

Impact Assessment

Brynllwarch Hall School - FBC



Impact Assessments (IA) are a process of assessing how our proposals and decisions might impact upon different types of people and communities and developing proposals in line with relevant legislation.

This is a legal requirement, and ensures the Council considers key legislation, including Equalities, Welsh language, Future Generations, Socio-economic Duty and Risk when developing proposals.

It will also help the Council make the best possible decisions for the people of Powys.

Further information

Click or tap here to enter text.

Consultation requirements

Consultation required? *	No
Union consultation date	Click or tap to enter a date.
Staff consultation date	Click or tap to enter a date.
Public consultation date	Click or tap to enter a date.

Consultation plan (or justification where no consultation is required)

The development would provide a replacement school building on the school's current site. The School Organisation Code does not require consultation to be carried out on this proposal.

Planning approval has already been received for this development. Consultation took place as part of this process.

3. Impact on other service areas, geographical areas, and data protection ⁱ

* Required

3a. Impact on other service areas *

- Digital Services
- Childrens Services
- Adult Services
- Business Intelligence and Governance
- People
- Finance
- Legal and Monitoring
- Economy and Climate

- Housing Services
- Highways, Transport & Recycling
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Community Wellbeing
- Strategic Partners, e.g PTHB, RPB

If you selected “Strategic Partners”, please specify the strategic partners below

Click or tap here to enter text.

3b. Impact on geographical locations *

- All Powys
- Llanfyllin
- Welshpool and Montgomery
- Machynlleth
- Llanfair Caereinion
- Newtown
- Llanidloes
- Llandrindod and Rhayader
- Knighton and Presteigne
- Builth and Llanwrtyd
- Hay and Talgarth
- Brecon
- Crickhowell
- Ystradgynlais



3c. Data protection impact assessment i

Will the proposal involve processing the personal details of individuals? *	No
Is Powys County Council the data controller? *	No

If you answered yes to either question above then please ensure you have completed, as a minimum, the screening questions on the data protection impact assessment.

For further advice please contact the [Information Compliance Team](#).

Further information

Click or tap here to enter text.

4. Impact on well-being goals including Welsh language and equalities

* Required

4a. A prosperous Wales

Impact *	<p>The recommendation would result in a new building for Brynllwarch Hall School to replace the current poor quality, inefficient building.</p> <p>The new school will be designed to achieve net zero carbon in use, and will contain less than 600kg CO2/m2 of building footprint embodied carbon, ensuring the building is as efficient as possible.</p> <p>Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of Sustainable Communities for Learning projects, therefore it is anticipated that these opportunities would be available as part of implementing the recommendation.</p>
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4b. A resilient Wales

Impact *	<p>The intention is that the new building would be Net Zero Carbon in operation, which would be significantly more energy efficient than the current buildings.</p> <p>The headline approach will be to adopt a fabric first approach. In this way the core, base energy load will be reduced to the lowest practicable level. This low energy demand allows heating with electrical air source heat pumps, ensuring that carbon fuel heating will not be required for the project. There will be an electrical demand to operate the building, but this can be offset with a modest photovoltaic array, incorporating battery storage. The combination of low energy demand with on-site renewables and on-site storage will ensure that the building can be delivered as net zero carbon in operation using proven technologies..</p>
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4c. A healthier Wales

Impact *	Implementation of the recommendation would result in a new school building to replace the current buildings of Brynllwarch Hall School, which are in very poor condition. This is a long-awaited project, which had been in development for a number of years, and completion of the new building would have a very positive impact on the well-being and morale of both pupils and staff, and would ensure that all pupils and staff were located in an efficient and stimulating teaching and learning environment with 21 st Century facilities that will impact positively on the self-esteem and well-being of the vulnerable pupils attending the school.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4d. A Wales of cohesive communities

Impact *	Implementation of the recommendation would result in a building which will provide a safe environment for pupils. The building will include community facilities, so the expectation is that providing access to these facilities to the community will improve community cohesion. Community usage of the facilities will be managed by the school.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4e. A globally responsible Wales

Impact *	Implementation of the recommendation would provide improved, fit for purpose facilities for pupils, and additional opportunities to develop links with the community. Development of the new building will ensure that the vulnerable pupils that attend the school can access fit for purpose accommodation, which will improve their well-being and will significantly improve their educational experience.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4f. A Wales of vibrant culture and thriving Welsh language i

Using Welsh i

Impact *	Brynlywarch Hall School is a special school which operates through the medium of English, so it is not anticipated that implementation of the recommendation will impact on opportunities to use Welsh.
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Promoting Welsh i

Impact *	See comments above.
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sports, Art & Recreation i

Impact *	Implementation of the recommendation will provide a new building for Brynlywarch Hall School, which will include sports facilities, including a hall, which will provide improved facilities for pupils to do sport. The facilities at the school will also be available for community use.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4g. A more equal Wales i

Age i

Impact *	Implementation of the recommendation would provide improved educational opportunities for vulnerable pupils of all ages that attend this special school.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Disability i

Impact *	<p>Brynllwarch Hall School is a special school, so all pupils attending have additional learning needs. Implementation of the recommendation would provide significantly improved accommodation for the vulnerable pupils of all ages that attend this special school, improving their educational experience.</p> <p>The new building would be fully DDA compliant, thereby improving the facilities available for any pupils with disabilities.</p>
Impact Rating *	Very good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Gender Reassignment i

