

# Impact Assessment

## Ysgol Calon Cymru Transformation



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

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<b>Portfolio Holder</b>	Councillor Pete Roberts
<b>Proposal title</b>	Ysgol Calon Cymru Transformation

## Description of proposal \*

The Council's Cabinet will consider a paper requesting approval to carry out consultation on the following proposals:

### Phase 1 (September 2027):

- To establish a new Welsh-medium all-age school (4-18) on the current Builth campus of Ysgol Calon Cymru.
  - o Initially the school would share the Builth campus with Ysgol Calon Cymru, using part of its building and sharing some facilities.
  - o This would be a temporary arrangement until there has been capital investment on the Llandrindod site under Phase 2.
- To change the language category of Builth Wells C.P. School to English-medium.
  - o Pupils in the Welsh-medium stream at Builth Wells C.P. School would move to the new Welsh-medium all-age school.
- To change the language category of Ysgol Calon Cymru from dual stream to English-medium.
  - o Pupils in years 7, 8 and 9 in the Welsh-medium of Ysgol Calon Cymru in September 2027 would transfer to the new Welsh-medium all-age school. The Welsh-medium stream of Ysgol Calon Cymru would be phased out by September 2029.

### Phase 2 (September 2029 at the earliest):

- Following capital investment on the Llandrindod Wells campus to accommodate all Ysgol Calon Cymru pupils and improve existing facilities, Ysgol Calon Cymru would close its Builth Wells campus and operate solely from the Llandrindod campus.
  - o Pupils from Ysgol Calon Cymru's Builth Wells campus would move to the Llandrindod site.
  - o The Welsh-medium all-age school would take over the whole of the Builth Wells site.

## 2. Savings and Consultation i

\* Required

### Profile of savings delivery

2024-25	2025-26	2026-27	2027-28	2028-29	2029+	Total Savings
Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.

## Further information

N/A

## Consultation requirements

Consultation required? *	Yes
Union consultation date	28/04/2025
Staff consultation date	28/04/2025
Public consultation date	28/04/2025

### Consultation plan (or justification where no consultation is required)

If approved by Cabinet, it is anticipated that consultation in accordance with the School Organisation Code would commence in April 2025.

## 3. Impact on other service areas, geographical areas, and data protection <sup>i</sup>

\* 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

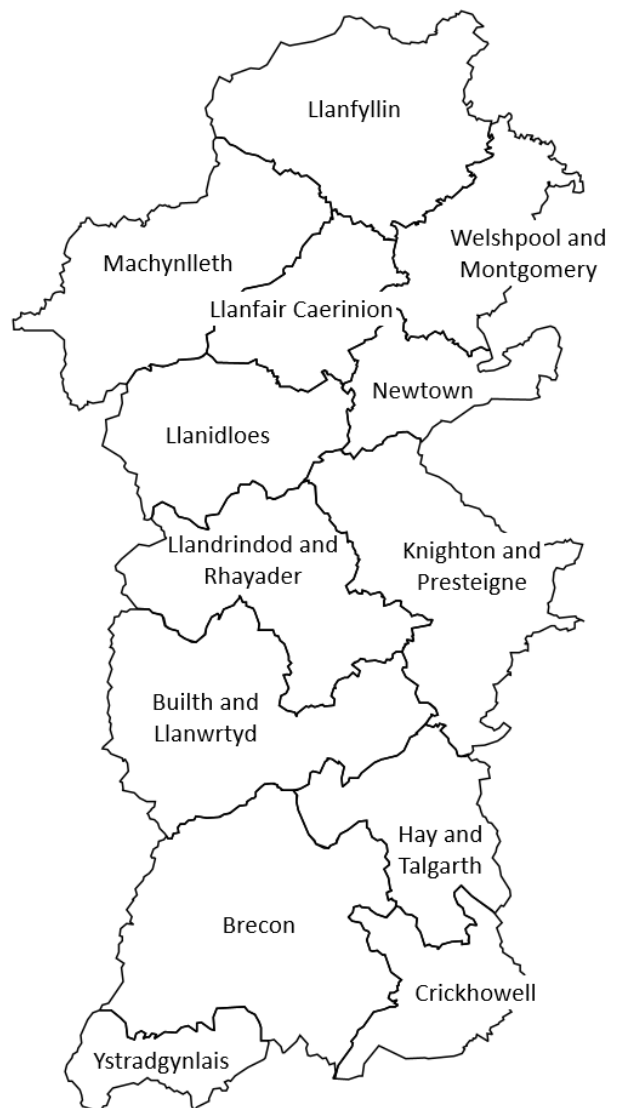
- Planning & Regulatory Services
- Transforming Education
- School Improvement and Learning
- Community Wellbeing
- Strategic Partners, e.g PTHB, RPB

