



Y CABINET

DYDD LLUN, 20 TACHWEDD 2023

**YN SYTH AR ÔL CYFARFOD PWYLLGOR CRAFFU POLISIŶAU AC
ADNODDAU'R CABINET**

**SIAMBR Y CYNGOR – CANOLFAN DDINESIG CASTELL-NEDD PORT
TALBOT**

**RHAID GOSOD POB FFÔN SYMUDOL AR Y MODD DISTAW AR
GYFER PARHAD Y CYFARFOD**

Rhan 1

1. Penodi Cadeirydd
2. Cyhoeddiad y Cadeirydd
3. Datganiadau o fuddiannau
4. Blaenraglen Waith 2023/24 (*Tudalennau 3 - 6*)
5. Amser Cwestiynau Cyhoeddus
Mae'n rhaid cyflwyno cwestiynau'n ysgrifenedig i'r Gwasanaethau Democrataidd, democratic.services@npt.gov.uk heb fod yn hwyrach na chanol dydd ar y diwrnod gwaith cyn y cyfarfod. Mae'n rhaid i'r cwestiynau ymwneud ag eitemau ar yr agenda. Ymdrinnir â chwestiynau o fewn cyfnod o 10 munud.

Materion i'w Penderfynu

6. Rhaglen Strategol ar gyfer Gwella Ysgolion (*Tudalennau 7 - 36*)
Cynnig i Ddiwygio Cymunedau Cynaliadwy'r Cyngor ar gyfer

Prosiectau Cyllido Cyfalaf Dysgu, ac Adolygu'r Proffil Gwariant
Cyfalaf.

7. Eitemau brys
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl disgresiwn y Cadeirydd yn unol â Rheoliad 5(4)(b) Offeryn Statudol 2001 Rhif. 2290 (fel y'i diwygiwyd).

K.Jones
Prif Weithredwr

Canolfan Ddinesig
Port Talbot

Dydd Mawrth, 14 Tachwedd 2023

Aelodau'r Y Cabinet:

Y Cynghorwyr S.K.Hunt, S.A.Knoyle, N.Jenkins, J.Hurley, S.Harris,
J.Hale, A.Llewelyn, W.F.Griffiths, S.Jones a/ac C.Phillips

Meeting Date 2023	Agenda Item and Type	Contact Officer
<u>SPECIAL</u> 28 November 2023	Annual Governance Statement (6 Monthly Update)	Louise McAndrew
	Corporate Plan 6 Month Update	Caryn Furlow/ Louise McAndrew
	Self Assessment 22/23	Caryn Furlow, Louise McAndrew
	UK Shared Prosperity Fund Multiply Round 2	Lisa Willis
	UK Shared Prosperity Fund Skills Round 2	Lisa Willis
	Setting Council Tax Base 24/25	Huw Jones
	Draft Annual Report 22/23	Caryn Furlow, Louise McAndrew

Meeting Date 2023	Agenda Item and Type	Contact Officer
<u>SPECIAL</u> 7 December 2023	Freeports Outline Business Case	Nicola Pearce

Tudalen4

Meeting Date 2023	Agenda Item and Type	Contact Officer
13 December	Third Sector Grants	Louise McAndrew
	Quarter 2 performance indicators	Sheenagh Rees, Caryn Furlow, Shaun Davies
	Treasury Management	Huw Jones
	Revenue Monitoring Report (Q2)	Huw Jones
	Capital Monitoring Report (Q2)	Huw Jones
	Celtic Leisure	Chris Saunders
	2023/24 Treasury Management Mid Year Update Report	Huw Jones
	Homeless Structure – Reserves Request	Chele Howard
	Adult Social Care Transformation – Reserves Request	Angela Thomas

Mae'r dudalen hon yn fwiadol wag

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

**Cabinet (Special)
20th November 2023**

**REPORT OF THE DIRECTOR OF EDUCATION, LEISURE
AND LIFELONG LEARNING
- A.THOMAS**

MATTER FOR DECISION

WARDS AFFECTED: All

**STRATEGIC SCHOOL IMPROVEMENT PROGRAMME –
PROPOSAL TO AMEND THE COUNCIL’S
SUSTAINABLE COMMUNITIES FOR LEARNING
CAPITAL FUNDING PROJECTS AND REVISE THE
CAPITAL SPEND PROFILE**

Purpose of report

1. To obtain Member permission to seek approval from Welsh Government to amend the Council’s original Band B Strategic Outline Programme (SOP) and to update Band C SOP.

