed	The authority notes this view.
20.3.9	Request to record public consultation meeting at Nantmel was refused, however Llanbister were allowed to record their meeting and the authority facilitated the recording of the high school meetings – this has disadvantaged the consultees of Nantmel	The authority notes this comment.
20.3.10	Despite having 3 note takers at the public consultation meeting, took 15 days to release the minutes, which was the maximum time allowed	Historically, minutes of consultation meetings have not been released to the public. However, following requests from members of the Nantmel community, the authority agreed that minutes would be released within 15 working days of the date of the meeting, and the minutes were provided within this timescale. The authority's view is that this is reasonable.
<b>20.4 SORP process</b>		
20.4.1	There has been no engagement with Cabinet members up until this point – there is only one Cabinet member on the School Organisation Review Panel – it is mainly made up of officers	The authority notes this comment. When the School Organisation Review Panel was initially proposed there was a suggestion to include more elected members, however the decision of the Cabinet at that point in time was to just include the Portfolio Holder for Education.

20.4.2	SORP evaluated data that has not been examined in depth or is not wholly accurate, which has led to the current position on closure	The authority is satisfied that the data examined by the SORP when agreeing the draft recommendation in relation to Nantmel C. in W. School was accurate.
<b>20.5 View that a final decision has already been made</b>		
20.5.1	The process isn't transparent as Cabinet members are only presented with the information that officers choose to present to them	Cabinet members will receive the consultation report which lists all issues raised during the consultation period, and will take this into consideration before determining the way forward in respect of Nantmel C. in W. School.
20.5.2	The Council seems determined to close small schools – this isn't a democratic consultation process	No decision has been made on the future of Nantmel C. in W. School. All issues raised during the consultation period, and the authority's response to these issues, will be taken into consideration by Cabinet when determining how to proceed with this proposal.
20.5.3	The decision has been made long ago	No decision has been made on the future of Nantmel C. in W. School. All issues raised during the consultation period, and the authority's response to these issues, will be taken into consideration by Cabinet when determining how to proceed with this proposal.
20.5.4	Budget approved by Council on the 25 <sup>th</sup> February 2016 included projected savings of £60,000 for small school closures – if no decisions have been made, how could the portfolio holder name Dolau, Llanbister and Nantmel schools?	The £60,000 projected savings for the 2016/17 financial year was in relation to Whitton (Aided) School, which closed at the end of December 2015.
20.5.5	Doubt that anyone in the Nantmel community believes that there is a true democratic process being employed by Powys County Council and that there is any passion for real stakeholder consultation	No decision has been made on the future of Nantmel C. in W. School. All issues raised during the consultation period, and the authority's response to these issues, will be taken into consideration by Cabinet when determining how to proceed with this proposal.

20.5.6	Strong view that the outcome is already pre-determined	No decision has yet been made on the future of Nantmel C. in W. School.
20.5.7	841 people signed a petition against the closure of the school to let the Cabinet know their view – our view so far has been disregarded	The petition against closure of Nantmel C. in W. School was taken into consideration by the Cabinet when they decided to commence consultation on closure of the school. However, no final decision on the future of Nantmel C. in W. School has yet been made. All issues raised during the consultation period, as outlined in this report, will be taken into consideration by Cabinet before they determine how to proceed in relation to the school.
20.5.8	Lack of honesty in the consultation process stifles the possibility of a productive outcome for the school	The authority does not agree that there has been a lack of honesty in the consultation process. No final decision on the future of Nantmel C. in W. School has yet been made. All issues raised during the consultation period, as outlined in this report, will be taken into consideration by Cabinet before they determine how to proceed in relation to the school.
20.5.9	Urge Cabinet members to prove that this consultation is really at a formative stage where we can go forward in partnership	The authority notes this comment. No final decision on the future of Nantmel C. in W. School has yet been made. All issues raised during the consultation period, as outlined in this report, will be taken into consideration by Cabinet before they determine how to proceed in relation to the school.
20.5.10	Urge the Cabinet to vote for positive change and do the job you were elected to fulfil – to provide good quality, diverse education in an inspirational rural area.	The authority notes this comment. The One Powys Plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
<b>20.6 Other</b>		
20.6.1	Request for Cabinet members to visit the school and the named receiving school	Cabinet members visited the school and the named receiving school during the consultation period.
20.6.2	Have you consulted the teachers at Llandrindod High School on this?	The School Organisation Code does not require the authority to consult with the teachers of Llandrindod High School on this proposal, however this was a public consultation exercise, therefore teachers at Llandrindod High School were entitled to respond if they