**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? *	Yes
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

<b>Impact *</b>	<p>The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages. Establishing an all-age Welsh medium school 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 possess the language skills to assist them in their future careers and life opportunities which supports the local and national economic and community needs.</p> <p>Phase 1 of the proposal does not fully address the challenges of the current delivery model at Ysgol Calon Cymru, as the school would still need to operate across two sites until Phase 2 is implemented. However, Ysgol Calon Cymru would become an English-medium school, which would enable the school to focus on improving educational standards in a single language stream – this would enable the development of a skilled and well-educated population.</p> <p>Phase 2 would enable the benefits of the proposals to be fully realised, as there would be a single stream Welsh-medium all-age school in Builth Wells, and Ysgol Calon Cymru would become a single stream school operating from one site.</p> <p>Capital investment in both sites would be required to fully implement the proposals. Community benefits to include opportunities for traineeships / apprenticeships are a key requirement of projects taken forward as part of the Sustainable Communities for Learning Programme, therefore it is anticipated that these opportunities would be available as part of implementing the preferred way forward.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### 4b. A resilient Wales

<b>Impact *</b>	<p>Phase 2 of the proposal would result in improved accommodation on the Llandrindod and Builth Wells sites. It is anticipated that this would result in more environmentally friendly buildings, which would be more energy efficient than the current buildings.</p> <p>However, implementation of the preferred way forward would also require additional travel for English-medium secondary pupils currently attending provision at Builth Wells. This would have a negative environmental impact as more home to school transport would need to be provided to transport pupils in the Builth Wells catchment to Llandrindod Wells.</p> <p>The longer-term intention of the proposal is to increase Welsh-medium pupils in the area. Should this be achieved, this would lead to a reduction in the number of English-medium pupils in the area, which could eventually lead to a reduction in the number of English-medium secondary pupils being transported to Llandrindod Wells.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### 4c. A healthier Wales

<b>Impact *</b>	<p>Implementation of the proposal would result in the establishment of a Welsh-medium all-age school. As pupil numbers at the Welsh-medium all-age school would initially be small, there may be a short term negative impact on the opportunities that would be available to take part in sports activities and other extra-curricular activities, in both primary and secondary age groups – pupils currently have more opportunities for extra-curricular and sporting activities in their current schools as there is no language separation currently. It is anticipated that pupil numbers at the Welsh-medium all-age school would increase over time, which would mean that additional opportunities could be offered.</p> <p>Phase 2 of the proposal would result in new secondary facilities in Llandrindod and new / remodelled facilities in Builth Wells. This would have a positive impact on the well-being and morale of both pupils and staff.</p> <p>The proposals would result in all English-medium secondary pupils attending the same campus. It is expected that this would have a positive impact on the opportunities that would be available to take part in sports activities and other extra-curricular activities and would ensure that all pupils have access to the same opportunities.</p> <p>The capital investment that will be needed in both campuses also provides an opportunity for investment in sports facilities on the two sites, to improve opportunities to take part in physical activity.</p>
<b>Impact Rating *</b>	Neutral



<b>Mitigation</b>	<p>The Welsh-medium all-age school would be able to work with organisations such as Menter Brycheiniog and the Urdd to develop a full programme of extra-curricular activities through the medium of Welsh.</p> <p>Consideration to be given to investment in sports facilities as part of the capital investment.</p>
<b>Mitigated Rating</b>	Neutral

