



Proposal to change the language category of Ysgol Bro Caereinion

Impact Assessments Updated February 2024



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Proposal to change the language category of Ysgol Bro Caereinion

Impact Assessments

1. Introduction

Powys County Council has consulted on a proposal to change the language category of Ysgol Bro Caereinion. The proposal was as follows:

- To make a regulated alteration to alter the medium of instruction at Ysgol Bro Caereinion to Welsh-medium.
- This would be introduced on a phased basis, year-by-year, starting with Reception and Year 7 in September 2025.

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

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

The Equality Impact Assessment has been carried out based on the latest PLASC information available. The Community Impact Assessment and Welsh Impact Assessment has been carried out with input from the school.

The impact assessments have been updated to incorporate any issues raised during the consultation period. The updated versions will be considered by the council's Cabinet when determining how to proceed in relation to this proposal.

2. Integrated Impact Assessment

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

Proposal
To change the language category of Ysgol Bro Caereinion to Welsh-medium.

Outline Summary / Description of Proposal
<p>The Council has consulted on the following proposal in order to change the language category of Ysgol Bro Caereinion over time:</p> <ul style="list-style-type: none">• To make a regulated alteration to alter the medium of instruction at Ysgol Bro Caereinion from dual stream to Welsh-medium.• This would be introduced on a phased basis, year-by-year, starting with Reception and Year 7 in September 2025. <p>This would mean that:</p> <ul style="list-style-type: none">• English-medium provision would be phased out gradually year by year, starting with Reception and Year 7 in September 2025 – pupils would be taught in Welsh-medium classes and become fully bilingual i.e. fluent in both Welsh and English.• Additional Welsh language support would be provided alongside the change e.g. Trochi Pontio (late immersion) provision, Welsh language training for staff. <p>Should this be implemented, the change would start to be phased in from September 2025.</p>

1. Version Control (services should consider the impact assessment early in the development process and continually evaluate)

Version	Description	Date
1	Initial version for Cabinet consideration	29/08/23

2	Amended following Cabinet meeting for inclusion as part of consultation documentation	27/09/23
3	Updated version following consultation for Cabinet consideration	28/02/24

2. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	Consultation has been carried out in accordance with the requirements of the School Organisation Code.

3. Impact on Other Service Areas

Does the proposal have potential to impact on another service area? (Have you considered the implications on Health & Safety and Corporate Parenting?) PLEASE ENSURE YOU INFORM / ENGAGE ANY AFFECTED SERVICE AREAS AT THE EARLIEST OPPORTUNITY
The proposal has the potential to impact the following services: <ul style="list-style-type: none"> - Children’s Services - Digital Services - Education - Finance - Transformation & Communications - Workforce & OD
Data Protection Impact Assessment
Would the proposal involve processing the personal details of individuals? Yes
Is Powys County Council the data controller? Yes

4. Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)

The following geographical areas would be impacted by the proposal:

- North Powys
- Llanfair Caereinion

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>A prosperous Wales:</p> <p>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work.</p>	<p>The proposal is to phase any change in the school’s language category in over a number of years, starting with pupils in Reception and Year 7. Trochi Pontio provision would be provided alongside the change to enable pupils currently attending the school to continue to do so, so no additional transport should be required. However it is acknowledged that some pupils could choose to transfer to alternative English-medium schools, which could result in additional transport on the roads.</p> <p>It is anticipated that the proposal would lead to improved employment opportunities for all pupils in the area in the future, as all pupils would be fully bilingual in Welsh and English, and therefore able to take advantage of employment opportunities which require fluency in both languages.</p>	<p>Good</p>	<p>Consideration to be given to the impact on pupils currently accessing English-medium provision when considering whether or not to proceed with implementation of the proposal.</p>	

	<p>Comments were received during the consultation that supported the Council's view that the proposal would enable all pupils in the area to become bilingual. However, concern was also expressed about the impact on pupils' English language skills and on the educational achievement of pupils transferring from English-medium to Welsh-medium provision.</p>			
<p>A resilient Wales:</p> <p>A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Implementation of the proposal would enable the school to operate more efficiently as a single stream school, improving its economic resilience.</p>	Neutral		
<p>A healthier Wales:</p> <p>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood.</p> <p>Public Health (Wales) Act, 2017:</p> <p>Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This could have a negative impact on people's well-being. It is also possible that there could be an impact on the well-being of some pupils during the transition period. This was reflected in comments received during the consultation period.</p> <p>Eventually however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is expected that the proposal would help to improve community cohesion, as</p>	Neutral	<p>The proposal is to introduce the change on a phased basis, to minimise the impact on pupils currently attending the school. However the impact on current pupils will need to be considered when determining whether or not to proceed with the proposal.</p> <p>The proposal includes additional Welsh language support to be introduced alongside the change in language category e.g. Trochi, additional Welsh language support.</p> <p>Should the Council proceed with implementation of the proposal, a promotional campaign would need to be carried out to support this, to raise awareness about Welsh-medium education and the benefits of bilingualism.</p>	Neutral

	<p>all pupils in the area would be fluent in both Welsh and English.</p> <p>Concerns were raised during the consultation on the impact on the wellbeing of staff. It is acknowledged that any school reorganisation process causes a period of uncertainty for those affected, including staff.</p> <p>The only decision made so far has been a decision to carry out consultation on a proposal to change the school's language category on a phased basis. Staff were able to let the Council know their views on the proposal as part of this process. In addition, a consultation meeting was held with staff, which provided a further opportunity for staff to let the Council know their views.</p> <p>HR have met with members of staff, and support is also available via the Council's Employee Support Programme, 'Vivup'.</p>		<p>Also, if the proposal was implemented, there would be a need to work with Ysgol Bro Caereinion and other schools in the catchment to ensure that pupils were supported with transition arrangements. This would include Trochi provision for those wishing to access it, as well as support with transition arrangements to alternative schools for any pupils wishing to transfer to English-medium secondary provision in other schools</p> <p>Should the Council proceed with the process, there would be opportunities for individual discussions with members of staff about any impact on them as part of any Management of Change processes, should these processes be required.</p>	
<p>A Wales of cohesive communities:</p> <p>Attractive, viable, safe and well-connected Communities.</p>	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This was reflected in comments received during the consultation period.</p>	<p>Neutral</p>	<p>Additional Welsh language support to be introduced at Ysgol Bro Caereinion alongside any change in language category e.g. Trochi, additional Welsh language support.</p> <p>Whilst this would ensure that primary aged pupils from outside the area would be able to attend the</p>	