Executive summary

2. The Councils Band B Strategic Outline programme (SOP) was approved by members in October 2017 and subsequently by Welsh Government. All projects have been completed in Band B apart from Coed Darcy and Swansea Valley.
3. In November 2022 members approved the submission of the Band C SOP to Welsh Government. This has been further developed since that time and is ready for submission, with some suggested amendments detailed within the report for member approval.
4. In order to amend or replace schemes that have been previously approved it is necessary to submit a variation request to Welsh Government outlining the proposed new or amended schemes for approval.

5. This report seeks approval to submit a variation request to amend the Band B SOP and to make changes to the member approved Band C SOP before submitting to Welsh Government.

Background

6. The Council is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having the right schools in the right place and ensuring that they are fit for the 21st century learner is the challenge facing the Council. Achieving this will involve reviewing the number and type of schools the Council has in its area and assessing whether or not best use is being made of resources and facilities.
7. Implementing the Council's Strategic School Improvement Programme (SSIP) involves reviewing existing provision and determining the number and type of schools needed to deliver education effectively and efficiently across the County Borough. It will most likely lead to substantial change involving opening new schools, closing existing schools, merging or amalgamating schools, federating schools and promoting new initiatives that support collaborative working between schools.
8. The Council has determined to review its provision on the basis of:
 - educational standards
 - the need for places and the accessibility of schools
 - the quality and suitability of school accommodation
 - effective financial management
9. In 2022 Welsh Government renamed the 21st Century Schools Programme to Sustainable Communities for Learning and issued updated business case guidance, which can be read following the link <https://www.gov.wales/sites/default/files/publications/2022-01/sustainable-communities-for-learning-business-case-guidance-2022.pdf>
10. The guidance outlines the processes needed to access Welsh Government funding for new build schools, along with guidance for changing approved schemes.
11. The Councils Band B Strategic Outline programme (SOP) was approved by members in October 2017 and subsequently

approved by Welsh Government. All projects have been completed in Band B apart from Coed Darcy and Swansea Valley.

12. In November 2022, members approved the submission of the Band C SOP to Welsh Government. This has been further developed since that time and is ready for submission, with some amendments.

Changes to Band B SOP

12. Band B originally consisted of five projects-

- a. **Cefn Saeson Comprehensive**

A new build English-medium school for 900 pupils aged 11-16 years to replace an existing secondary school assessed as building condition category grade D.

This project was completed and occupied in 2021. The overall cost was £29.3m.

- b. **Ysgol Gymraeg Ystalyfera – Bro Dur**

New build replacement accommodation as part of the site transformation of the north campus at Ystalyfera. This work complements the new build facilities at the school funded by Band A.

This project was completed and occupied in 2022. The overall cost was £10m.

- c. **Abbey Primary School**

A new build English-medium school for 450 pupils (incl. Nursery) on a single site to replace the existing buildings located over 3 sites.

This project was completed and occupied in 2022. The overall cost was £11m.

- d. **Ysgol Newydd (Coed Darcy)**

A new build school for 450 pupils aged 3-11 (incl. Nursery) at Coed Darcy urban village. The language medium of the school is yet to be determined. This scheme is carried over from the initial Band A submission.

This project has not progressed and at the current time it is unlikely that it will be delivered within Band B timescales. It is doubtful that

Welsh Government would allow the project to be carried over again without a guarantee that the project is likely to be delivered.

e. Ysgol Newydd Swansea Valley

A new build English-medium school in the Pontardawe area to accommodate primary age pupils as part of an 'all-through', 3-16 development involving Cwmtawe Comprehensive and four existing primary schools.

This scheme was revised in 2019 to establish an English-medium 3-11 school with a specialist Learning Support Centre (LSC) for 16 pupils with a statement of Autistic Spectrum Disorder (ASD), in new build premises to accommodate pupils from the current catchment areas of Alltwen Primary, Godre'rgraig Primary and Llangiwig Primary. The scheme also included a new build pool on the Parc Ynysderw site, to replace the aging Pontardawe Pool.

The project was planned to be delivered in 2024 at a cost of circa. £22.7m.