		had wished to.
20.6.3	Why hasn't the Council already discussed with the Church what conditions relate to the school building?	The authority will enter into discussions with the Church in relation to future use of the school building if necessary depending on the decision made by Cabinet on the way forward in respect of Nantmel C. in W. School.
20.6.4	The Minister for Education and Skills stated that "When proposing change, local authorities should place the interests of learners above all others"	The authority is fully committed to providing the best possible educational opportunities for pupils. The One Powys Plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
20.6.5	Welsh Government have repeatedly stated that closure of schools should not be led by financial considerations	The authority is fully committed to providing the best possible educational opportunities for pupils. The One Powys Plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
20.6.6	Welsh Government have stated that other governance models should be explored as an alternative to closure	A range of other models were considered by the SORP during the review process, as outlined within the consultation document. These models were also discussed with the governing body of Nantmel C. in W. School. However, the SORP's view was that none of the alternative options provided the best solution in this case.
20.6.7	School Organisation Code states that consideration should be given to 'clustering, collaboration or federation taking into account the scope for ICT use between school sites or that reasons should be given for not pursuing these as an alternative'	The options considered in relation to Nantmel C. in W. School are aligned to those contained in the School Transformation Policy 2014. These do not include clustering or collaboration. There is already a degree of clustering and collaboration between primary schools in the catchment.
20.6.8	Can you legally name a receiving school that has a lower level of health and safety?	The authority is satisfied that health and safety is not at a lower level at Rhayader C. in W. School.



<b>21 QUESTIONS ABOUT / ISSUES WITH THE CONSULTATION DOCUMENTATION</b>		
<b>21.1 Aspects which aren't included in the documentation</b>		
21.1.1	Documentation does not mention the DDA ratings for Nantmel C. in W. School and Rhayader C. in W. School	<p>The School Organisation Code does not include a specific requirement to include DDA ratings for the affected schools.</p> <p>The Welsh Government's 21<sup>st</sup> Century Schools Survey assessed the schools as follows for Disabled Access:</p> <p>Nantmel – D – Bad Rhayader – C – Poor</p>
21.1.2	There is no consideration of the geography of Radnorshire	The authority is fully aware of the geography of Radnorshire and the rural nature of the area.
21.1.3	No consideration has been given to standards – you are not operating under the premise of the quality of education being most important	Consideration has been given to standards. Whilst educational standards at Nantmel C. in W. School isn't one of the reasons why closure is being proposed, the authority is satisfied that education of a comparable standard would be provided at the named receiving school should the school close.
21.1.4	Documentation does not include a table showing the annual interest charges incurred by each of the smaller schools on capital expenditure – this would demonstrate that when taken into account the cost per pupil at Nantmel C. in W. School will be substantially less than at similar schools.	All capital expenditure is managed and funded within the overarching capital strategy for the council. These costs are not allocated to individual schools.
21.1.5	Local authority has not analysed the current performance of the schools affected nor provided a robust	All schools in Wales are categorised annually. This classification is based on two indicators: standards at the school and the school's capacity to improve. This categorisation is a consistent model co-ordinated by the consortium. In 2015/16 the school

	<p>enough consideration of its own, or the regional consortium's view of the performance</p>	<p>was categorised as 3B Yellow.</p>	
<p>21.1.6</p>	<p>The authority does not deal robustly with many of the disadvantages and risks identified e.g. makes no suggestion as to how it may address difficulties for parents or pupils on low incomes, due to the additional travel to attend activities or to collect pupils from after school activities</p>	<p>The authority recognises that all pupils who are transported to school on authority commissioned Home to School Transport do not have the same access to extra-curricular activities, and this applies to those pupils in the school that live more than 2 miles from the school and live in its catchment area.</p> <p>The named receiving school in Rhayader and the neighbouring school in Crossgates are only 8 miles apart with Nantmel sitting almost equidistant between the two schools.</p> <p>The authority will work with the Headteacher' s and Governing Bodies of the named and other receiving schools to ensure that participation in all school activity is maximised for all learners.</p>	
<p>21.1.7</p>	<p>The authority has not considered well enough the impact of the proposal on nursery age children</p>	<p>The proposal for the closure of the school will include children of Nursery age as well of those in the older age groups of Reception to Year 6. If the school were to close the Nursery age children would transfer to the named receiving school or the school of the parents' choice in line with the procedures that will be followed for the older children.</p> <p>Those children of Nursery age who will reach Nursery age in the 2016-17 school year and who have/ expect to be offered a place in Nantmel will be offered places in the named receiving school or the school of the parents' choice (subject tp place availability).</p> <p>The authority has undertaken a separate consultation around the change of age of admission into Primary Schools, with the cabinet approving the change at a meeting in late spring.</p> <p>The change to commencing school to the start of the child's reception year will be supported by an increase and length of the funded 3 plus provision. A separate project has commenced around the management of change and commissioning of this extended service for the start of the 2017-18 school year. The project will ensure that funded places are available for all children whose parents wish to take up the provision.</p>	