	<p>Eventually however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is expected that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.</p> <p>Following implementation of the proposal, there could be a negative impact on pupils moving to the area from outside the area / outside Wales. In particular, this could mean that secondary aged pupils moving to the area would attend English-medium provision in alternative locations, which would not support their integration into the community.</p> <p>Concerns were also raised during the consultation period about pupils in Llanfair Caereinion having to attend different schools should they choose to access English-medium provision and losing links with their own community.</p>		<p>school, it is possible that this may not be suitable for older, secondary aged pupils.</p> <p>Should the Council proceed with implementation of the proposal, a promotional campaign would need to be carried out to support this, to raise awareness about Welsh-medium education and the benefits of bilingualism.</p>	Neutral
<p>A globally responsible Wales:</p> <p>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p>Human Rights - is about being proactive (see guidance)</p>	<p>The proposal would ensure that all pupils accessing Ysgol Bro Caereinion in the future would develop bilingual skills in Welsh and English. Being fully bilingual in Welsh and English contributes to the cultural well-being of Wales, and would enable pupils to take part in local, national and global activities through the medium of Welsh and English.</p> <p>Comments were received during the consultation that supported the Council's view that the</p>	Good		

<p>UN Convention on the Rights of the Child:</p> <p>The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>proposal would enable all pupils in the area to become bilingual. However, concern was also expressed about the impact on English-medium pupils if they decide not to remain at Ysgol Bro Caereinion for their secondary education but instead made a choice to attend another English-medium school as they would have less exposure to the Welsh language and less opportunities to take part in Welsh language activities.</p> <p>It is anticipated that implementation of the proposal would have a positive impact on the use of resources, as it would enable the school to operate more efficiently as a single stream school, and would enable resources to be focused on delivering education through the medium of Welsh.</p> <p>A consultation exercise has been carried out, which included consultation with children and young people affected by the proposal, ensuring that all affected by the plans have had the opportunity to give their views.</p>		<p>Whilst it is acknowledged that there may be less exposure to the Welsh Language in English-medium schools, it must be noted that all schools in Wales are required to increase their use of the Welsh Language as part of the new Curriculum for Wales, and there would also be the opportunity to learn Welsh second language at these schools.</p>	
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A Wales of vibrant culture and thriving Welsh language: A society that promotes and protects culture, heritage and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from
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				drop down box below
<p><i>Opportunities for persons to use the Welsh language, and treating the Welsh language no less favourable than the English language</i></p>	<p>The proposal is to change the school's language category over time, so that eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English.</p> <p>As well as ensuring that all pupils are fully bilingual, this would ensure a fully Welsh-medium ethos, leading to enhanced opportunities to use the Welsh language throughout the school, and increased opportunities for participation in Welsh language extra-curricular activities and opportunities.</p> <p>Implementing the proposal would strengthen and broaden Welsh medium provision by improving the breadth of Welsh medium options at all key stages and ensuring stronger transition and progress for pupils. As a result, pupils would develop into fully bi-lingual pupils that would be better placed to support the local and national economic and community needs.</p> <p>As well as a full Welsh-medium curriculum, it is likely that changing the school's language category to Welsh-medium would result in increased opportunities for pupils to access Welsh language activities, including activities provided by the school and activities provided by other organisations e.g. Menter Maldwyn, the Urdd.</p>	Very Good		

	<p>Implementing the proposal would raise the profile of Welsh-medium education in the area, and create more fluent Welsh speakers who will be able to use the language within the community, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050.</p> <p>Comments were received during the consultation that supported the Council's view that the proposal would enable all pupils in the area to become bilingual. However, concern was also expressed about the impact on English-medium pupils if they decide not to remain at Ysgol Bro Caereinion for their secondary education but instead made a choice to attend another English-medium school as they would have less exposure to the Welsh language and less opportunities to take part in Welsh language activities.</p>		<p>Whilst it is acknowledged that there may be less exposure to the Welsh Language in English-medium schools, it must be noted that all schools in Wales are required to increase their use of the Welsh Language as part of the new Curriculum for Wales, and there would also be the opportunity to learn Welsh second language at these schools.</p>	
<p><i>Opportunities to promote the Welsh language</i></p>	<p>The proposal is to change the school's language category over time, so that eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English. This would lead to enhanced opportunities to promote the Welsh language within the school and beyond, for example through the 'Siartr Iaith' (Welsh Language Charter) and through improved opportunities to provide Welsh language cluster activities.</p> <p>As well as a full Welsh-medium curriculum, it is likely that changing the school's language</p>	<p>Very Good</p>		

	<p>category to Welsh-medium would also result in increased opportunities for pupils to access Welsh language activities, including activities provided by the school and activities provided by other organisations e.g. Menter Maldwyn, the Urdd.</p> <p>Comments were received during the consultation that supported the Council's view that the proposal would enable all pupils in the area to become bilingual, would enable pupils to take part in more Welsh language activities and would promote the use of Welsh in the area. However, concern was also expressed about the impact on English-medium pupils if they decide not to remain at Ysgol Bro Caereinion for their secondary education but instead made a choice to attend another English-medium school as they would have less exposure to the Welsh language and less opportunities to take part in Welsh language activities.</p>			
<p><i>People are encouraged to do sport, art and recreation.</i></p>	<p>It is not anticipated that the proposal would impact on opportunities to take part in sport, art and recreation. However, comments were received during the consultation that some pupils would choose to move to another English-medium school for secondary provision rather than choosing to remain at Ysgol Bro Caereinion. There may be an impact on these pupils' ability to access after-school/extra-curricular activities as they would be attending a school that is further away from their home.</p>	<p>Neutral</p>	<p>There would still be the opportunity of accessing sport, art and recreation activities in the local community even though they may not attend school in the area.</p>	

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A more equal Wales: A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances).

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

Well-being Goal	How does proposal contribute to this goal?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
Age	<p>The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion regardless of their age, including the opportunity for all pupils to become fully bilingual in Welsh and English.</p> <p>Initially the proposal would mainly impact younger pupils as the intention is that the change would be phased in, starting with Reception aged pupils. During the consultation period, particular concern was expressed about pupils currently accessing English-medium provision in the primary phase, who would be particularly affected by the proposal.</p>	Neutral	The impact on pupils accessing English-medium provision in the primary phase to be considered when determining whether or not to proceed with the proposal.	
Disability	<p>The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion, including any pupils with disabilities. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.</p>	Neutral		Neutral