#### 4d. A Wales of cohesive communities

<b>Impact *</b>	<p>In the short-term, it is possible that there could be a negative impact on community cohesion in Builth Wells, particularly whilst the statutory process is ongoing. Whilst some members of the Builth Wells community will feel very strongly that the proposal is not the most appropriate way forward for Builth Wells, others in the community will agree that this is the most appropriate way forward. The Council would hope that these local tensions would ease once the process is concluded and, if approved by Cabinet, the proposal is implemented.</p> <p>Implementation of the proposals will require capital investment in facilities on the two current Ysgol Calon Cymru sites. Providing community facilities is a key consideration as part of all new build projects, therefore it is likely that community facilities would be provided as part of implementing the preferred way forward, which would benefit both communities.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 4e. A globally responsible Wales

<b>Impact *</b>	<p>Pupil numbers at the Welsh-medium school would be small initially which could impact on resources – it is possible that initial additional resources would be required to support the school. However, the intention is that pupil numbers would increase in the longer term, which would enable the school to operate more efficiently.</p> <p>Improving the provision for all pupils would support all learners to become ambitious and capable learners, ready to learn throughout their lives. In addition, learners would successfully develop to become enterprising and creative contributors that are ready to play a full part in life and work as well as become ethically and informed citizens of Wales and the world. Improved provision and facilities would also support learners to become healthy and confident individuals, ready to lead fulfilling lives as valued members of the society.</p> <p>It is anticipated that the proposals would negate the current need for travel for staff and pupils between the current two campuses of Ysgol Calon Cymru, which would have a positive impact on pollution and emissions from vehicles.</p> <p>In the long term, it is anticipated that the proposal would have a positive impact on the use of resources. In respect of Ysgol Calon Cymru, the school would operate from one site and through one language meaning that there would be no need to duplicate provision on more than one site or in more than one language.</p> <p>Ysgol Calon Cymru, the new Welsh-medium all-age school and Builth CP School would all eventually operate as single language schools and therefore there would be no need to duplicate provision in two languages, which would also ensure effective use of resources in the long term.</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>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

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

### Using Welsh

<p><b>Impact *</b></p>	<p>Improving the Welsh-medium secondary provision in Mid Powys is a key consideration as part of this development.</p> <p>There are currently significant concerns about the level of provision available to Welsh-medium learners in the area. Implementation of the preferred way forward would lead to the establishment of a Welsh-medium all-age school in Builth Wells, enabling learners to access full Welsh-medium provision throughout their educational careers, and enabling them to become confidently bilingual, with Welsh language skills that will enable them to use these Welsh language skills throughout their lives.</p> <p>Establishing an all-age Welsh medium school 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 establishing a Welsh-medium all-age school 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 Brycheiniog a Maesyfed, the Urdd.</p> <p>Establishing designated Welsh-medium provision would significantly raise the profile of Welsh-medium education in the area, which should lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050.</p> <p>Changing the language category of Builth Wells CP School would mean that Welsh-medium pupils would attend a different school. This could mean that Welsh speaking staff would also transfer to work in the new all-age school, which could impact on the breadth of Welsh language skills of staff, and therefore the bilingual skills of English-medium pupils who would remain in Builth Wells C.P. School, and the opportunities for them to use the Welsh language.</p> <p>There may be a negative impact on some pupils and staff in Ysgol Calon Cymru if they transfer from Builth Wells to Llandrindod Wells, as they will no longer be in an environment where the Welsh language is used on a daily basis and where Welsh-medium education is provided – this could limit their opportunities to hear and practice the language.</p>
<p><b>Impact Rating *</b></p>	<p>Very good</p>
<p><b>Mitigation</b></p>	<p>Click or tap here to enter text.</p>
<p><b>Mitigated Rating</b></p>	<p>Choose an item.</p>