21.1.8	Document does not outline how many children of nursery age are at Nantmel C. in W. School, projected nursery numbers, where the nearest alternative nursery provision is, how far away it is, or whether it has places for these children	<p>As part of the consultation process with the School staff and governing body discussions were held around the number of children the school were expecting to join over the next 2 – 3 years both from within and outside the schools natural catchment area. The school confirmed the numbers were low and the agreed numbers were included in the consultation papers.</p> <p>The authority has undertaken a separate consultation around the change of age of admission into Primary Schools, with the cabinet approving the change at a meeting in late spring.</p> <p>The change to commencing school to the start of the child’s reception year will be supported by an increase and length of the funded 3 plus provision. A separate project has commenced around the management of change and commissioning of this extended service for the start of the 2017-18 school year. The project will ensure that funded places are available for all children whose parents wish to take up the provision.</p> <p>There are funded 3 + settings currently in Rhayader, Crossgates, Newbridge and Llandrindod.</p>
21.1.9	The proposal does not provide information about the authority or the consortium’s view on the quality of leadership and management at the schools	<p>In 2015/16 Nantmel C. in W. School’s capacity for improvement was judged as B. The school currently has a shared headship arrangement with Rhayader C. in W. School. This is a temporary arrangement agreed by both governing bodies up to the 31<sup>st</sup> August 2016.</p>
21.1.20	The proposer provides no data and no analysis of the performance of the schools in the proposal	<p>Because pupil numbers in each year group over the last 4 years have been 5 or below, the end of foundation phase data has not been included in order to protect the identify of individual pupils.</p> <p>Over the last 2 years, pupil numbers in year 6 have been below 5, therefore data has not been included in order to protect the identity of pupils.</p> <p>Information about school performance has been provided in the consultation document by the inclusion of the judgement for Standards by Welsh Government for the purposes of the national classification.</p>

21.1.21	The proposer makes no suggestion as to how it could address the issue of pupils being unable to access after school activities if they were reliant on home to school transport	<p>The authority recognises that all pupils who are transported to school on authority commissioned Home to School Transport do not have the same access to extra-curricular activities and this applies to those pupils in the school that live more than 2 miles from the school and live in its catchment area.</p> <p>The named receiving school in Rhayader and the neighbouring school in Crossgates are only 8 miles apart with Nantmel sitting almost equidistant between the two schools.</p> <p>The authority will work with the Headteacher' s and Governing Bodies of the named and other receiving schools to ensure that participation in all school activity is maximised for all learners.</p>
21.1.22	The proposal does not contain figures for pupils who are currently in the nursery at Nantmel C. in W. School or any of the receiving schools	<p>As part of the consultation process with the School staff and governing body discussions were held around the number of children the school were expecting to join over the next 2 – 3 years both from within and outside the schools natural catchment area. The school confirmed the numbers were low and the agreed numbers were included in the consultation papers.</p> <p>The authority has undertaken a separate consultation around the change of age of admission into Primary Schools, with the cabinet approving the change at a meeting in late spring.</p> <p>The change to commencing school to the start of the child's reception year will be supported by an increase and length of the funded 3 plus provision. A separate project has commenced around the management of change and commissioning of this extended service for the start of the 2017-18 school year. The project will ensure that funded places are available for all children whose parents wish to take up the provision.</p> <p>There are funded 3 + settings currently in Rhayader, Crossgates, Newbridge and Llandrindod.</p>
21.1.23	It is unclear if nursery aged pupils would be able to transfer to Rhayader C. in W. School, or to which other	Those pupils who are of Nursery age and have been admitted into the school prior to the date of closure would be offered places in Rhayader C. in W. School as the named receiving school and the authority would support parents in accessing places in other