	<p>There may be concerns regarding the impact of the proposal on pupils with ALN.</p> <p>A number of concerns about the impact on pupils with ALN were raised in the responses received to the consultation.</p>		<p>The school to provide enhanced support to pupils with ALN as needed in order to meet their needs.</p> <p>Across Wales there are children with SEN/ALN who are educated successfully in Welsh-medium schools, whether they are from Welsh-speaking homes, English-speaking homes or homes where other languages are spoken. Ysgol Bro Caereinion, along with other schools, can benefit from learning from best practice which already exists at other schools.</p> <p>The Powys SEN/ALN strategy, agreed by Cabinet in November 2021, is committed to improving the provision for all pupils with SEN/ALN, whatever their first language. This includes pupils who can be educated in mainstream classes as well as pupils who require specialist provision. As part of the strategy, the local authority is developing and improving its range of specialist provision, including specialist centres and satellites of special schools, in order to make sure that the needs of all pupils in Powys can be met effectively.</p> <p>The Council is currently reviewing the strategy to strengthen those areas of greatest need.</p> <p>The school will not change from Welsh medium to English medium overnight. There will be a transition period for those pupils already in the school. During this transition period, pupils with SEN/ALN who are currently attending English-medium primary provision in the Bro Caereinion will be able to access</p>	
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			<p>this provision throughout the primary phase. Should the Council proceed with implementation of the proposal, they would be able to access Trochi provision with the aim of transferring to Welsh-medium provision, or they would be able to access English-medium provision at an alternative school.</p> <p>Whilst the Council's aim is that the vast majority of pupils continue to attend Ysgol Bro Caereinion, it is acknowledged that some pupils currently accessing English-medium provision may not wish to transfer into Welsh-medium provision, and that this may particularly be the case for pupils with additional learning needs.</p> <p>If the proposal goes ahead, pupils with SEN/ALN in Llanfair Caereinion would be taught through the medium of Welsh from the start of their time in school. A key part of the strategy is that pupils with SEN/ALN have the right to be educated in mainstream schools alongside their peers.</p> <p>Under the Additional Learning Needs and Education Tribunal (Wales) Act 2018, pupils with ALN will have individual development plans (IDPs) which will set out their needs and the support that they will receive. This could include support from school staff as well as specialist support from the local authority. Where appropriate, interventions may take place through the medium of English. This will be determined in line with the needs of the individual pupil. Similarly, if a pupil arrives at the school with no English, a level of support may be provided in their own language.</p>	
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<i>Gender reassignment</i>	No impact	Neutral		
<i>Marriage or civil partnership</i>	No impact	Neutral		
<i>Race</i>	The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion, regardless of their race. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Religion or belief</i>	The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion, regardless of their religion or belief. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Sex</i>	The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion, regardless of their sex. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Sexual Orientation</i>	The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion, regardless of their sexual orientation. This would include the opportunity for all pupils to become fully bilingual in Welsh and English.	Neutral		
<i>Pregnancy and Maternity</i>	No impact	Neutral		
<i>Socio-economic duty</i>	The proposal would provide improved opportunities for all pupils at Ysgol Bro Caereinion, including any learners from economically disadvantaged backgrounds. This	Neutral		

	<p>would include the opportunity for all pupils to become fully bilingual in Welsh and English.</p> <p>It is anticipated that the proposal would lead to improved employment opportunities for all pupils in the area in the future, as all pupils would be fully bilingual in Welsh and English, and therefore able to take advantage of employment opportunities which require Welsh language skills.</p> <p>Concerns were raised during the consultation that some parents would choose for their children to attend other English-medium secondary schools rather than remain at Ysgol Bro Caereinion if the proposal went ahead. There could be an impact on these families if they weren't able to have home-to-school transport to other schools because they aren't their closest school and therefore would be reliant on their own modes of transport at their own cost. However, the Council's preference is that all pupils remain at Ysgol Bro Caereinion and are able to benefit from a Welsh-medium education and become fully bilingual.</p>		<p>Cabinet to consider transport issues as part of the overall consideration of the proposal.</p>	<p>Neutral</p>
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Source of Outline Evidence to support judgements

Consultation responses, consultation report

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

Sustainable Development Principle (5 ways of working)

Principle	How does the proposal impact on this principle?	<u>IMPACT</u> Please select from drop down box below	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> Please select from drop down box below
<p>Long Term: <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i></p>	<p>The proposal would provide a more sustainable model of delivering education in Llanfair Caereinion, which would enable the school to operate more efficiently through not having to duplicate provision.</p> <p>As a single language school, there would be no need for the school to duplicate provision in two languages, which would also ensure effective use of resources in the long term.</p> <p>Concerns were raised during the consultation period about possible impact on pupil numbers at the school in the future should there be no English-medium provision at the school, and that this would impact on the school’s viability in the longer term.</p>	<p>Good</p>	<p>Should the Council proceed with implementation of the proposal, a promotional campaign would need to be carried out to support this, to raise awareness about Welsh-medium education and the benefits of bilingualism. The intention is that all pupils in Welsh-medium education within the catchment transfer to Ysgol Bro Caereinion for their secondary education – this currently isn’t the case. It is also expected that having clear progression routes from early years through to secondary provision would provide more clarity for parents leading to more parents choosing Welsh-medium education.</p>	
<p>Collaboration: <i>Working with others in a collaborative way to find shared sustainable solutions.</i></p>	<p>Should Cabinet agree to implement the proposal, the Council would work in collaboration with the school, key stakeholders associated with the school, and external partners such as Mudiad Meithrin, Menter Maldwyn, the Urdd to transition to the new delivery model.</p>	<p>Neutral</p>		

<p>Involvement (including Communication and Engagement): <i>Involving a diversity of the population in the decisions that affect them including:</i></p> <p>Unpaid Carers:</p> <p><i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Engagement with representatives of the school has taken place when developing this proposal.</p> <p>Consultation has been carried out with stakeholders in accordance with the School Organisation Code, which provided the opportunity for all interested parties to give their views. The findings of this exercise will be reported to Cabinet and will be taken into consideration when determining how to proceed.</p> <p>All stakeholders have had the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>	<p>Good</p>		
<p>Prevention: <i>Understanding the root causes of issues to prevent them from occurring including:</i></p> <p>Safeguarding:</p> <p><i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The proposal would provide a more sustainable model of delivering education in Llanfair Caereinion, which would enable the school to operate more efficiently through not having to duplicate provision.</p> <p>It is not anticipated that there would be an impact on safeguarding arrangements.</p>	<p>Good</p>		
<p>Integration: <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	<p>An integrated approach would be taken in order to implement the proposal, which would include other Council service areas and other partners as required.</p>	<p>Neutral</p>		
<p>Powys County Council Workforce:</p>	<p>Implementation of the preferred way forward would have a positive impact on Welsh-medium</p>	<p>Neutral</p>	<p>There are a significant number of staff at Ysgol Bro Caereinion who are bilingual and currently teach and work through the medium of Welsh and English.</p>	<p>Neutral</p>

