

# Cyngor Sir Powys County Council

## Impact Assessment (IA)

*The integrated approach to support effective decision making*



**Please read the accompanying guidance before completing the form.**

This **Impact Assessment (IA)** toolkit, incorporates a range of legislative requirements that support effective decision making and ensure compliance with all relevant legislation. **Draft versions of the assessment should be watermarked as “Draft” and retained for completeness. However, only the final version will be made publicly available. Draft versions may be provided to regulators if appropriate. In line with Council policy IAs should be retained for 7 years.**

<b>Service Area</b>	Schools Service	<b>Head of Service</b>	Marianne Evans	<b>Portfolio Holder</b>	Clr Pete Roberts
<b>Proposal</b>	Ysgol Bro Cynllaith Proposal				
<b>Outline Summary / Description of Proposal</b>					
The Council is proposing to commence the statutory process on the following proposal in respect of Ysgol Bro Cynllaith:					
<ul style="list-style-type: none"> <li>To close Ysgol Bro Cynllaith from the 31<sup>st</sup> August 2025, with pupils to transfer to their closest school in Powys.</li> </ul>					

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

Version	Author	Job Title	Date
1	Sarah Astley	Strategic Programme Manager	June 2024

2. Consultation requirements

Consultation Requirement	Consultation deadline/or justification for no consultation
Public consultation required	If approved by Cabinet, it is anticipated that consultation in accordance with the School Organisation Code will commence in the autumn of 2024.

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### 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					
Adult Services	<input type="checkbox"/>	Education	<input checked="" type="checkbox"/>	Legal and Monitoring	<input checked="" type="checkbox"/>
Children's Services	<input checked="" type="checkbox"/>	Finance	<input checked="" type="checkbox"/>	Property, Planning and Public Protection	<input checked="" type="checkbox"/>
Commissioning & Partnerships	<input type="checkbox"/>	Highways, Transportation and Recycling	<input checked="" type="checkbox"/>	Transformation and Democratic Services	<input checked="" type="checkbox"/>
Economy & Digital Services	<input checked="" type="checkbox"/>	Housing and Community Development	<input checked="" type="checkbox"/>	Workforce and OD	<input checked="" type="checkbox"/>
Data Protection Impact Assessment					
Will the proposal involve processing the personal details of individuals? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>					
Not currently, however should the Council proceed with statutory processes, this would involve processing the personal details of individuals					
Is Powys County Council the data controller? Yes <input type="checkbox"/> No <input type="checkbox"/> N/A currently					
If you have answered yes to either of the above you will be required to complete, as a minimum, the screening questions on the data protection impact assessment. For further advice please contact the Data Compliance Team.					

### 3a Geographical Locations

What geographical area(s) will be impacted by the proposal? (Chose all those applicable)							
Powys	<input type="checkbox"/>	Brecon	<input type="checkbox"/>	Llandrindod and Rhayader	<input type="checkbox"/>	Machynlleth	<input type="checkbox"/>
		Builth and Llanwrtyd	<input type="checkbox"/>	Llanfair Caereinion	<input type="checkbox"/>	Newtown	<input type="checkbox"/>
North	<input checked="" type="checkbox"/>	Crickhowell	<input type="checkbox"/>	Llanfyllin	<input checked="" type="checkbox"/>	Welshpool and Montgomery	<input type="checkbox"/>
Mid	<input type="checkbox"/>	Hay and Talgarth	<input type="checkbox"/>	Llanidloes	<input type="checkbox"/>	Ystradgynlais	<input type="checkbox"/>
South	<input type="checkbox"/>	Knighton and Presteigne	<input type="checkbox"/>				