## Promoting Welsh

<b>Impact *</b>	<p>Establishing designated Welsh-medium provision would significantly raise the profile of Welsh-medium education in the area and would provide numerous additional opportunities to promote the Welsh language, both within the school and in the wider community.</p> <p>As well as a full Welsh-medium curriculum, it is likely that establishing a Welsh-medium all-age school would also result in increased opportunities for pupils, families and the wider community to access Welsh language activities, including activities provided by the school and activities provided by other organisations e.g. Menter Brycheiniog a Maesyfed, the Urdd.</p> <p>Establishing a new Welsh-medium all-age school would lead to enhanced opportunities to promote the Welsh language within the school, for example:</p> <ul style="list-style-type: none"><li>• By having one ‘Siarter Iaith’ (Welsh Language Charter) across the whole school</li><li>• By having one ‘Cryw Cymraeg’ working to promote the Welsh language throughout the school and the wider community</li><li>• Improved transition opportunities for Welsh-medium pupils, between Key Stage 2 and 3 in particular</li><li>• Increased opportunities for school to school working in order to promote the Welsh language</li><li>• Improved opportunities to provide Welsh language cluster activities</li></ul> <p>The intention is that a new Welsh-medium school would act as a focus for the Welsh language in the area, and the greater awareness of Welsh-medium education would lead to an increase in pupils numbers, therefore contributing to the Welsh Government target to achieve a million Welsh speakers by 2050.</p> <p>As indicated above, there may be a negative impact on some pupils and staff in Builth Wells C.P. School and Ysgol Calon Cymru as they be attending / working at an English-medium school, and would no longer be in an environment where the Welsh language is used on a daily basis and where Welsh-medium education is provided – this could limit their opportunities to hear and practice the language.</p>
<b>Impact Rating *</b>	Very good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sports, Art & Recreation i

<b>Impact *</b>	<p>The proposal would also result in establishing a Welsh-medium all-age school. Numbers in the school would be small initially, however the intention would be to increase pupil numbers over time. In the short term, the small pupil numbers may limit the opportunities for pupils to take part in team sport activities and other types of activities.</p> <p>Implementation of the proposal would eventually result in all English-medium secondary pupils attending the same campus. It is expected that this would have a positive impact on the opportunities for them to take part in sports activities and other extra-curricular activities, and would ensure that all pupils have access to the same opportunities.</p> <p>However, there may be an impact on pupils from the Builth Wells and wider areas compared to the current situation if they are unable to access after-school clubs/activities if they are reliant on home-to-school transport.</p> <p>The capital investment that will be needed in both campuses also provides an opportunity for investment in sports facilities on the two sites, to improve opportunities to take part in physical activity.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	<p>Work with the governing body / SLT to ensure that an appropriate number and range of activities are available for Welsh-medium pupils, and also ensure that the school works with external organisations such as Menter Brycheiniog and the Urdd to develop a programme of extra-curricular activities through the medium of Welsh.</p> <p>Consideration to be given to investment in sports facilities as part of the capital investment.</p>
<b>Mitigated Rating</b>	Neutral

## 4g. A more equal Wales i

### Age i

<b>Impact *</b>	<p>Phase 1 of the proposal would impact on primary aged pupils at Builth CP School in September 2027, and secondary aged pupils that would have been pupils at Ysgol Calon Cymru in September 2027.</p> <p>The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages, however it is acknowledged that there would be an impact on pupils currently in the system, particularly during the transition period.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Disability

<b>Impact *</b>	<p>Phase 1 of the proposal would impact on primary aged pupils at Builth CP School in September 2027, and secondary aged pupils that would have been pupils at Ysgol Calon Cymru in September 2027.</p> <p>Whilst the aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages, there may be a short-term negative impact as there would be a change to their schools which could be unsettling if friendship groups/teachers had to change as a result. This could be particularly challenging for any pupils with ALN.</p> <p>Also, depending on the physical operation of the new provision, there may be a further impact on pupils with physical or learning disabilities.</p> <p>The aim of the proposal is to improve learner entitlement and experience for all learners in the area, including any pupils with disabilities. Implementation of the proposal would include capital investment in the two current Ysgol Calon Cymru campuses, which would improve the accommodation for secondary aged pupils in the area, and will need to ensure full access for disabled pupils in accordance with the requirements of the Equality Act 2010.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	<p>Pupils will need to be fully supported through the change of provision with encouragement for the continuation of friendship groups outside school.</p> <p>Dependent on the physical operation of the new school, it may be necessary to make physical adaptations to buildings to mitigate any negative impact on pupils with physical disabilities.</p>
<b>Mitigated Rating</b>	Good