	schools they could go	schools if this was their choice.  Children who are 4 on or after 1 <sup>st</sup> September 2017 would not be admitted into full time Primary education until the start of the school year 2018-19 in September 2018, but would be entitled to attend a funded 3 + setting in the area.
21.1.24	The proposal has a blatant disregard for “Placing the interests of learners above all others” as stated in the School Organisation Code	The authority is fully committed to providing the best possible educational opportunities for pupils. The One Powys Plan states the authority’s aspiration to ensure that ‘all children and young people are supported to achieve their full potential’. Within this priority, the Plan states that ‘we need to ‘re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
21.1.25	The consultation document fails to focus on the education and wellbeing of our children	The authority is fully committed to providing the best possible opportunities for pupils. The One Powys Plan states the authority’s aspiration to ensure that ‘all children and young people are supported to achieve their full potential’. Within this priority, the Plan states that ‘we need to ‘re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’. However, the authority acknowledges that any school reorganisation proposal creates a period of uncertainty for pupils. Should Nantmel C. in W. School close, the receiving school or any other school pupils might wish to transfer to would provide support to pupils to aid their transition, to ensure that they are happy in their new schools. The authority is keen to conclude this process as swiftly as possible in order to minimise this period of uncertainty for pupils.
21.1.26	School Organisation Code states that authorities are required to state ‘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)	Places will be available for all children in Nantmel C. in W. School in Rhayader C. in W. as the named receiving school. Should the authority proceed with the closure of Nantmel C. in W. School, officers from the admissions team will support the parents in deciding if they wish to transfer their child/ren to Rhayader C. in W. School or an alternative school.  The authority would also ensure that the children in Nantmel have a number of transition activities with their peers in the chosen school, these activities would take place in the term prior to the schools closure.  With regard to after school activities, the authority recognises that all pupils who are transported to school on authority commissioned Home to School Transport do not have the same access to extra-curricular activities that take place outside the school day, and

		<p>this applies to those pupils in the school that live more than 2 miles from the school and live in its catchment area. The authority will work with the Headteachers and Governing Bodies of the named and other receiving schools to ensure that participation in all school activity is maximised for all learners.</p>
21.1.27	<p>Consultation document fails to outline the impact on staff</p>	<p>The proposal's impact on staff is covered on page 10 of the consultation document. A separate consultation meeting with staff was held during the consultation period, to give staff the opportunity to raise any issues relating to the proposal's impact on them. The issues raised relating to impact on staff are included in this consultation report.</p>
21.1.28	<p>Consultation document fails to outline any provision for pupils</p>	<p>The consultation document states that should Nantmel C. in W. School close, alternative provision would be available at Rhayader C. in W. School, the named receiving school in respect of this proposal.</p>
<p><b>21.2 Request for clarification of aspects of the documentation</b></p>		
21.2.1	<p>There is a discrepancy of £1000 between the Cabinet report and the consultation document in relation to savings</p>	<p>The figure stated in the consultation document is the correct figure.</p>
21.2.2	<p>Request for clarification in relation to the reference in the document to £10,000 kitchen subsidy</p>	<p>The figure used in the consultation document was an estimate, further work has been carried out and the actual figure for 2015/16 was £9,980.</p>
21.2.3	<p>Request for clarification about transport costs / breakdown of how you came to the figure of £30,400</p>	<p>The figure of £30,400 reflects the estimated additional Home to School Transport costs of £160 per day. The £160 per day is made up of two potential new routes at a cost of £140 per day each less £80 per day which is the current daily rate for the one route running into Nantmel.</p>
21.2.4	<p>How have you been able to determine that the birth rate in Nantmel won't increase?</p>	<p>The authority has population estimates for each of the 13 main areas of the authority, these show that the number of young people is projected to fall across all areas of Powys over the next 20 years while the overall population of the authority increases.</p> <p>The authority does not have specific data for the Nantmel area but the pupil number</p>

		<p>projections used in the consultation document has been checked and agreed by the School and Governing body. In January 2016, just under 60% (18 out of 31) pupils are in the Junior age range and will leave the school by July 2019, the school have not provided any information that the projected intake over the same period will be at this level.</p> <p>The school currently have a number of children who live outside the schools catchment area.</p>
21.2.5	Not one of the reasons for closure is related to Estyn's key questions – why is this?	Educational standards at Nantmel C. in W. School is not one of the reasons why closure is being proposed. However, the authority is satisfied that education of a comparable standard would be provided at the named receiving school should the school close.
21.2.6	Savings figures are not explained in the clarity that enables stakeholders to be fully informed	The authority notes this comment.
21.2.7	Query re capacity figure – the spare classroom at Nantmel C. in W. School equates to 'hall space' as is allowed according to 'Measuring the Capacity of Schools in Wales' (2011)	<p>The capacity of a school is calculated in accordance with the Measuring Capacity of Schools in Wales (MCSW) regulations and is based on the schools use of its current physical facilities. The measurement is undertaken by officers of the authority and checked and confirmed with headteachers and members of the governing body.</p> <p>The authority recognises that if one of the spaces included in the calculation was identified as a non-teaching space that the capacity of the school would be reduced.</p>
21.2.8	Appears that Nantmel in not the closest school for around 40% of pupils and if Nantmel closes, Rhayader is not the closest school for around 70% of pupils, therefore it would appear that the local authority may support only a few pupils to travel to that school	<p>The authority notes this comment.</p> <p>Whilst Rhayader C. in W. School is named as the receiving school in relation to this proposal, parents would be entitled to apply for a place for their child in any other school, and the place would be allocated as long as there were places available.</p> <p>Transport would be provided if this was the child's nearest school and that they lived more than 2 miles from the school, in accordance with the authority's Home to School Transport Policy.</p> <p>The authority will provide transport to all current pupils living in the Nantmel catchment,</p>