<p>What Impact would this change have on the Workforce?</p>	<p>staff by enabling them to work in a fully Welsh-medium environment.</p> <p>As the change in language category is phased in across the school, there may be an impact on school staff who cannot work through the medium of Welsh. Comments raising concern about the impact on staff unable to work through the medium of Welsh were received during the consultation period.</p> <p>If the proposal was implemented, Welsh would be the primary, main language of the school. It is anticipated that this this would support the development of a fully Welsh ethos across the school.</p> <p>Implementing the proposal may have an additional impact on Council staffing services such as Children’s Services, Catering, Payroll, ALN as there would be an expectation for services to be provided in Welsh. This would have a positive impact on opportunities for Council staff to use the Welsh language.</p>		<p>There are, however, a number of teaching and support staff across both the primary and secondary sites who currently work solely in the English stream or work predominantly through the medium of English.</p> <p>Should the proposal be implemented, audit work would be undertaken with all staff to understand their current Welsh Language levels and to prioritise staff to be supported to develop their Welsh Language skills.</p> <p>The proposal to introduce the change on a phased basis does give time for staff to attend appropriate courses to support their development in this area. Human Resources would be involved in supporting consultation with every member of staff and to support the transition to work through the medium of Welsh. Where this is not possible the management of change process would support staff in seeking other employment opportunities or redeployment.</p>	
<p>Payroll: How would this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils</p>	<p>The proposal complies with Powys CC’s Single Status Terms and Conditions.</p>	<p>Neutral</p>		

Single Status Terms and Conditions?				
Welsh Language impact on staff	<p>Implementation of the preferred way forward would have a positive impact on Welsh-medium staff by enabling them to work in a fully Welsh-medium environment.</p> <p>As the change in language category is phased in across the school, there may be an impact on school staff who cannot work through the medium of Welsh. Comments raising concern about the impact on staff unable to work through the medium of Welsh were received during the consultation period.</p> <p>If the proposal was implemented, Welsh would be the primary, main language of the school. It is anticipated that this this would support the development of a fully Welsh ethos across the school.</p> <p>Implementing the proposal may have an additional impact on Council staffing services such as Children’s Services, Catering, Payroll, ALN as there would be an expectation for services to be provided in Welsh. This would have a positive impact on opportunities for Council staff to use the Welsh language.</p>	Good		
Apprenticeships: Has consideration been given to whether this change impacts negatively, or positively on	No impact	Neutral		

Apprenticeships within the service?				
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Source of Outline Evidence to support judgements
Consultation responses, consultation report

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

Communities	How does the proposal impact on residents and community?	IMPACT See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	IMPACT AFTER MITIGATION See impact definitions in guidance document	Source of Outline Evidence to support judgement
Llanfair Caereinion	<p>In the short term, it is possible that the proposal to change the school's language category could lead to tensions and disagreement within the local community, in particular whilst consultation processes are ongoing. This was reflected in comments received during the consultation period.</p> <p>Eventually however, it is expected that these tensions would diminish, and in the longer term as the change in language category is implemented, it is expected that the proposal would help to improve community cohesion, as all pupils in the area would be fluent in both Welsh and English.</p>	Moderate	<p>The proposal includes additional Welsh language support to be introduced alongside the change in language category e.g. Trochi, additional Welsh language support.</p> <p>Whilst this would ensure that primary aged pupils from outside the area would be able to attend the school, it is possible that this may not be suitable for older, secondary aged pupils.</p> <p>Should the Council proceed with implementation of the proposal, a promotional campaign would need</p>	Minor	

	<p>Following implementation of the proposal, there could be a negative impact on pupils moving to the area from outside the area / outside Wales. In particular, this could mean that secondary aged pupils moving to the area would attend English-medium provision in alternative locations, which would not support their integration into the community. Concerns were raised during the consultation period about pupils in Llanfair Caereinion having to attend different schools should they choose to access English-medium provision.</p>		<p>to be carried out to support this, to raise awareness about Welsh-medium education and the benefits of bilingualism.</p>		
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7. What are the risks to service delivery or the council following implementation of this proposal?

Risk Identified	Inherent Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)	Mitigation	Residual Risk Rating Impact X Likelihood (See Risk Matrix in guidance document)
<p>Risk that pupil numbers at Ysgol Bro Caereinion could reduce if parents choose not to send their children to Ysgol Bro Caereinion if they preferred an English-medium provision, which could have an impact on the school's budget and increase surplus places.</p>	<p>Medium</p>	<p>A promotional campaign is required to help parents understand the benefits of a bilingual education, and the support available to them e.g. Trochi</p>	<p>Low</p>

8. Overall Summary and Judgement of this Impact Assessment?

The draft impact assessment indicates that the impact of the proposal is positive overall. The proposal would eventually provide a more sustainable model for delivering education in Ysgol Bro Caereinion, ensuring that all pupils are fully bilingual in Welsh and English when they leave the school. The proposal is to change the school's language category over time, which would minimise the impact on pupils currently attending Ysgol Bro Caereinion, but would also ensure that, eventually, all pupils would be taught through the medium of Welsh, and would become fully bilingual in Welsh and English. This would lead to enhanced opportunities to promote the Welsh language within the school and within the community and would provide those pupils with bilingual skills to take into the workplace. However it is acknowledged that there would be an impact on pupils currently accessing English-medium primary provision in the Ysgol Bro Caereinion catchment as they would no longer be able to access English-medium secondary provision at Ysgol Bro Caereinion. Concerns about the impact on these pupils were raised during the consultation period. Additional support such as Trochi Pontio (immersive language support) would be available for pupils who would be impacted should they wish to continue their education at Ysgol Bro Caereinion, however the impact on these pupils in particular will need to be considered when determining whether or not to proceed with implementation of the proposal.

9. Is there additional evidence to support the Impact Assessment (IA)?

What additional evidence and data has informed the development of your proposal?

Consultation responses, consultation report

10. On-going monitoring arrangements?

What arrangements will be put in place to monitor the impact over time?

The Transforming Education Programme Board will continue to monitor impact over time.

Please state when this Impact Assessment will be reviewed.

This impact assessment will be reviewed at each stage of the process

3. Equality Impact Assessment

Powys County Council

Equality Impact Assessment (EqIA)



Proposal	To change the language category of Ysgol Bro Caereinion
Service Area	Schools Service
Date of Assessment	September 2023, updated February 2024.

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

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

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

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

1. AIM or PURPOSE

<p>Briefly describe the aim or purpose of the change proposal being assessed.</p> <p>Powys County Council is consulting on a proposal to change the language category of Ysgol Bro Caereinion. The proposal is as follows:</p> <ul style="list-style-type: none">• To make a regulated alteration to alter the medium of instruction at Ysgol Bro Caereinion to Welsh-medium.• This would be introduced on a phased basis, year-by-year, starting with Reception and Year 7 in September 2025.
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2. OBJECTIVES

Please state the current business objectives of the change proposal.

The Council is proposing to change the language category of Ysgol Bro Caereinion. This would mean that English-medium provision at the school would be phased out gradually year by year, starting with Reception and Year 7 in September 2025. Eventually, all pupils in the school would attend Welsh-medium provision, ensuring that pupils would be fluent in Welsh and English. Additional Welsh language support would be provided alongside the change e.g. Trochi provision, Welsh language training for staff.

