

Impact Assessment

Ysgol Golwg Pen y Fan Strategic Outline Case (SOC)



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.

Before you begin, please read through the guidance found [here](#) in English, and [here](#) in Welsh.

1. Proposal Information

* Required

Author Name	Sarah Astley
Head of Service	Marianne Evans
Portfolio Holder	Councillor Pete Roberts
Proposal title	Ysgol Golwg Pen y Fan Strategic Outline Case (SOC)
Description of proposal *	<p>The Council has developed a Strategic Outline Case (SOC) in respect of Ysgol Golwg Pen y Fan in Brecon. The SOC identified the following preferred option:</p> <ul style="list-style-type: none"> Option 4D: Modern Methods of Construction (MMC) new build Ysgol Golwg Pen y Fan on Penlan site (former Brecon High School), with early years and wraparound provision and dedicated area for community/multi-agency facilities <p>The Council’s Cabinet will consider the SOC on the 18th February and will be asked to approve the following:</p> <ul style="list-style-type: none"> To submit a Strategic Outline Case (SOC) to the Welsh Government’s 21st Century Schools Programme for investment to develop a new 360 place English-medium primary school building with early years and wraparound provision, plus dedicated community/multi-agency facilities, to replace Ysgol Golwg Pen y Fan’s current buildings. <p>This impact assessment considers the potential impact of the preferred option identified.</p>

2. Savings and Consultation

* Required

Profile of savings delivery

2024-25	2025-26	2026-27	2027-28	2028-29	2029+	Total Savings
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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)

Consultation was carried out on the proposals to merge Mount Street Infants, Mount Street Juniors and Cradoc C.P. School. No further consultation is required in order to move the school to the new building, however consultation will take place as part of the planning process at the appropriate time.

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? *	Yes

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 preferred option would result in a new primary school building in Brecon to replace Ysgol Golwg Pen y Fan's existing poor quality buildings. The new school will be designed to achieve net zero carbon in use ensuring that the building is much more energy efficient than the school's current buildings.</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 preferred option.</p> <p>It is acknowledged that the preferred option would lead to an increase in travel / transport for pupils living in Cradoc, however the number of pupils requiring additional transport would be relatively small, and it is anticipated that pupils could be accommodated on existing transport routes.</p>
Impact Rating *	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 Passivhaus and Net Zero Carbon in operation, which would be significantly more energy efficient than the current buildings.</p> <p>Consideration will be given to outdoor spaces as the scheme moves forward, to ensure that appropriate environmentally friendly outdoor spaces are available, and further biodiversity elements will be incorporated into the scheme where practical.</p> <p>It is acknowledged that the preferred option would lead to an increase in travel / transport for pupils living in Cradoc, however the number of pupils requiring additional transport would be relatively small, and it is anticipated that pupils could be accommodated on existing transport routes. It is also acknowledged that the new building would be located up a hill, which could result in additional travel by car for those living in Brecon, which could also have an environmental impact.</p>
Impact Rating *	Good
Mitigation	Active travel / walking routes to school to be a key consideration when developing the new building
Mitigated Rating	Good

4c. A healthier Wales

Impact *	<p>Implementation of the preferred option would result in a new school building to replace Ysgol Golwg Pen y Fan's current buildings. This would have a 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 21st Century facilities that will impact positively on the self-esteem and well-being of all pupils and enable delivery of the new curriculum for Wales. The new building will include sports facilities, and the building would be located near to Brecon High School and Brecon Leisure Centre, which would improve pupil access to these facilities.</p> <p>The new building will be located up a hill, which may impact on pupils' ability to walk to school. In addition, pupils for whom Cradoc C.P. School is currently the closest school would no longer be able to walk to school.</p>
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Impact Rating *	Good
Mitigation	Active travel / walking routes to school to be a key consideration when developing the new building.
Mitigated Rating	Good

4d. A Wales of cohesive communities

Impact *	<p>Implementation of the preferred way forward would result in a building which will provide a safe environment for pupils, and will include community facilities. result in merging Mount Street Infants, Mount Street Juniors and Cradoc CP School to establish a new primary school, initially operating across the three existing sites but eventually moving to one new building in Brecon.</p> <p>It is acknowledged that following the move to the new building, there will be no primary provision in the village of Cradoc, which could impact on the community facilities available in Cradoc. However, pupils from Cradoc would have the opportunity to access a brand-new building, which would be vastly improved from the current building at Cradoc.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

4e. A globally responsible Wales

Impact *	<p>The aim of implementing the proposals is to provide the best possible opportunities to learners, enabling them to reach their full potential.</p> <p>The Council previously carried out consultation on the proposal to establish Ysgol Golwg Pen y Fan, which included consultation with pupils affected by the proposal, ensuring that all affected by the plans received the opportunity to give their views, and opportunities will be provided for pupils to contribute to the development of the project as the work moves forward.</p>
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

Using Welsh

Impact *	Ysgol Golwg Pen y Fan is an English-medium school; therefore it is not anticipated that implementation of the proposals would impact on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourable than the English language.
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Promoting Welsh

Impact *	Ysgol Golwg Pen y Fan is an English-medium school; therefore it is not anticipated that implementation of the proposals would impact on opportunities for persons to use the Welsh language, or on treating the Welsh language no less favourable than the English language.
Impact Rating *	Neutral
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sports, Art & Recreation