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

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<p><b>A prosperous Wales:</b> 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>As part of the Council’s Strategy for Transforming Education in Powys, this proposal represents an innovative effort to ‘reconfigure and rationalise primary provision’ for the pupils of Ysgol Bro Cynllaith. Implementation of this proposal would positively contribute to a Powys that uses resources efficiently, and which produces a skilled and well-educated population.</p>	<p>Good</p>		<p>Choose an item.</p>
<p><b>A resilient Wales:</b> A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).</p>	<p>Implementation of the proposal would require additional travel for pupils currently attending Ysgol Bro Cynllaith for whom this is their closest school. This would have a negative environmental impact as more home to school transport would need to be provided to transport pupils to their nearest alternative school. However, running a single school site is more environmentally friendly than running two, due to a reduction in the use of heating and electricity amongst other factors.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A healthier Wales:</b> 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. <b>Public Health (Wales) Act, 2017:</b> Part 6 of the Act requires for public bodies to undertake a health impact assessment to assess the likely effect of a proposed action or decision on the physical or mental health of the people of Wales.</p>	<p>Implementation of the proposal would result in closure of Ysgol Bro Cynllaith, with pupils transferring to alternative schools. It is acknowledged that this could have a negative impact on the mental well-being of pupils, staff, and other stakeholders associated with the school during the transition period, however the long-term aim is to provide improved learning opportunities for all learners.</p>	<p>Poor</p>	<p>Support will be provided to pupils during the transition period to enable them to transfer effectively to their new schools.  The process it to be concluded as quickly as possible to minimise the period of uncertainty for pupils, staff and other stakeholders.</p>	<p>Neutral</p>

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<p><b>A Wales of cohesive communities:</b>                      Attractive, viable, safe and well-connected Communities.</p>	<p>There would be a significant impact on the community of Llansilin, as there would be no provision in the village, and therefore a potential loss of any community facilities associated with the school.</p> <p>Additional travel would be required for pupils currently attending Ysgol Bro Cynllaith. Whilst free home to school transport would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, there would also be an additional travel requirement for parents in order to access school activities / events.</p> <p>A separate draft community impact assessment has been carried out which includes input from the school. This will be updated as required throughout the process.</p>	<p>Very Poor</p>	<p>There is a village hall in Llansilin which would be continue to be available. Community events could be held here. However, it is acknowledged that there is currently a lease arrangement in place in respect of the village hall which commits the Council to part funding the upkeep of the building. Should the Council proceed with the statutory process and eventual closure of the school, there would be a need to negotiate a termination of the lease. It is acknowledged that this would impact on the village hall.</p>	<p>Very Poor</p>

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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><b>A globally responsible Wales:</b>                      A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being.</p> <p><b>Human Rights - is about being proactive (see guidance)</b></p> <p><b>UN Convention on the Rights of the Child:</b>                      The Convention gives rights to everyone under the age of 18, which include the right to be treated fairly and to be protected from discrimination; that organisations act for the best interest of the child; the right to life, survival and development; and the right to be heard.</p>	<p>The aim of implementing the proposal is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>If approved by Cabinet, the Council will carry out consultation on the proposal, which would include consultation with all pupils affected by the proposal, ensuring that all affected by the plans have the opportunity to give their views.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>A Wales of vibrant culture and thriving Welsh language:</b> 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.  <i>Incorporating requirements under the Welsh Language (Wales) Measure 2011 and the Welsh Language Standards</i></p>				

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<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>Ysgol Bro Cynllaith is an English-medium school. Should the Council proceed, the proposal would be for pupils to transfer to their nearest school in Powys. For most pupils, this would be Ysgol Llanrhaeadr-ym-Mochnant, a dual stream school. The Council would ensure that all pupils had the opportunity to transfer to the school's Welsh-medium stream should that be their preference, and trochi provision would be offered to pupils to support this. This would improve pupils' opportunities to access Welsh-medium education and become fluent in both Welsh and English.</p> <p>Should pupils choose to transfer to Ysgol Llanrhaeadr-ym-Mochnant's English-medium stream, it is acknowledged that this would result in an increase in the proportion of pupils at this school taught through the medium of English, which could impact on the school's Welsh language ethos. However, the Council's long term plan is to support Ysgol Llanrhaeadr-ym-Mochnant to move along the language continuum, eventually becoming a Welsh-medium school.</p> <p>Should Ysgol Bro Cynllaith close, the closest school for the majority of pupils attending would be in England. Should pupils choose to access alternative provision in England, it is acknowledged that they would no longer benefit from access to the Welsh curriculum, and they would no longer learn the Welsh language in school.</p>	<p>Neutral</p>	<p>Information about Welsh-medium education / Trochi provision to be shared with parents to encourage pupils to transfer to Welsh-medium provision at Ysgol Llanrhaeadr-ym-Mochnant should Ysgol Bro Cynllaith close.</p> <p>Transport to be provided to enable pupils currently attending Ysgol Bro Cynllaith to access their closest alternative school in Powys, ensuring that they can continue to access the Welsh curriculum.</p>	<p>Neutral</p>