3. BENEFITS and OUTCOMES

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

The benefits of the proposal are:

- Would enable the school to operate more efficiently
- More opportunities could be offered through the medium of Welsh
- Increase in pupils studying through the medium of Welsh in the longer term
- Would provide access to designated Welsh-medium secondary provision
- Opportunity to attract more pupils from Welsh-medium primary schools in the area
- Meets the Council's Strategy for Transforming Education in Powys
- Would meet the aspirations of the Council's WESP
- Potential financial saving to the authority
- Would shorten the transition period to a new delivery model compared with some other options
- Limited impact on pupils currently accessing English-medium education at the school – current pupils would be able to continue to access this provision throughout the primary or secondary phase, depending on which year group they are in.
- Would enable the school to operate more efficiently more quickly
- Would allow time for any necessary staff development and professional learning to take place to support the change
- Would ensure that designated Welsh-medium provision is available more quickly, thus meeting the aspiration on the Council's WESP

4. CORPORATE RELEVANCE

How does this change proposal relate to the Corporate and Strategic Equality Plan?

The proposal to change the language category of Ysgol Bro Caereinion is aligned to the Transforming Education Programme and forms part of the Transformation Portfolio, setup to support the priorities and objectives outlined in the Corporate and Strategic Equality Plan. The proposal is also in-line with the Council's approved Welsh in Education Strategic Plan.

5. DATA USED

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

Tick/shade boxes as appropriate.

Profiling of service users, providing a breakdown of who uses the service by the protected characteristics.	✓
Service user satisfaction rates, broken down by the protected characteristics.	
Qualitative data (analysed against the protected characteristics) which provides evidence about current services users experience accessing the service.	
Qualitative data gathered from those that are not currently using the service.	
Complaints monitoring against the protected characteristics.	
Wider research reports and findings.	
Relevant service based Equality Impact Assessment.	

5.2. Are there any gaps in the data?

Yes No ✓

Please state the gaps:

- N/A

How will the gaps be addressed going forward?

- N/A

6. DATA ANALYSIS

<p>6.1 Quantitative Summarise the key quantitative data analysis results, providing key headline statistics. Include data that relates to existing provision and also data relating to proposal. E.g. statistics generated from a consultation questionnaire.</p> <p>Key questions:</p> <p>i) Are certain groups currently underrepresented in service user figures? Will a change affect this?</p> <p>ii) How do satisfaction levels compare across the protected characteristic groups? How will a change affect this?</p>	<p><u>PLASC January 2023</u></p> <p><u>Ysgol Bro Caereinion</u></p> <p>Based on the information provided in the school's PLASC return in January 2023, the following pupils belong to the protected characteristic groups:</p> <ul style="list-style-type: none">- Free school meals: 14.2% of pupils are eligible for Free School Meals. This equates to 17.9% in the primary phase and 13.0% in the secondary phase.- ALN: 17.5% of pupils at the school have additional educational needs. Of these, 67 pupils are on School Action, 18 pupils are on School Action Plus, 3 pupils have statements and 12 have IDPs. In the primary phase this equates to 21 pupils are on School Action, 7 on School Action Plus, 1 have statements and 3 have IDPs (22.9%). In the secondary phase this equates to 46 pupils are on School Action, 11 on School Action Plus, 2 have statements and 9 have IDPs (15.7%).- Disabilities: 17.5% of pupils have additional learning needs. 22.9% in the primary phase and 15.7% in the secondary phase.- Looked After Children: 0% of pupils were recorded as looked after.- English as an Additional Language: 0.2% of pupils are identified as EAL pupils. 0.0% in the primary phase and 0.23% in the secondary phase.- Ethnicity: The ethnic group of 95.6% of pupils at the school is White British. 4.4% of pupils belong to ethnic groups other than White British. <p><u>Ysgol Rhiw Bechan</u></p>
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Ysgol Rhiw Bechan is the only other school in the Caereinion catchment that provides education through the medium of English, so implementation of the proposal would have a greater impact on pupils that attend this school compared with the other schools.

Based on the information provided in the school's PLASC return in January 2023, the following pupils belong to the protected characteristic groups:

- Free school meals: 9.5% of pupils are eligible for Free School Meals.
- ALN: 27.2% of pupils at the school have additional educational needs. Of these, 31 pupils are on School Action, 4 pupils are on School Action Plus, 2 pupils have statements and 9 have IDPs.
- Disabilities: 27.2% of pupils have additional learning needs.
- Looked After Children: 0.0% of pupils were recorded as looked after.
- English as an Additional Language: 1.8% of pupils are identified as EAL pupils.
- Ethnicity: The ethnic group of 93.5% of pupils at the school is White British. 3.6% of pupils belong to ethnic groups other than White British.

The information above shows that a proportion of pupils that belong to the protected characteristic groups will be affected by this proposal. In particular:

- 14.2% of pupils at Ysgol Bro Caereinion and 9.5% of pupils at Ysgol Rhiw Bechan are eligible for Free School Meals. This is lower than the Powys average at (18.0%).
- 22.9% of pupils at Ysgol Bro Caereinion primary phase a 27.2% of pupils at Ysgol Rhiw Bechan have additional learning needs. This is higher than the Powys average for primary schools (20.9%).

	<p>Should the proposal be implemented, the change in the school’s language category would be phased in gradually, starting with Reception and year 7 in September 2025.</p> <p>The greatest impact would be on pupils currently attending English-medium primary provision at Ysgol Bro Caereinion, as implementation of the proposal would mean that there would be no English-medium secondary provision available at the school in year 7 from September 2025 onwards. Pupils currently accessing English-medium provision in year 6 at the school would still be able to access English-medium secondary provision at the school, however the provision would be phased out by the time pupils currently in year 5 or below reached the secondary phase, however they would be able to continue to access English-medium provision throughout the primary phase. This would affect those pupils attending English-medium primary provision, including those belonging to protected characteristic groups.</p> <p>Pupils currently accessing English-medium provision at Ysgol Bro Caereinion in year 5 or below would either need to transfer to alternative schools to access English-medium secondary provision, or would need to transfer to Welsh-medium provision before they reach the secondary phase. This would apply to all those affected pupils, regardless of their protected characteristic groups. Additional support would be provided to support any pupils choosing to transfer to Welsh-medium provision to do so.</p> <p>Besides Ysgol Bro Caereinion, there will also be an impact on pupils currently attending English-medium primary provision at Ysgol Rhiw Bechan - the only other dual stream feeder school to the secondary phase of Ysgol Bro Caereinion. These pupils would either need to transfer to alternative schools to access English-medium secondary provision or would need to transfer to Welsh-medium before they reach the secondary phase. This would apply to all those affected pupils, regardless of their protected characteristic groups.</p>
<p>6.2 Qualitative Summarise the key qualitative data analysis, providing key themes or patterns.</p>	<p>Consultation has been carried out on the proposal. A number of concerns about the impact on pupils belonging to protected characteristic groups were raised during the consultation. These included the following:</p>