Impact *	The move to a new building would mean that all pupils at Ysgol Golwg Pen y Fan would attend school on the same site, which would improve their ability to take part in sport, art and other extra-curricular activities. Outdoor sports facilities will be provided as part of the new development which will support this.
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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 *	Providing a replacement building for Ysgol Golwg Pen y Fan aims to provide improved educational opportunities for all pupils attending the school, from early years through to year 6.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Disability i

Impact *	The new building would be fully DDA compliant, thereby improving the facilities available for any pupils with disabilities.
Impact Rating *	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

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

Race

Impact *	Providing a replacement building for Ysgol Golwg Pen y Fan aims to provide improved educational opportunities for all pupils attending the school, whatever their race. This would include pupils from Brecon's Nepalese community that attend the school.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Religion or belief

Impact *	Providing a replacement building for Ysgol Golwg Pen y Fan aims to provide improved educational opportunities 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 *	Providing a replacement building for Ysgol Golwg Pen y Fan aims to provide improved educational opportunities for all pupils attending the school, regardless of their sex.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Sexual Orientation

Impact *	Providing a replacement building for Ysgol Golwg Pen y Fan aims to provide improved educational opportunities 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 *	<p>The aim of the proposals is to provide improved educational opportunities for all pupils attending Ysgol Golwg Pen y Fan, including any pupils from low income backgrounds.</p> <p>The move to a new building would mean that there would be longer be a school in Cradoc. Home to school transport would be provided for eligible pupils, however 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, particularly those who do not drive or own a car.</p> <p>It may also be more difficult for low-income families living in Brecon to access the new building on the Penlan site, particularly those who do not drive or own a car.</p>
Impact Rating *	Neutral
Mitigation	Active Travel Routes and Safe Routes to School are key considerations during the design of any new building
Mitigated Rating	Neutral

4h. Evidence

Consultation responses, consultation report, objections, objection report

5. Impact on key guiding principles & workforce ⁱ

* Required

5a. Sustainable development principles

Long-term ⁱ

Impact *	The proposal will provide a new building to replace the three current buildings occupied by Ysgol Golwg Pen y Fan. The new building will be more efficient, and will provide better quality accommodation, and will ensure that money and time can be spent on improving the quality of provision rather than on buildings issues.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Collaboration ⁱ

Impact *	Full consultation has been carried out as part of the process to establish Ysgol Golwg Pen y Fan, which gave all interested parties an opportunity to give their views. Discussions with stakeholders associated with Ysgol Golwg Pen y Fan will take place as the process to develop the new school building moves forward.
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Involvement (including Communication & Engagement) ⁱ

Impact *	Full consultation has been carried out as part of the process to establish Ysgol Golwg Pen y Fan, which gave all interested parties an opportunity to give their views. Discussions with stakeholders associated with Ysgol Golwg Pen y Fan will take place as the process to develop the new school building 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 Ysgol Golwg Pen y Fan are identified in the SOC. The options appraisal exercise carried out as part of the SOC has focussed on identifying solution which will address these issues.</p> <p>One of the Investment Objectives identified as part of the SOC process relates to safeguarding, and ensuring appropriate safeguarding arrangements. The intention is that the preferred way forward would improve safeguarding arrangements for all pupils.</p>
Impact Rating *	Good
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

Integration

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

5b. Impact on the workforce

Impact *	The school will need to review its staffing levels when it moves to the new building. This could impact on current staff at the school.
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.

Mitigated Rating	Choose an item.
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5c. Welsh language impact on Staff i

Impact *	Ysgol Golwg Pen y Fan is an English-medium school, so it is not anticipated that there would be a Welsh language impact on staff.
Impact Rating *	Unknown
Mitigation	Click or tap here to enter text.
Mitigated Rating	Choose an item.

5d. Impact on apprenticeships i

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 i

Consultation responses, consultation report, objections, objection report

6. Likelihood and risks i

* Required

Risk 1

Risk 1
No capital funding available to fund the project

Likelihood score	4	Impact score	4	Risk rating	The risk rating will be automatically calculated when the document is completed
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Mitigation

Project is reflected in the Council's SOP for the Sustainable Communities for Learning Programme; SOC to be submitted to Welsh Government and considered by the Council's Cabinet in order to secure the funding

Residual likelihood score	2	Residual impact score	4	Residual risk rating	The residual risk rating will be automatically calculated when the document is completed
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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
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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 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. Since its establishment in September 2024, Ysgol Golwg Pen y Fan has been operating from three sites. The development of a new building to replace the current Ysgol Golwg Pen y Fan buildings would enable the school to operate from one site instead, which would enable the school to operate more efficiently. In addition, pupils and staff would be able to access much improved buildings and facilities for pupils compared with the current poor condition buildings, ensuring that future pupils would be taught in facilities that are fit-for-purpose, improving their learner entitlement and experience. The new facilities would be fully DDA compliant, supporting learners with disabilities. The new building will need to meet the Welsh Government's net zero carbon requirements, meaning that it will need to be highly energy efficient.

However, it is acknowledged that there are some negative impacts associated with the move to a new building. In particular, there would no longer be provision in Cradoc, which would have an impact on the community in Cradoc and would mean additional travel would be required for pupils for whom Cradoc is currently the closest school. In addition, it is acknowledged that the new building would be located up a hill, which may cause difficulties for those walking to the site. Active travel will be a key consideration when developing the scheme, with the aim of mitigating this.

8. Additional evidence i

A statutory process was carried out in order to establish Ysgol Golwg Pen y Fan. This provided an opportunity to let the Council know their views on the plan.

9. Monitoring arrangements * i

The Transforming Education Programme Board will continue to monitor impact.

Review date *	15/11/2025
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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