13. In April 2023, Cabinet determined not to progress the Ysgol Newydd Swansea Valley proposal. As a result of this decision, the £14.7m Welsh Government funding which had been approved for this scheme is potentially available for an alternative scheme, subject to Welsh Government approval and the submission of a three stage, five case business model.
14. In July 2019, Godre'rgraig Primary was relocated from Godre'rgraig to Parc Ynysderw, adjacent to Cwmtawe Community School after geological experts found there was a potential landslide risk to the school's playground.
15. Earth Science Partnership (ESP), the experts commissioned by Neath Port Talbot Council, reported a medium level risk from a quarry spoil tip near the school after the Council asked them to extend their extensive landslide risk investigation work carried out in nearby Panteg, Ystalyfera.
16. A further report in September 2021 has revealed that the quarry tip is moving and is now noted to be 'actively unstable' meaning that it would be unsafe for staff and pupils to return to the school.

17. In December 2022, the Council's Environment, Regeneration and Streetscene Services Cabinet Board determined that Godre'rgraig Primary school building at Graig Road should be demolished.
18. It is therefore clear that a permanent solution must be found for Godre'rgraig primary School. As such it is proposed that a replacement scheme is submitted to Welsh Government for a new build replacement school for Godre'rgraig Primary School.
19. Additionally, in July 2019 members gave approval to submit a supplementary scheme to Welsh Government for funding within the Band B envelope, for a new build special school for pupils with social, emotional and behavioural difficulties (SEBD). Work began on further developing the scheme, however further research suggested that the original scheme would need to be amended. Since the return to school after the pandemic it has become clear that the demand for specialist places has greatly increased and it is no longer felt that a special school for SEBD pupils alone is sufficient to meet the demand, and the scheme has subsequently been revised.
20. The revised scheme involves both current special schools phased over Band B and Band C– the first phase to increase the provision at Maes Y Coed special school through a new build extension, enabling additional pupils to be admitted and avoiding costly duplication of some of the specialist facilities already in use, e.g. the Cruyff Court and the pool, as well as avoiding potential costly out of county placements. Phase two would involve replacing Ysgol Hendrefelin with a new build school on a new site, yet to be determined.
21. The special school scheme has not yet been submitted to Welsh Government, however it is proposed to now include the first phase of the revised scheme with the variation request for the Band B envelope, with phase two proposed to be included in the Band C SOP submission.
22. Finally, it is proposed to include a request for funding for a complete refurbishment of the vacated ELRS building at Reginald Street, Velindre, Port Talbot, to create a new central hub provision which will offer a range of skills based learning and vocational opportunities for pupils across Neath Port Talbot. It is planned to

expand and enhance current internal provision and promote a wide range of subjects for a more cohesive vocational learning experience for young people.

Details of the proposed amendments

Band B Replacement Scheme – Godrergraig Primary School

23. It is proposed to submit a replacement scheme to provide a new build replacement Godre'rgraig Primary school, at Gnoll Road, Godre'rgraig.
24. It is proposed that the school would be a one form entry, English-medium school and would provide education for 210 full time and 30 part time nursery pupils from the current Godre'rgraig Primary catchment area.
25. The proposed pupil numbers of 210 full time and 30 part time nursery pupils would provide the school with one classroom space per year group, and officers believe that this is the smallest size school that should be considered.
26. Gnoll Road has been identified as the only potentially feasible site available for this proposal; however it is a challenging site with many unknown factors which following further investigation could significantly contribute to abnormal costs.
27. A Feasibility Study was commissioned to ascertain whether the site would be suitable for a new build school. The study notes 'The site specific abnormalities for this site are considerable and would likely add significant cost to the overall project'. The estimated costs amount to circa. £17m.

Band B Additional Scheme – Special School Phase 1

28. It is proposed to include a scheme to build an extension to Ysgol Maes Y Coed special school, creating a purpose built facility that will allow the school to increase the number of pupils and to benefit from the specialist facilities that already exist. It is anticipated that the school will increase capacity and provide for 40 additional pupil places.
29. The current school has reached its capacity and it is not possible to admit any more pupils without compromising the provision available. The new extension will allow the school to reorganise its

provision appropriately, relieving the pressure on planned places and ensuring that the Council is able to provide specialist education for pupils within the county borough.