## Gender Reassignment

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

## Marriage or Civil Partnership

<b>Impact *</b>	No impact
<b>Impact Rating *</b>	Neutral

<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Race

<b>Impact *</b>	The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages, regardless of race.
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Religion or belief

<b>Impact *</b>	The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages, regardless of religion or belief.
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sex

<b>Impact *</b>	The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages, regardless of sex.
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Sexual Orientation

<b>Impact *</b>	The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages, regardless of sexual orientation.
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Pregnancy and Maternity

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

## Socio-economic Duty

<b>Impact *</b>	<p>The aim of the proposal is to improve learner entitlement and experience by developing a model of education that will enable learners to have high-quality education in both languages and this includes pupils from deprived backgrounds currently attending Ysgol Calon Cymru e.g. any learners eligible for Free School Meals.</p> <p>The proposal would also impact on pupils eligible for Free School Meals attending Builth C.P. School, however it is not anticipated this would be a negative impact. Welsh-medium and English-medium provision would continue to be available in Builth Wells.</p> <p>Improving the provision for all pupils would support all learners to become ambitious and capable learners, ready to learn throughout their lives. In addition, learners would successfully develop to become enterprising and creative contributors that are ready to play a full part in life and work as well as become ethically and informed citizens of Wales and the world. Improved provision and facilities would support learners to become healthy and confident individuals, ready to lead fulfilling lives as valued members of the society.</p> <p>Should Phase 2 of the proposal be implemented, no English-medium secondary education would be provided in Builth Wells. This would mean that pupils accessing English-medium secondary education would need to travel to Llandrindod Wells. 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>
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<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### 4h. Evidence

SOC workshops, meetings with stakeholders, PLASC

## 5. Impact on key guiding principles & workforce i

\* Required

### 5a. Sustainable development principles

#### Long-term i

<b>Impact *</b>	<p>The proposals in respect of Ysgol Calon Cymru acknowledge that the school’s current operating model does not provide the best possible opportunities for pupils, and aims to address this so that the provision available to future generations provides a range of opportunities to them, enabling them to fully meet their potential.</p> <p>Improving the provision for all pupils would support all learners to become ambitious and capable learners, ready to learn throughout their lives. In addition, learners would successfully develop to become enterprising and creative contributors that are ready to play a full part in life and work as well as become ethically and informed citizens of Wales and the world. Improved provision and facilities would support learners to become healthy and confident individuals, ready to lead fulfilling lives as valued members of the society.</p> <p>The proposal to establish a new Welsh-medium all-age school aims to significantly improve the Welsh-medium provision available to learners in the area, ensuring that pupils can access provision that will enable them to acquire fully bilingual skills which will help them in their future careers, and will meet the Welsh Government’s aspiration to achieve a million Welsh speakers by 2050.</p> <p>The proposal would provide a more sustainable model of delivering secondary education in the area, enabling education to be delivered more efficiently. Implementation of the proposals would also free up primary spaces in the area, which would enable a wider review of primary provision in the area to be carried out.</p>
<b>Impact Rating *</b>	Very good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

#### Collaboration i

<b>Impact *</b>	<p>Should Cabinet agree to implement the proposal in respect of Ysgol Calon Cymru, the Council would collaborate with key stakeholders associated with the current schools to transition to the new delivery model.</p> <p>In respect of establishing an all-age school, this would also involve collaboration with Welsh language organisations working in the area, such as Mudiad Meithrin, Menter Brycheiniog a Maesyfed and the Urdd.</p>
<b>Impact Rating *</b>	Neutral