		<p>and who meet the qualifying criteria, who parents chose to send their children to the named receiving school in Rhayader. The authority will consider transport for any subsequent siblings on a case by case basis.</p> <p>The authority will not provide transport to current children attending Nantmel who live outside the schools catchment area to Rhayader or any other school unless they choose to send their child to their closest school and the meet the qualifying criteria for transport.</p>
21.2.9	Document notes that the authority's transport policy only applies to pupils 'of primary school age', however it's not clear how the authority will provide for children of nursery age should Nantmel C. in W. School close	The current Home to Transport policy applies equally to Nursery aged children and to children in the Reception to year 6 year groups. However, following the change to the age of admission from the start of the 2017-18 school year the children attending the funded 3+ provision across the authority will not be entitled to free transport provision to the setting.
21.2.10	Where home to school transport will be provided due to the walking route being deemed unsafe, it is unclear if transport would be to the parent and child's school of choice or only to a school designated by the local authority	If the child lives in the Nantmel catchment area transport would be provided to Rhayader C. in W. School as the named receiving school and also to another school of the parents' choice if this school was the closest school to the home address.
21.2.11	In a few cases, the authority's provision for travel appears at odds with the aim of the proposal	The authority notes this comment
21.2.12	Unclear whether the authority has identified all vulnerable groups and considered them robustly enough e.g. Gypsy Traveller pupils	None of the pupils registered at the school on the PLASC counting date in January 2015 and January 2016 were identified as Gypsy Travellers on the school's PLASC return. The authority is not aware that any Gypsy Traveller children are currently attending the school.
21.2.13	Request for breakdown and detailed costings of school dinners provided to Nantmel C. in W. School to enable	The actual costs for 2015/16 were as follows: <b>Staff Costs</b>



<p>the governors and the community to look at alternative arrangements</p>	<p>Cashiers – £834  Cook Preparation – £1,784  Driver – £3,263  General Kitchen Assistant – £1,443</p> <p><b><u>Other Costs</u></b>  Van Costs – £1,693  Provisions – £963</p> <p><b><u>Total cost £9,980</u></b></p>
<p>21.2.14 Concerning that the same travel costs have been apportioned to Llanbister and Nantmel – brings the accuracy of the figure into doubt. A detailed breakdown of journeys and costings needs to be produced</p>	<p>The figure of £30,400 per annum is based on an additional cost of £160 per day. As stated in the consultation meetings, the figure is an estimate based on the expected additional transport costs resulting from the council’s proposals.</p> <p>There is a significant difference in the current travel costs between Llanbister C.P. School and Nantmel C. in W. School, and if the proposals go forward the actual additional transport costs incurred will be dependent on the number of parents who choose to send their children to the named or alternative school.</p>
<p>21.2.15 Unclear whether better educational provision will be offered to those children that will be affected by the proposed closure</p>	<p>The authority is satisfied that education of a comparable standard would be provided at the named receiving school should Nantmel C. in W. School close.</p>
<p>21.2.16 Page 12 states that “no capital funding is required to achieve the proposal” – however expenditure will be required to improve parking situation</p>	<p>The authority notes this comment. Since the consultation meeting, a review of the car parking situation at Rhayader C in W School has been carried out, any remedial work required will be risk assessed and scored in accordance with the Authority’s major improvements capital programme and included in the relevant programme in accordance to the score given.</p>
<p>21.2.18 The consultation document is misleading, out of context, based on inaccurate information, lacks robust data and fails to present a qualitative</p>	<p>The consultation document has been written in line with the requirements of the Welsh Government’s School Organisation Code (2013).</p>

view of the situation		
<b>21.3 Other</b>		
21.3.1	Are there any financial reasons for the proposed closure date of 31 <sup>st</sup> December 2016?	The proposed closure date of 31 <sup>st</sup> December 2016 is the earliest possible date the school could close due to the lengthy process that needs to be carried out. There are no financial reasons for the proposed closure date.
21.3.2	The current recommendation is based on inconsistent figures	Data relating to Nantmel C. in W. School was discussed and agreed with the school's governing body during the SORP's discussions with the school which took place during 2015.
<b>22 ALTERNATIVE OPTIONS</b>		
<b>22.1 Federation / Split Site School</b>		
22.1.1	Why hasn't more consideration been given to the proposal of federation or a split site school?	<p>The School Organisation Review Panel (SORP) considered the option of federation / a split site school when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.</p> <p>All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.</p>
22.1.2	Why hasn't federation been afforded to this community as an alternative to closure and a way to keep children in their local communities?	<p>The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.</p> <p>All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.</p>
22.1.3	If there was a possibility of Llanfihangel Rhydithon C.P. School becoming a church school, would that make the possibility of federation	Federation between Nantmel C. in W. School and Llanfihangel Rhydithon C.P. School is not currently possible as the Federation Regulations do not allow federation between church schools and non-church schools. Should Llanfihangel Rhydithon C.P. School become a church school, federation would be possible, however the small size of both of