Impact *	No impact
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Marriage or Civil Partnership i

Impact *	No impact
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Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Race

Impact *	Implementation of the recommendation would provide an improved educational experience for all pupils attending the school, regardless of their race.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Religion or belief

Impact *	Implementation of the recommendation would provide an improved educational experience for all pupils attending the school, regardless of their religion or belief
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sex

Impact *	Implementation of the recommendation would provide an improved educational experience for all pupils attending the school
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact *	Implementation of the recommendation would provide an improved educational experience for all pupils attending the school, regardless of their sexual orientation
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Pregnancy and Maternity

Impact *	No impact
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Socio-economic Duty

Impact *	The aim of this development is to provide improved educational opportunities for all pupils attending Brynllwarch Hall School, now and in the future, including any from low income households. The project will adopt a Community Benefits Strategy which will give opportunities for local people to achieve accreditations and apprenticeships in construction, helping to reduce inequality.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4h. Evidence

Discussions with the school, Education Services, FBC,

5. Impact on key guiding principles & workforce ⁱ

* Required

5a. Sustainable development principles

Long-term ⁱ

Impact *	Implementation of the recommendation will provide a new building to replace the current poor quality, inefficient building currently occupied by Brynllwarch Hall School. The new building will be more efficient and will ensure that money and time can be spent ensuring pupils attending the school have the best possible educational experience, rather than on the building.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Collaboration ⁱ

Impact *	Discussions with stakeholders associated with the school have taken place when developing plans for the new school building. Engagement meetings have also been held as the project has been developed, and consultation has taken place as part of the planning process. Other Council departments will be involved as the construction work moves forward.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Involvement (including Communication & Engagement) ⁱ

Impact *	Discussions with stakeholders associated with the school have taken place when developing plans for the new school building. Engagement meetings have also been held as the project has been developed, and consultation has taken place as part of the planning process. Other Council departments will be involved as the construction work moves forward
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Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Prevention

Impact *	<p>The challenges relating to the current Brynllwarch Hall School building are identified in the FBC. The options appraisal exercise carried out as part of the business case process focussed on identifying solutions to address these issues and prevent them occurring again.</p> <p>Safeguarding is a challenge associated with the school's current buildings, so the intention is that provision of a new building would address the issues identified and would improve the safeguarding arrangements for all pupils.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Integration

Impact *	Integration with other organisations will be key in order to ensure the success of the project.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5b. Impact on the workforce

Impact *	Overall, the impact on staff would be positive, as they would be moving into a new building instead of the poor quality building in which they are currently located. This would have a positive impact on staff morale, and would provide improved opportunities for staff.
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Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5c. Welsh language impact on Staff

Impact *	Brynlywarch Hall School is a Special School which primarily operates through the medium of English, so it is not anticipated that implementation of the recommendation will impact on Welsh speaking staff. However, overall, the impact on staff will be positive, as they will be moving to a new building instead of the poor quality building in which they are currently located. This would apply for all staff, including any Welsh speaking staff at the school.
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5d. Impact on apprenticeships

Impact *	The project would adopt a Community Benefits Strategy and would set targets in providing apprenticeships, training and employment opportunities for the local population.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5e. Evidence

Discussions with the school, Education Services, FBC

6. Likelihood and risks

* Required

Risk 1

Risk 1					
No capital funding available to fund the project					
Likelihood score	4	Impact score	5	Risk rating	The risk rating will be automatically calculated when the document is completed
Mitigation					
FBC to be submitted to Welsh Government and considered by the Council's Cabinet in order to secure the funding; Project is reflected in the Council's SOP for the Sustainable Communities for Learning Programme.					
Residual likelihood score	2	Residual impact score	5	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed

Risk 2

Risk 2					
Click or tap here to enter text.					
Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
Mitigation					

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 3

Risk 3

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 4

Risk 4

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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Risk 5

Risk 5

Click or tap here to enter text.

Likelihood score	Choose an item.	Impact score	Choose an item.	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Click or tap here to enter text.

Residual likelihood score	Choose an item.	Residual impact score	Choose an item.	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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7. Overall summary and judgement i

Outline assessment *

This impact assessment suggests that the impact would be positive. The development of a new building to replace the current Brynllwarch Hall School buildings would address many issues related to the poor condition of the current building, ensuring that the vulnerable learners attending this school in the future would be taught in an energy efficient building that is fit-for-purpose, improving their learner entitlement and experience. The new facilities would be fully DDA compliant, supporting learners with disabilities. Further opportunities would be provided for integration between the school and other services, including the local community, to have a positive impact on the health and well-being of pupils and staff at the school.

8. Additional evidence i

N/A

9. Monitoring arrangements * i

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

Review date *

Click or tap to enter a date.

10. Signoff

You can now close this word document down and return to the app or re-open the app by clicking [here](#). From the app you need to sign off the Impact Assessment. You can do this in the 'Manage Assessments' section. Select the Impact assessment you want to mark as complete, and the app will then send to the named Head of Service automatically.

You can view the current signoff status of the document below, but signoff can only be done in the app.

Author signoff	Not signed off by author
Head of Service signoff	Not signed off by head of service
Portfolio Holder signoff	Not signed off by portfolio holder