<p>Include data that relates to existing provision and also data relating to proposal. E.g. protected characteristics focus group on the proposal.</p> <p>Key questions:</p> <p>i) Do certain groups have a different service user experience? How will a change affect this?</p> <p>ii) Have any areas for improvement been communicated by particular groups? Will a change have an impact upon these views?</p> <p>iii) What are the reasons behind some groups not using the service? How will a change affect this position?</p> <p>iv) What has consultation on your proposals revealed about impact on the protected characteristics?</p>	<ul style="list-style-type: none"> • General concern about the impact on pupils with ALN • Pupils with additional needs would no longer be able to move from the Welsh stream to the English stream if they are struggling • Concern about the impact on learners with conditions such as Aspergers, ADHD, Dyslexia, low self esteem etc. • Concern about the impact on pupils from other cultures. Including Ukrainian, Polish, Bulgarian. • Pupils of different race and EAL pupils have mainly been in the English-medium stream so the proposal would have more of an impact on these groups • Concern about the impact on asylum seekers in the area. • Concern about the impact on low income families who would have to pay for transport to other schools.
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7. EqIA RESULT

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

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

8. AREAS for IMPROVEMENT

<p>Please provide detail of weak or sensitive areas of the proposal identified by the assessment.</p> <p>i) Which protected characteristic groups are particularly affected?</p> <p>ii) Will people on low incomes be affected?</p> <p>iii) Will Welsh speakers be affected?</p>	<p>i) The proposal would impact on a number of pupils with additional learning needs, pupils that belong to ethnic groups other than White British, have English as an Additional Language. 22.9% of primary pupils attending Ysgol Bro Caereinion and 27.2% of pupils attending Ysgol Rhiw Bechan have additional learning needs, this is the group that would be most affected.</p> <p>There could be concern about the impact of the proposal to change the school’s language category on any pupils with disabilities, including additional learning needs, attending the school now and in the future, therefore the protected characteristic group that would potentially be most affected would be pupils with disabilities.</p> <p>ii) 14.2% of pupils attending Ysgol Bro Caereinion and 9.5% of pupils attending Ysgol Rhiw Bechan are eligible for free school meals. These would be affected by the proposal.</p> <p>iii) Ysgol Bro Caereinion is a dual stream school, therefore the proposal would affect Welsh speakers, however the proposal is to move the school along the language continuum from dual stream to Welsh-medium, so the expectation is that the proposal would have a positive impact on Welsh speakers. As required by the Welsh Government’s School Organisation Code, a separate Welsh Language Impact Assessment will be carried out.</p>
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9. EQUALITY IMPROVEMENT

<p>9.1 Having identified problematic aspects to the proposal, how will this now be addressed?</p> <p><i>i.e. Are you able to involve (in some capacity) people from protected characteristic groups, Welsh Speakers, people on low incomes, to assist you in this process?</i></p>	<p>Should the proposal be implemented as currently proposed, the medium of instruction of Ysgol Bro Caereinion would change to Welsh-medium. This would be phased in, year on year, starting with Reception and Year 7 pupils.</p> <p>There would be an impact on existing pupils accessing English-medium provision in the primary phase, who would either need to transfer to the Welsh-medium provision or transfer to alternative schools.</p>
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<p>i) Can the impact be mitigated, and how will this be done?</p> <p>ii) Does the proposal require modification to reduce or remove this impact?</p> <p>iii) Should the proposal be considered for removal, owing to the degree of impact it is likely to have?</p>	<p>However, the proposal aims to improve the educational opportunities offered to all pupils in the area, including pupils that belong to the protected characteristic groups, by providing access to designated Welsh-medium secondary provision.</p> <p>It is noted that there could be concern about the impact of the proposal to change the school's language category to Welsh-medium on any pupils with additional learning needs attending the school, including any pupils currently attending the school that would be affected by the change, and pupils attending the school in the future. To mitigate this concern, the school may need to provide enhanced support to pupils with ALN as needed in order to meet their needs. The consultation period will provide an opportunity for any concerns about the impact on pupils with ALN to be raised, and these will be considered as the process moves forward.</p> <p>It is not considered that the proposal requires modification to reduce or remove the impact, however consideration will be given to amending the implementation date and alternative transport arrangements to mitigate the impact on affected pupils.</p> <p>It is not considered that the proposal should be considered for removal, owing to the degree of impact it is likely to have.</p>
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9.2 Will the management of the impact as outlined in 9.1, be included in the Service Improvement Plan?

<p>Yes <input type="checkbox"/></p> <p>Date added.....</p> <p>Reference.....</p>	<p>No <input checked="" type="checkbox"/></p> <p>If no, please explain why not:</p> <p>Need was not identified at time of writing Service Strategy</p>
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4. Community Impact Assessment

4.1 Ysgol Bro Caereinion

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

Welsh-medium Secondary

Closest Welsh-medium secondary provider	% of Pupils
Ysgol Bro Caereinion	90.6%
Ysgol Llanfyllin	4.7%
Llanidloes High School	4.7%

This suggests that 90.6% of pupils attending the school's secondary Welsh-medium stream were attending their closest Welsh-medium provider, whilst 9.4% of pupils attending the school's secondary Welsh-medium stream live closer to other Welsh-medium providers.

In addition to this, there are 43 pupils that live closer to Ysgol Bro Caereinion who are attending other Welsh-medium secondary providers.

English-medium Secondary

Closest English-medium secondary provider	% of Pupils
Ysgol Bro Caereinion	67.3%
Newtown High School	22.1%
Welshpool High School	6.0%
Ysgol Llanfyllin	4.6%

This suggests that 67.3% of pupils attending the school's secondary English-medium stream were attending their closest English-medium provider, whilst 32.7% of pupils attending the school's secondary English-medium stream live closer to other English-medium providers.

In addition to this, there are 82 pupils that live closer to Ysgol Bro Caereinion who are attending other English-medium secondary providers.

Welsh-medium Primary

Closest Welsh-medium primary provider	% of Pupils
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Ysgol Bro Caereinion	77.0%
Ysgol Cwm Banwy	9.2%
Ysgol Gymraeg y Trallwng	5.7%
Ysgol Rhiw Bechan	4.6%
Ysgol Carno	2.3%
Ysgol Pontrobert	1.1%

This suggests that 77.0% of pupils attending the school's primary Welsh-medium stream were attending their closest Welsh-medium provider, whilst 23.0% of pupils attending the school's primary Welsh-medium stream live closer to other Welsh-medium providers.