	stronger?	these schools would raise questions about the viability of this model. If Llanfihangel Rhydithon C.P. School was to become a church school, formal consultation processes would be required.
22.1.4	Federation with Rhayader C. in W. School should be considered	Federation with Rhayader C. in W. School School was an option considered by the SORP when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School
22.1.5	Federation would be a way forward and would continue to keep costs down	<p>The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.</p> <p>All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.</p>
22.1.6	Cabinet members agreed to investigate federation with Rhayader in the Cabinet meeting	This is not reflected in the minutes of the Cabinet meeting held on the 15 <sup>th</sup> December 2015.
22.1.7	Federation with Rhayader would achieve some cost savings and would be a better alternative to outright closure	<p>The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.</p> <p>All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.</p>
22.1.8	Request for consultation to take place on federation of Rhayader and Nantmel as is the present informal position	<p>The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.</p> <p>All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.</p>
22.1.9	The current arrangement with Rhayader is working positively for all	The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel

	involved – children are still in their community but are given opportunities to socialise and develop with children and parents at Rhayader; staff meet to plan and prepare	C. in W. School. However this was not considered to be a suitable solution in this case.  All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.
22.1.10	Federation on two sites would deliver a successful and sustainable way of ensuring children could continue to be educated at the school	The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.  All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.
22.1.11	Federation with Rhayader is the governors preferred option as this is working effectively at present and has also been seen to work between Nantmel and Dolau	The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.  All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.
22.1.12	Federation could have been adopted to ensure cost savings, excellent education and continuity	The School Organisation Review Panel (SORP) considered the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.  All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.
22.1.13	Federation is clearly a viable option	The School Organisation Review Panel (SORP) considered to the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.  All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.

22.1.14	Federation has been and is being adopted successfully in Powys schools	It is true that there is one example of a formal federation within Powys. This model is proving successful to date. Two out of the three schools have had a successful Estyn inspection since its establishment.
22.1.15	School Organisation Code makes it clear that consideration should be given to the alternative of federating schools when local authorities review provision	<p>The School Organisation Review Panel (SORP) gave significant consideration to the option of federation when deciding on the draft recommendation to be considered by Cabinet in respect of Nantmel C. in W. School. However this was not considered to be a suitable solution in this case.</p> <p>All alternative options suggested during the consultation will be considered by Cabinet when determining the way forward in relation to Nantmel C. in W. School.</p>
<b>22.2 Multi-sited school</b>		
22.2.1	Plans involving all of the threatened schools could have been considered	The schools currently under review were identified for review separately, in accordance with the criteria outlined in the School Transformation Policy 2014.
22.2.2	Combine Nantmel with Llanbister and Dolau and bring under the name of Crossgates – one headteacher over satellite schools	The schools currently under review were identified for review separately, in accordance with the criteria outlined in the School Transformation Policy 2014. As all schools being reviewed are small, this option would not be financially viable.
22.2.3	One headteacher covering 3 small schools whilst having a teaching deputy / associate – surely this would lead to a considerable saving	<p>Under Federation arrangements and the authority's fair funding scheme, the authority would be required to fund a headteacher's post for each of the schools in the federation and no saving would be achieved by the authority.</p> <p>The federated model if formalised would enable the appointed headteacher to focus on the leadership and management of the schools and would allow the other staff to focus on the direct teaching and learning of the children. The schools in such a federation would through the more efficient use of the leadership and management time, have some available monies to focus on the teaching and learning of the children.</p> <p>If 3 schools closed and 1 was created the authority would then only fund 1 Headteacher.</p>