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<p><i>Opportunities to promote the Welsh language</i></p>	<p>Ysgol Bro Cynllaith is an English-medium school. Should the Council proceed, the proposal would be for pupils to transfer to their nearest school in Powys. For most pupils, this would be Ysgol Llanrhaeadr-ym-Mochnant, a dual stream school. The Council would ensure that all pupils had the opportunity to transfer to the school's Welsh-medium stream should that be their preference, and trochi provision would be offered to pupils to support this. This would improve pupils' opportunities to access Welsh-medium education and become fluent in both Welsh and English.</p> <p>Should pupils choose to transfer to Ysgol Llanrhaeadr-ym-Mochnant's English-medium stream, it is acknowledged that this would result in an increase in the proportion of pupils at this school taught through the medium of English, which could impact on the school's Welsh language ethos. However, the Council's long term plan is to support Ysgol Llanrhaeadr-ym-Mochnant to move along the language continuum, eventually becoming a Welsh-medium school.</p> <p>Should Ysgol Bro Cynllaith close, the closest school for the majority of pupils attending would be in England. Should pupils choose to access alternative provision in England, it is acknowledged that they would no longer benefit from access to the Welsh curriculum, and they would no longer learn the Welsh language in school.</p>	<p>Neutral</p>	<p>Information about Welsh-medium education / Trochi provision to be shared with parents to encourage pupils to transfer to Welsh-medium provision at Ysgol Llanrhaeadr-ym-Mochnant should Ysgol Bro Cynllaith close.</p> <p>Transport to be provided to enable pupils currently attending Ysgol Bro Cynllaith to access their closest alternative school in Powys, ensuring that they can continue to access the Welsh curriculum.</p>	<p>Neutral</p>

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Well-being Goal	How does proposal contribute to this goal?	<b>IMPACT</b> 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?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<i>People are encouraged to do sport, art and recreation.</i>	Implementation of the proposal would lead to the closure of Ysgol Bro Cynllaith, with pupils transferring Llanrhaeadr-ym-Mochnant School.  Pupils would be transferring to a larger school, and it is anticipated that being part of a larger school would result in additional opportunities for pupils to take part in sport, art and other extra-curricular activities.	Good		Choose an item.
<b>A more equal Wales:</b> A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio economic background and circumstances). <i>Incorporating requirements under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Social Economic duty (2020).</i>				
<i>Age</i>	The proposal would impact on primary aged pupils currently attending Ysgol Bro Cynllaith. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.
<i>Disability</i>	The proposal would impact on any pupils with disabilities currently attending Ysgol Bro Cynllaith. The proposal aims to provide improved educational opportunities for all affected pupils, including any pupils with disabilities.	Neutral		Choose an item.
<i>Gender reassignment</i>	No impact.	Neutral		Choose an item.
<i>Marriage or civil partnership</i>	No impact.	Neutral		Choose an item.