In addition to this, there are 18 pupils who are not attending Ysgol Bro Caereinion, who are attending other Welsh-medium primary providers who would be closer to Ysgol Bro Caereinion.

English-medium Primary

School	% of Pupils
Ysgol Bro Caereinion	90.6%
Welshpool Church in Wales Primary School	3.1%
Ysgol Rhiw Bechan	1.6%
Berriew C.P. School	1.6%
Penygloddfa C.P. School	1.6%
Ysgol Meifod	1.6%

This suggests that 90.6% of pupils attending the school's primary English-medium stream were attending their closest English-medium provider, whilst 9.4% of pupils attending the school's primary English-medium stream live closer to other English-medium providers.

In addition to this, there are 27 pupils who are not attending Ysgol Bro Caereinion, who are attending other English-medium primary providers who would be closer to Ysgol Bro Caereinion.

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

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

- Football
- Rugby
- Netball
- Hockey

- Cross Country
- Rounders
- Badminton
- Athletics
- Choir
- Jazz Band
- Rock/Pop Band
- Urdd activities incl. rehearsals
- Science Club, Coding Club, Top Trumps Club
- Bibliomaniacs
- Gardening Club
- MFL Club
- Chess Club

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

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

- After school club provided at the primary phase

iv) Other use by the community of the school building

The following have made use of the school building:

- YFC for Eisteddfods, Urdd Meetings
- Llanfair and Welshpool Light Railway
- Sports hall is used for local performances, Opera Cymru, Eisteddfod

v) Other links between the school and the community

The school has links with the following community groups:

- Links with the chapel and churches – visits for assemblies, school visits to them for Harvest service and concerts
- Participation in the Urdd Eisteddfod and local Eisteddfodau
- Arts Connect
- Instrumental lessons
- School concerts
- PTA activities
- Summer fair
- Visits to the local library
- Using the local area to learn e.g. surveys, local walks
- Police, Nurse and Fire Service visits

- Work experience
- Careers Fair
- Charity days
- External support and mentoring

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

The proposal will not close or affect in any way any accommodation, facilities or services provided by Ysgol Bro Caereinion.

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

Should the proposal be implemented, English-medium provision at the school would be phased out over time, starting with Reception and year 7 in September 2025. This would mean that pupils wishing to access English-medium education would need to travel to alternative provision.

In respect of primary provision, the nearest alternative English-medium provision to Ysgol Bro Caereinion would be as follows:

School name	Distance from Ysgol Bro Caereinion	Approx. travel time
Ysgol Meifod	5.7 miles	12 minutes
Ysgol Rhiw Bechan	6.0 miles	12 minutes
Berriew C.P. School	8.0 miles	15 minutes
Penygloddfa C.P. School	11.0 miles	22 minutes

In respect of secondary provision, the nearest alternative English-medium provision to Ysgol Bro Caereinion would be as follows:

School name	Distance from Ysgol Bro Caereinion	Approx. travel time
Welshpool High School	9.9 miles	19 minutes
Newtown High School	12.4 miles	28 minutes
Ysgol Llanfyllin	12.8 miles	22 minutes
Llanidloes High School	23.5 miles	44 minutes

The travel times above are the approximate travel times from Ysgol Bro Caereinion to the alternative schools, however the distance from individual pupils' homes to alternative schools would be different. Analysis has shown that the distances and travel times to alternative

English-medium provision would not be in excess of 45 minutes for primary pupils or one hour for secondary pupils.

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

Should the proposal be implemented, pupils would be able to continue to receive education through the medium of Welsh and English at Ysgol Bro Caereinion during the transition period. There would be no change in terms of parents' and pupils' engagement with the school for pupils continuing to attend the school.

For pupils choosing to access English-medium provision at alternative schools, these schools would ensure that arrangements were in place to support parents' and pupils' engagement.

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

The implementation of the proposal would not impact on public transport provision or community safety.

4.2 Issues raised during the consultation period

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

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

Comments in support of the proposal

- The proposal would have a positive impact on the community.

Comments not in support of the proposal

- Concern about the impact on the community:
 - The proposal will cause division in the area
 - Concern that people won't want to live in the area
 - A Welsh-medium school would not reflect the bilingual community in Llanfair Caereinion
 - Concern about the impact on sports teams and other events in the area
 - Other comments about impact on the community

4.3 Conclusion

As the proposal only relates to changing the language category of Ysgol Bro Caereinion, it is not anticipated that the proposal's impact on the community would be minimal. Primary and secondary provision would continue to be available in Llanfair Caereinion, and community facilities associated with the school would continue to be available.

The greatest impact would be on pupils currently attending English-medium primary provision at Ysgol Bro Caereinion and other schools in the catchment, as implementation of the proposal would mean that there would be no English-medium secondary provision available at the school in year 7 from September 2025 onwards. Pupils currently accessing English-medium provision in year 6 would still be able to access English-medium secondary provision at the school, however the provision would be phased out by the time pupils currently in year 5 or below reached the secondary phase, however they would be able to continue to access English-medium provision throughout the primary phase.

It is acknowledged that the proposal would lead to additional travel for pupils wishing to access English-medium education, and could also impact on their ability to access after school activities should they have to travel further to attend alternative provision.

5. Welsh Language Impact Assessment

This Welsh Language Impact Assessment should be read in conjunction with the Integrated Impact Assessment and Equality Impact Assessment earlier on in this document.

5.1 Ysgol Bro Caereinion

i) Standards in the Welsh language

No assessments have been carried out since 2019 due to Covid so there is no data to provide.

ii) After school / extra-curricular activities which provide additional opportunities for pupils to use Welsh

A range of extra-curricular activities are provided on the primary and secondary campuses. Some of these take place during the school day, whilst others take place after school.

Most activities take place bilingually, giving pupils the opportunity take part using Welsh.

These include the opportunity to take part in Urdd activities, including rehearsals for and participation in the Urdd, with many items successfully reaching the National Urdd Eisteddfod in 2023.

Further opportunities to take part in Urdd activities will be provided in 2023/24 as the National Urdd Eisteddfod will be held in Meifod.

Welsh is also used in many other extra-curricular activities which are offered at the school, which are listed in 4.1 of the Community Impact Assessment.

iii) Opportunities provided by the school for members of the community to learn Welsh, or undertake activities through the medium of Welsh

School activities which are held in Welsh or bilingually are attended by the community, providing an opportunity for the community to use their Welsh / to hear Welsh being used. These include:

- School concerts
- PTA activities
- Summer fair and other events
- Welsh book fair

- School Urdd concerts

In addition, Welsh language events are held by other organisations in the school hall, e.g. Opra Cymru performance, Eisteddfodau.

iv) Other links between the school and the Welsh language community

Links between the school and the Welsh language community include the following:

- Visits to and performances at the Welsh chapel at Harvest time and at Christmas
- Participation in local and regional Urdd Eisteddfodau
- Participation by representatives of the school on the Urdd committee
- The school contributes to Plu'r Gweunydd, the local Welsh language newspaper
- School trips to Welsh productions

5.2 Other considerations

i) Whether it might be appropriate to provide additional after school facilities at any alternative school to further secure standards in the Welsh language

Should the proposal be implemented, the use of the Welsh language would increase and there would be enhanced opportunities for pupils across all age ranges to take part in Welsh language activities, including after school activities.