<b>22.3 Financial Support</b>		
22.3.1	Would the Cabinet be open to collaboration with the community in order to save the school – e.g. by the Community Council raising the precept in order to fund the shortfall in funding?	This was raised as an alternative option at the public consultation in Nantmel on the 25 <sup>th</sup> February 2016. At the meeting, officers agreed to provide information to members of the community to enable them to put together a business case related to this model. The requested information was provided to the community, as agreed, however no business case was received.
22.3.2	If a local business wanted to support the school to enable it to remain open would that be an option?	Further information would be required to understand whether this approach would be sustainable and meet the authority's vision for education.
22.3.3	Request to know what sum of money would need to be found to enable the school to continue	The revised figure for 2016/17 based on the school's latest budget plan is £55,781, this includes meeting the small schools allowance and the canteen subsidy.
22.3.4	Could the pupils arrange activities to raise money so that the school can be kept open?	This approach would not be sustainable nor would it meet the authority's vision for education.
22.3.5	Option that Nantmel Community Council could contribute funding in order to ensure the school's future	This was raised as an alternative option at the public consultation in Nantmel on the 25 <sup>th</sup> February 2016. At the meeting, officers agreed to provide information to members of the community to enable them to put together a business case related to this model. The requested information was provided to the community, as agreed, however no business case was received.
22.3.6	Local businesses and groups are willing to support the school financially	Further information would be required to understand whether this approach would be sustainable and meet the authority's vision for education.
<b>22.4 Collaboration</b>		
22.4.1	The governors, community council, parents and community want to assist	The authority notes this comment. A range of alternative options were considered by the SORP before agreeing the draft recommendation for closure of the school, however the

	the local authority to find cost effective ways to provide education from Nantmel School	SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.4.2	There is clearly no desire for community collaboration or a will to properly explore alternative options	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.4.3	Money could be saved by doubling up on staff with other schools as recommended by the Welsh Government	Nantmel C. in W. School is currently sharing a headteacher with another school. However this is not a permanent arrangement. The authority's view is that in order for sharing of staff to work effectively, all staff would need to be part of one split site school, however the small number of pupils in Nantmel C. in W. School means that this option is not financially viable.
22.4.4	The Council should form a collaborative working group with the rural communities that still have small schools to find innovative solutions, create collaborative links and working practices that will allow our small schools to thrive and be a celebrated success	The authority notes this comment. A range of alternative options were considered by the SORP before agreeing the draft recommendation for closure of the school, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
<b>22.5 Closure of other schools</b>		
22.5.1	Close other schools and move the pupils to Nantmel	There is insufficient capacity at Nantmel C. in W. School to accommodate pupils from another school.
<b>22.6 Other Comments</b>		
22.6.1	Alternative options appear to have been disregarded	The SORP considered a range of alternative options before agreeing the draft recommendation for closure of the school. These were discussed with the governing body

		of Nantmel C. in W. School as part of the SORP process, and are outlined in the consultation document.
22.6.2	Seems that consultation on closure is premature when there are other options available	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.3	The Council has failed to work with stakeholders in the community to explore alternatives.	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.4	Is there another way to keep costs down but keeping children in their own community?	A range of alternative options were considered by the SORP, including options such as federation and split sited schools, which would enable children to continue to attend school in Nantmel. However the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.5	The council should look into all avenues to see how a school can be kept in a community	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.6	Emphasis should be on how to keep the school open not looking straight to closure as a quick fix answer	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.7	Do not feel that adequate	A range of alternative options were considered by the SORP, however the SORP's view



	consideration has been given to more imaginative solutions	was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.8	There has been no concerted effort to look at alternative options prior to this consultation to close	The SORP gave consideration to a range of possible options for the future of Nantmel C. in W. School before agreeing the draft recommendation to close the school.
22.6.9	Powys County Council does not work hard enough to find alternative methods of delivery to address the needs of its residents	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.10	In moving forward, could look to use the spare classroom for family learning sessions	The authority notes this comment.
22.6.11	Going forward, we could have different groups coming in to the school to share expertise in the spare classroom e.g. Elan Valley Rangers, cookery, art and writing workshops	The authority notes this comment.
22.6.12	Urge Powys County Council to think outside the box and work with the community to find solutions	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
22.6.13	Removing the threat of closure would increase the number of pupils, perhaps to a level where federation with another school or schools might	The authority notes this comment. As stated in the consultation document, there were 36 pupils at Nantmel C. in W. School in January 2011, and pupil numbers have decreased since then. The pupil projections for Nantmel C. in W. School that were considered before this process started did not suggest any significant increase in pupil numbers. The

	be possible	authority notes that any school reorganisation process will lead to a period of uncertainty for those affected, however no formal consultation has previously taken place in respect of closure of Nantmel C. in W. School.
22.6.14	Governors / community to look at alternative arrangements for providing school dinners e.g. Michaelchurch Escley Primary School, a very remote village school in the Black Mountains, uses a local restaurant to provide school dinners	The authority notes this comment.  Any alternative provision would have to be approved by the authority and would need to adhere to the required nutritional standards.
22.6.15	A layout change in the school's central area could solve concerns raised by Cabinet members about children eating lunch in their classroom	The authority notes this comment.
22.6.16	Need to change should be addressed through partnership working with the community.	A range of alternative options were considered by the SORP, however the SORP's view was that none of the alternative options were a suitable way forward in relation to Nantmel C. in W. School. All alternative options suggested as part of the consultation are included in this consultation report, and will be considered by Cabinet before determining the way forward.
<b>23 OTHER QUESTIONS / COMMENTS</b>		
23.1	What would happen to the school's resources should the school close, including any resources paid for by the school fund?	The authority would discuss the future use of resources in the school and in particular those funded by the School Fund with the Governing Body and agree the process that would be followed.  In normal circumstances the named receiving school would be given the first opportunity to receive the resources, following that it would then be extended to other receiving schools and then other schools in the catchment.
23.2	Query about the playing field at	The playing field at Nantmel is currently leased on a 21 year lease that commenced in