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<i>Race</i>	The proposal would impact on all primary aged pupils currently attending Ysgol Bro Cynllaith, including pupils belonging to protected characteristic groups due to their race. The proposal aims to provide improved educational opportunities for all affected pupils.	Neutral		Choose an item.
<i>Religion or belief</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Ysgol Bro Cynllaith, regardless of their religion or belief.	Neutral		Choose an item.
<i>Sex</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Ysgol Bro Cynllaith.	Neutral		Choose an item.
<i>Sexual Orientation</i>	The proposal aims to provide improved educational opportunities for all pupils currently attending Ysgol Bro Cynllaith, regardless of their sexual orientation.	Neutral		Choose an item.
<i>Pregnancy and Maternity</i>	No impact.	Neutral		Choose an item.

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<p><i>Socio-economic duty</i></p>	<p>The aim of the proposal is to provide improved educational opportunities for all pupils currently attending Ysgol Bro Cynllaith, including any eligible for Free School Meals. Based on PLASC 2023 data, 11.1% of pupils at Ysgol Bro Cynllaith were eligible for Free School Meals.</p> <p>Should the proposal be implemented, there would be no school in Llansilin. This would mean that pupils currently attending Ysgol Bro Cynllaith would need to travel to their nearest alternative provision in Powys. Whilst home to school transport would be provided to eligible pupils, it is possible that this would impact on pupils' ability to access extra-curricular / after school activities, and that this impact would be greater in respect of pupils from lower income households. There would also be an impact on the parents of these pupils in terms of accessing school activities.</p>	<p>Neutral</p>		<p>Choose an item.</p>

Source of Outline Evidence to support judgements
PLASC

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

Principle	How does the proposal impact on this principle?	<b>IMPACT</b> 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?	<b>IMPACT AFTER MITIGATION</b> Please select from drop down box below
<b>Sustainable Development Principle (5 ways of working)</b>				
<b>Long Term:</b> <i>Looking to the long term so that we do not compromise the ability of future generations to meet their own needs.</i>	Pupil numbers at Ysgol Bro Cynllaith are low and are not expected to increase significantly over the coming years. The aim of the proposal to close the school is to ensure the best possible opportunities for learners in the area now and in the future, and to ensure better strategic management of the Powys schools estate.	Good		Choose an item.
<b>Collaboration:</b> <i>Working with others in a collaborative way to find shared sustainable solutions.</i>	Should the Cabinet agree to proceed, full consultation would be carried out, which would enable all interested parties to give their views. This would include an opportunity to suggest any alternative options for the school.	Neutral		Choose an item.

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><b>Involvement (including Communication and Engagement):</b>  <i>Involving a diversity of the population in the decisions that affect them including:</i>  <b>Unpaid Carers:</b>  <i>Ensuring that unpaid carers views are sought and taken into account</i></p>	<p>Should Cabinet decide to proceed, full consultation would be required in accordance with the School Organisation Code in order to achieve this. This would that all interested parties would have an opportunity to give their views. The findings of this exercise would be reported to Cabinet and would be taken into consideration when determining how to proceed. This impact assessment will be updated throughout the process to reflect any feedback received.</p> <p>All stakeholders would have the opportunity to give their views as part of this process, this would include any unpaid carers in the area.</p>	Good		Choose an item.
<p><b>Prevention:</b> <i>Understanding the root causes of issues to prevent them from occurring including:</i>  <b>Safeguarding:</b>  <i>Preventing and responding to abuse and neglect of children, young people and adults with health and social care needs who can't protect themselves.</i></p>	<p>The aim of the proposal to close the school is to ensure the best possible opportunities for learners in the area now and in the future, and to ensure better strategic management of the Powys schools estate.</p> <p>Ensuring appropriate safeguarding arrangements is a key aspect of any school organisation proposal. The intention is that the proposal would maintain or improve the safeguarding arrangements for all pupils.</p>	Good		Choose an item.
<p><b>Integration:</b> <i>Taking an integrated approach so that public bodies look at all the well-being goals in deciding on their well-being objectives.</i></p>	No impact.	Neutral		Choose an item.