<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Involvement (including Communication & Engagement)

<b>Impact *</b>	<p>Should Cabinet decide to proceed with the recommendation, full consultation would be carried out with stakeholders in accordance with the School Organisation Code which would ensure the opportunity for all interested parties 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>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Prevention

<b>Impact *</b>	<p>The key issues relating to the Ysgol Calon Cymru operating model have been identified as part of this work. The options appraisal exercise carried out focussed on identifying solutions which will address these issues and prevent them occurring again.</p> <p>Implementation of the proposals would require capital investment on both current Ysgol Calon Cymru sites. Safeguarding will be an important consideration when developing plans for the two sites, and the intention is that full implementation of the plans would lead to a safer environment and would address safeguarding concerns related to the Builth site in particular, improving the safeguarding arrangements.</p>
<b>Impact Rating *</b>	Good
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## Integration

<b>Impact *</b>	An integrated approach would be taken in order to implement the proposal, which would include other Council service areas and other partners as required.
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<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 5b. Impact on the workforce

<b>Impact *</b>	<p>The proposal would impact on staff at Ysgol Calon Cymru and Builth Wells C.P. School.</p> <p>Should Cabinet decide to proceed with the proposal, full consultation would be required in accordance with the School Organisation Code in order to achieve this. 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>In the case of current staff at Ysgol Calon Cymru, it is acknowledged that many of the school's staff have been through the management of change process a few years ago as part of establishing Ysgol Calon Cymru, therefore there is a possibility that further staffing changes may have an impact on staff morale whilst these processes are ongoing. It is possible that implementation of the proposal would lead to a reduction in staffing numbers at Ysgol Calon Cymru, which would have a further negative impact on this group of staff.</p> <p>Implementation of the proposal would result in the establishment of separate Welsh-medium provision, which would provide new opportunities for Welsh speaking staff / Welsh learners, and would have a positive impact on them by enabling them to work in a fully Welsh-medium environment.</p> <p>Establishing a Welsh-medium all-age school may have an additional impact on staffing requirements in other service areas within the Council, such as Children's Services, Catering, Payroll, ALN as there would be an expectation on these service areas to provide services in the medium of Welsh. This would impact positively on opportunities for Council staff to use the Welsh language.</p> <p>Implementation of the proposals would require capital investment in the facilities in both Builth Wells and Llandrindod Wells, which would have a positive impact on staff morale.</p>
<b>Impact Rating *</b>	Poor
<b>Mitigation</b>	Processes to be carried out as swiftly as possible to minimise the period of uncertainty for staff.
<b>Mitigated Rating</b>	Neutral

## 5c. Welsh language impact on Staff

<b>Impact *</b>	<p>Implementation of the proposal would result in the establishment of separate Welsh-medium provision, which would provide new opportunities for Welsh speaking staff / Welsh learners, and would have a positive impact on them by enabling them to work in a fully Welsh-medium environment. As well as staff at Ysgol Calon Cymru, this would also potentially impact on Welsh speaking staff at Builth Wells C.P. School.</p> <p>Implementation of the proposal would result in the establishment of separate Welsh-medium provision, which would provide new opportunities for Welsh speaking staff / Welsh learners, and would have a positive impact on them by enabling them to work in a fully Welsh-medium environment. However, there may be a negative impact on staff in Ysgol Calon Cymru and Builth CP School if they become English-medium schools through the reduction of contact with Welsh-speaking staff, therefore reducing opportunities for staff to use and interact with the Welsh language.</p> <p>Establishing a Welsh-medium all-age school may have an additional impact on staffing requirements in other service areas within the Council, such as Children’s Services, Catering, Payroll, ALN as there would be an expectation on these service areas to provide services in the medium of Welsh. This would impact positively on opportunities for Council staff to use the Welsh language.</p>
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Every school in Wales is required to teach Welsh, regardless of its language status, therefore there would be opportunities to hear and practice the language in Ysgol Calon Cymru and Builth CP School.
<b>Mitigated Rating</b>	Neutral

## 5d. Impact on apprenticeships

<b>Impact *</b>	Implementation of the proposals would require capital investment in the two sites. 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 way forward.
<b>Impact Rating *</b>	Neutral
<b>Mitigation</b>	Click or tap here to enter text.
<b>Mitigated Rating</b>	Choose an item.