	Nantmel C. in W. School – for how long is it leased, how much is paid for it and is that charged back to the school’s delegated budget?	<p>1995 which the authority is currently “holding over” on the lease which is subject to a low annual rental. The authority has checked its financial records and it does not appear that a payment of the rental has been requested by or made to the land owner. Any payment due would be a charge on the schools delegated budget.</p> <p>Subject to the outcome of the consultation process the authority will either terminate or extend the lease with the landowner.</p>
23.3	Powys is a very rural county – there are sparsity issues	The authority is fully aware of the rural nature of Powys.
23.4	It is sad that another school is closing	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
23.5	The proposal is short sighted	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
23.6	Concern about the cost to society if individuals are not given the opportunity to develop fully	The authority notes this comment. However, pupil numbers in Nantmel C. in W. School are low and are not expected to increase significantly. As stated in the One Powys Plan, ‘we need to re-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity’.
23.7	Closure of the school would leave the Council short of school places	Rhayader C. in W. School is the named receiving school in respect of this proposal. The authority is confident that there are sufficient places at this school to
23.8	Closing rural schools is a backwards step	The authority notes this comment.
23.9	There would be less children going to Llandrindod High School	The authority does not agree that closure of Nantmel C. in W. School would have any significant impact on the number of pupils going to Llandrindod High School.

23.10	Education options are limited in this area	The authority notes this comment, and is committed to ensuring that the best possible educational opportunities are available to children and young people in Powys.
23.11	Why would you close Llandrindod High School and develop a new school in Builth Wells when there is plenty of land available on the Llandrindod site?	This consultation is about the future of Nantmel C. in W. School, not possible changes to secondary provision in the local area.
23.12	Nantmel is not the smallest school in Powys, nor the most expensive, nor the school with the largest number of surplus places	Nantmel C. in W. School was identified for review based on the criteria outlined in the 2014 School Transformation Policy.
23.13	Concern about travel distance to Builth Wells should Llandrindod High School close	This consultation is about the future of Nantmel C. in W. School. Possible changes to secondary provision are being considered as part of a separate exercise, however the current proposal for the reorganisation of secondary schools includes retaining the provision on the Llandrindod High School site.
23.14	We need to maintain our primary schools to meet projected increases in pupil numbers in the future – have to be careful not to create a capital expenditure need	The authority notes this comment.
23.15	Reference to Domiciliary Care Crisis in 2014 and personal consequences on communities of the dogmatic approach of financial cost cutting	The authority notes this comment.
23.16	Nantmel was Village School of the Year in 2002	The authority notes this comment.
23.17	Concerning that headteachers are expected to be on top of a never	The authority notes this comment.

	ending stream of performance indicators instead of contributing to the education of our schools, and that not keeping their eye on PIs can lead to closure of the school	
23.18	Powys County Council should stop fulfilling the demands of PIs that fly in the face of Powys Education set up due to its rural nature, and should focus on providing education in the community	The authority is committed to providing the best possible educational opportunities for pupils. The One Powys Plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential', and within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
23.19	It's not balanced to close a school, destroy a community and risk educational standards for the sake of satisfying performance targets.	The authority is committed to providing the best possible opportunities for pupils. The One Powys Plan states the authority's aspiration to ensure that 'all children and young people are supported to achieve their full potential'. Within this priority, the Plan states that 'we need to 're-organise schools (primary, secondary and post 16) to ensure affordability, sustainability and appropriate leadership capacity'.
<b>24 COMMENTS IN FAVOUR OF THE PROPOSAL</b>		
24.1	Pupils would be able to mix with more pupils if they went to a bigger school, which would help build their confidence	The authority notes this comment
24.2	Supportive of the school modernisation / reorganisation agenda if it means better quality and range of education	The authority notes this comment
24.3	It's unfair that pupils here are funded excessively compared to the Powys average	The authority notes this comment

24.4	If projected pupil numbers are below 50 for the foreseeable future, the school should be closed and savings should be put back into improving education	The authority notes this comment
24.5	Larger schools are financially more viable	The authority notes this comment