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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><b>Powys County Council Workforce:</b> What Impact will this change have on the Workforce?</p>	<p>Implementation of the proposal would impact on all current staff at Ysgol Bro Cynllaith as there would no longer be a school in Llansilin, therefore staff would be subject to a Management of Change process.</p> <p>Should Cabinet decide to proceed, full consultation would be carried out in accordance with the School Organisation Code. This process would be supported by relevant LA teams (e.g. HR). This would include consultation with staff, which would ensure that they had an opportunity to give their views.</p>	<p>Poor</p>		<p>Poor</p>
<p><b>Payroll:</b> How will this impact salary, any overtime/enhanced payments etc? Does this affect any particular group of employees? E.g. Male/Female dominated workforce. Does this proposal comply with the Councils Single Status Terms and Conditions?</p>	<p>Implementation of the preferred way forward could impact on salary arrangements for current staff at Ysgol Bro Cynllaith.</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>Welsh Language impact on staff</b></p>	<p>Ysgol Bro Cynllaith is an English-medium school, therefore it is not anticipated that there would be a Welsh language impact on staff</p>	<p>Neutral</p>		<p>Choose an item.</p>
<p><b>Apprenticeships:</b> Has consideration been given to whether this change impacts negatively, or positively on Apprenticeships within the service?</p>	<p>No impact</p>	<p>Neutral</p>		<p>Choose an item.</p>

Source of Outline Evidence to support judgements

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

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

Communities	How does the proposal impact on residents and community?	<u>IMPACT</u> See impact definitions in guidance document	What will be done to better contribute to a more positive impact or to mitigate any negative impacts?	<u>IMPACT AFTER MITIGATION</u> See impact definitions in guidance document	Source of Outline Evidence to support judgement

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Llansilin	<p>There would be a significant impact on the community of Llansilin as there would be no provision in the village, and therefore a potential loss of any community facilities associated with the school.</p> <p>Additional travel would be required for pupils currently attending Ysgol Bro Cynllaith.</p> <p>Whilst free home to school transport would be provided to eligible pupils in accordance with the Council's Home to School Transport Policy, there would also be an additional travel requirement for parents in order to access school activities / events.</p> <p>A separate draft community impact assessment has been carried out which includes input from the school. This will be updated as required throughout the process.</p>	Major	<p>There is a village hall in Llansilin which would be continue to be available. Community events could be held here. However, it is acknowledged that there is currently a lease arrangement in place in respect of the village hall which commits the Council to part funding the upkeep of the building. Should the Council proceed with the statutory process and eventual closure of the school, there would be a need to negotiate a termination of the lease. It is acknowledged that this would impact on the village hall.</p>	Major	
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9. What are the risks to service delivery or the council following implementation of this proposal?

Description of risks			
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)
N/A			

10. Overall Summary and Judgement of this Impact Assessment?

<b>Outline Assessment (to be inserted in cabinet report)</b>	<b>Cabinet Report Reference:</b>	
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The aim of the proposal is to improve the educational provision for learners. However, whilst this impact assessment has identified some positive aspects, in particular relating to learning and skills and ensuring the best strategic management of the Powys schools estate, the assessment has also identified some negative aspects. These primarily relate to the impact on the community of Llansilin due to loss of educational provision from the village, the associated additional travel requirements for pupils, and the potential impact on the village hall should the lease arrangement currently in place with the school be terminated. It is also acknowledged that whilst transport would be provided to enable pupils to attend alternative provision in Powys, the closest provision for most pupils would be located in England, and that pupils transferring to provision in England would no longer access the Welsh curriculum, nor would they have the opportunity to learn Welsh in school.

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

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

Full consultation would be required to implement this proposal, and this would enable the impact assessment to be further developed.

### 12. 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.

The impact assessment will be reviewed at all stages of the development.

### 13. Sign Off

Position	Name	Signature	Date
Impact Assessment Lead:	Sarah Astley	Sarah Astley	June 2024
Head of Service:	Marianne Evans		
Portfolio Holder:	Cllr Pete Roberts		

### 14. Governance

Decision to be made by	Cabinet	Date required	17 <sup>th</sup> September 2024
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**FORM ENDS**