## 5e. Evidence

Click or tap here to enter text.

## 6. Likelihood and risks i

\* Required

### Risk 1

Risk 1					
Period of uncertainty for the affected schools whilst the statutory process is being carried out and implemented may have a negative impact on standards at the two schools					
<b>Likelihood score</b>	4	<b>Impact score</b>	3	<b>Risk rating</b>	The risk rating will be automatically calculated when the document is completed

Mitigation					
Support to be provided during the transition period					
<b>Residual likelihood score</b>	3	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	The residual risk rating will be automatically calculated when the document is completed

### Risk 2

Risk 2					
Uncertainty for staff during the transition period, may result in some staff leaving					

<b>Likelihood score</b>	3	<b>Impact score</b>	3	<b>Risk rating</b>	The risk rating will be automatically calculated when the document is completed
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### Mitigation

Ensure that processes are carried out as swiftly as possible to minimise the period of uncertainty

<b>Residual likelihood score</b>	2	<b>Residual impact score</b>	3	<b>Residual risk rating</b>	The residual risk rating will be automatically calculated when the document is completed
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## Risk 3

### Risk 3

If there is no funding available to fund the capital investment required, then the project will not be able to proceed.

<b>Likelihood score</b>	4	<b>Impact score</b>	4	<b>Risk rating</b>	The risk rating will be automatically calculated when the document is completed
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### Mitigation

Updated Strategic Outline Programme has been approved by Cabinet and Welsh Government; Regular discussions with Finance and Welsh Government colleagues.

<b>Residual likelihood score</b>	3	<b>Residual impact score</b>	4	<b>Residual risk rating</b>	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.

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

Click or tap here to enter text.

<b>Residual likelihood score</b>	Choose an item.	<b>Residual impact score</b>	Choose an item.	<b>Residual risk rating</b>	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.



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

Click or tap here to enter text.

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

### Outline assessment \*

This impact assessment suggests that the impact of Phase 1 of the proposal is generally positive:

- Improving the Welsh-medium secondary provision in Mid Powys is a key consideration as part of this development. There are currently significant concerns about the level of provision available to Welsh-medium learners in the area. Implementation of the preferred way forward would lead to the establishment of a Welsh-medium all-age school in Builth Wells, enabling learners to access full Welsh-medium provision throughout their educational careers, and enabling them to become confidently bilingual, with Welsh language skills that will enable them to use these Welsh language skills throughout their lives.
- Phase 1 of the proposals does not fully address the challenges of the current delivery model at Ysgol Calon Cymru as the school would still need to operate across two sites until Phase 2 is implemented. However, changing to an English-medium school would enable the school to focus on improving educational standards in a single language stream school.
- Ysgol Calon Cymru, the new Welsh-medium all-age school and Builth CP School would operate as single language schools and therefore there would be no need to duplicate provision in two languages, which would also ensure effective use of resources in the long term.

This impact assessment suggests that the impact of Phase 2 of the proposal is generally positive:

- Providing capital investment to improve the facilities at both current Ysgol Calon Cymru sites would address many issues related to the poor condition of the buildings.
- Co-locating all the English-medium pupils and Welsh-medium pupils on different sites would enable the school to provide a greater level of educational opportunities for all pupils.

The proposal addresses the challenges experience by Ysgol Calon Cymru of operating as a dual-sited secondary school, and would enable the school to focus on improving standards of education in a single-stream, single-sited school in improved accommodation.

## 8. Additional evidence

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

## 9. Monitoring arrangements \*

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

**Review date \***

31/07/2025

## 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 an email 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.

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