There is therefore no need to consider providing additional after school facilities at any alternative school in order to further secure standards in the Welsh language.

ii) How parents' and pupils' engagement with any alternative school and any specific language enhancement it offers could be supported

Should the proposal be implemented, pupils would be able to continue to receive education through the medium of Welsh and English at Ysgol Bro Caereinion during the transition period. There would be no change in terms of parents' and pupils' engagement with the school for pupils continuing to attend the school.

For pupils choosing to access English-medium provision at alternative schools, these schools would ensure that arrangements were in place to support parents' and pupils' engagement.

iii) Observations provided by the local authority's Welsh medium Education Forum

The following is a summary of observations provided by the local authority's Welsh medium Education Forum at a meeting held on 18th September 2023:

“Members of the Welsh Education Forum are very supportive of the proposal to change Ysgol Bro Caereinion's language medium. This is a long overdue development, which has been discussed for several years, and will ensure access to a full Welsh-medium secondary education for pupils in this part of Powys, enabling the council to meet one of the main objectives of its WESP.

This development would provide a clear pathway through Welsh-medium education for pupils in the area, from nursery through to secondary and post-16 provision. Welsh-medium pre-school provision is already available at the Cylch Meithrin, and a Cylch Ti a Fi is also available for parents and young children. The Forum would expect this to lead to an overall growth in the numbers choosing Welsh-medium education in the area, and a growth in the numbers continuing to receive Welsh-medium education when transferring to the secondary phase in particular.

The Forum supports the proposal to start introducing the change in the language medium in the primary and secondary phases at the same time, which would enable the school to move along the continuum more quickly. This will ensure that access to a complete Welsh-medium secondary education can be provided earlier than if the proposal was only introduced in the primary phase.

Some points were suggested that will need to be considered as the process moves forward:

- More information is needed about the late immersion support that will be available to enable pupils currently receiving English medium education to transfer to Welsh medium education;
- Although the proposal is to change the language medium of provision from September 2025, Welsh medium education should be promoted in the area in the lead up to that, to encourage pupils to choose Welsh medium education at school

from September 2024. Partners that are members of the Forum can support with this;

- It will be important to ensure strong relationships with the other Welsh-medium schools in the area, particularly Ysgol Dafydd Llwyd and Ysgol Gymraeg Y Trallwng, to ensure that they are part of the school's 'family' from the outset, to ensure that they feel part of this development, and to encourage pupils from these schools to transfer to secondary provision at Ysgol Bro Caereinion;
- The Council will need to revisit the transport policy to support this development, to ensure that the policy encourages access to full Welsh-medium provision;
- It will be necessary to work with parents to ensure their support for the development, particularly parents who hoped there would be a secondary development in the Severn Valley area;
- Collaboration between Ysgol Bro Caereinion and Ysgol Bro Hyddgen should be encouraged, to enable both schools to expand the opportunities for pupils and to overcome difficulties with recruitment;
- Any capital investment required to ensure the school's success will need to be considered when preparing the Council's Strategic Outline Programme (SOP) for the Welsh Government's 9-year Sustainable Communities for Learning investment programme, which will need to be prepared over the coming months."

iv) How does the proposal fit with the authority's Welsh in Education Strategic Plan

Changing the language category of Ysgol Bro Caereinion is fully aligned with the Council's Welsh in Education Strategic Plan (WESP) for 2022-32, and would make a significant contribution to implementation of the targets outlined in the WESP.

In particular, the WESP includes a commitment to 'Establish Welsh-medium secondary provision in at least 3 localities in Powys' and the following commitments:

'Complete the statutory processes required to provide access to secondary provision which meets the definition of the 'Welsh-medium' category in 2 further locations in Powys. This will focus on the newly established Ysgol Bro Caereinion and the Ysgol Calon Cymru area.'

The WESP also includes a commitment to 'Supporting dual-stream/English-medium primary schools to move along the language continuum so that they can provide Welsh-medium immersion

education until the age of seven or eleven', and includes a commitment to developing more Welsh-medium provision in a number of catchment areas, including Llanfair Caereinion.

In addition, changing the school's language category would meet the Council's objective to 'Move schools along the language continuum' as outlined in the Strategy for Transforming Education in Powys.

v) What positive or adverse effects would the proposal to change the language category of Ysgol Bro Caereinion have on opportunities for persons to use the Welsh language and treating the Welsh language no less favourably than the English language?

The proposal to change the language category of Ysgol Bro Caereinion would have a positive effect for persons to use the Welsh language and would contribute to the Welsh Government target of 1 million Welsh speakers by 2050.

vi) Any future actions that will be needed in consequence of the change to continue to comply with the scheme or meet targets in the scheme.

The proposal to change the language category of Ysgol Bro Caereinion would have a positive effect on the Welsh language. It is not therefore anticipated that any future action will be needed in order to continue to comply with the scheme or its targets.

However, the Council recognises that if the proposal is implemented, it will need to actively monitor progress of the implementation of the change of language category at Ysgol Bro Caereinion, especially as it is happening on a phased basis, in order to ensure its success.

5.3 Issues raised during the consultation period

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

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

Comments in support of the proposal

- The proposal will lead to a stronger Welsh ethos at the school
- Improved Welsh language skills would have a positive impact on the opportunities available to pupils in the future

- The proposal would provide equity for Welsh-medium pupils
- The proposal reflects the increase in Welsh-medium pupil numbers in the area
- The proposal will have a positive impact on the Welsh language in the area
- Comments about Welsh-medium delivery models
- The proposal supports implementation of the WESP and the Welsh Government aspiration to have a million Welsh speakers by 2050.

Comments not in support of the proposal

- Concern that English-medium pupils would have less exposure to the Welsh language
- Concern that there would be a negative impact on the Welsh language

5.4 Conclusion

Implementation of the proposal would have a positive impact on the Welsh language, as in time, it would ensure that all pupils in the Llanfair Caereinion catchment would access Welsh-medium education, and would become fully bilingual in Welsh and English, leading to an increase in the number of pupils able to use the Welsh language confidently, and contributing to the Welsh Government's Strategy to achieve a million Welsh speakers by 2050. It would also provide access to designated Welsh-medium secondary provision in the area, which is currently unavailable, which would meet the aspirations of the Councils WESP.