30. An extension will also potentially allow new pupils use of the current specialist facilities including the pool and the Cruyff Court. It will also ensure that the good standard of education provided by the leadership and staff team at Maes Y Coed can continue and be extended, and that staff will be available to advise the project team and ensure the build is equipped with the necessary equipment and facilities needed to meet the complex needs of the children and young people who require a place there.
31. Changes to pupil numbers will require a statutory proposal and a full consultation where further details will be presented to members. The current approval to consult on increasing pupil numbers at the school will be paused while additional work is undertaken to ascertain more detail around the planned places that are to be provided and a new consultation will be progressed at that time subject to member approval.

Band B Additional Scheme –Skills Centre

32. This proposal seeks to create a central hub provision which will offer a range of skills based learning and vocational opportunities for pupils all across Neath Port Talbot. It is planned to expand and enhance current internal provision and promote a wide range of subjects for a more cohesive vocational learning experience for young people.
33. A strategy to show how this can be achieved, both in the short and longer term, is currently being developed, with stakeholder involvement, and will be shared with members when completed.
34. In the first instance it is proposed to undertake a complete refurbishment of the former ELRS building at Velindre, Port Talbot to create a base for co-ordinating the development of learning pathways as well as creating multiple vocational subject environment pods, to provide on the job training.
35. This will be the first step, along with creating onsite hubs at two secondary schools (made possible through the Community

Focused Schools grant funding), at delivering an enhanced curriculum offer for young people. Further work is expected to involve provisions at all secondary and middle schools, some of which will be provided in the Band C new build schemes and some through reorganising existing provision or by providing hubs through future grant funding streams.

Changes to Band C SOP

36. In November 2022 members approved the submission to Welsh Government of the Councils Band C SOP which comprises

a. Llangatwg Comprehensive c.£30m

A replacement 11-16 Secondary school for 850 places and new 16 place Learning Support Centre (LSC). Llangatwg Comprehensive is a building condition category C- with backlog maintenance and accessibility costs amounting to approximately £6.8m. The school has significant surplus capacity. It is proposed to construct the new school on the playing fields of the existing site. On completion, the existing buildings will be demolished to make way for new playing fields, ATP and hard play areas.

b. YGG Rhosafan c.£10.2m

A replacement 3-11 Primary school for 465 places (incl. 45 place Nursery) and 16 place LSC. YGG Rhosafan is a Welsh-medium primary school located in the Sandfields area of Port Talbot and is a building condition category C- with backlog maintenance and accessibility costs amounting to approximately £1.4m. The existing school is nearing capacity and pupil numbers are projected to increase. It is proposed to replace the school with a new build 21st Century school to accommodate increased numbers of Welsh-medium pupils in the area. The replacement school will be built on the playing fields of the existing site. On completion of the new build the existing building will be demolished to make way for new playing fields, MUGA and hard play areas.

c. Tywyn Primary c.£10.8

A replacement 3-11 Primary school for 465 places (incl. 45 place Nursery) and a 48 place LSC for pupils with severe learning difficulties (SLD) and profound and multiple learning difficulties (PMLD). Tywyn primary school is located in the Sandfields area of Port Talbot and is a building condition category C- with backlog

maintenance and accessibility costs amounting to approximately £2.7m. It is proposed to replace the school and LSC with a new build 21st Century school. The replacement school will be built on the playing fields of the existing site. On completion of the new build the existing building will be demolished to make way for new playing fields, MUGA and hard play areas.

d. Ysgol Gymraeg Newydd Dwyrain c.£10.2m

A new Welsh-medium 3-11 Primary school for 465 places (incl 45 place Nursery) and 16 place LSC Total 481 places. A review of Welsh-medium provision has identified the need to establish a new school in the East of the County Borough. The new school will provide for 465 pupils (including a 45 place Nursery) and incorporate a 16 place LSC. There is a need to identify a suitable area of land of approximately 24,000m² along the A48 corridor between Port Talbot Town Centre and Margam.

e. St Joseph's RC School and Sixth Form Centre and St. Joseph's Catholic Junior School c.£45m

A new build 21st Century 7-18 Middle School for 1130 places and a 16 place LSC. St Joseph's RC School and Sixth Form Centre is condition category C- with backlog maintenance and accessibility costs amounting to approximately £7.5m. St. Joseph's Catholic Junior School building is condition category C with backlog maintenance and accessibility costs amounting to approximately £470K. The replacement school would be built on the playing fields of the existing sites. On completion of the new build the existing buildings will be demolished to make way for new playing fields, ATP, MUGA and hard play areas.

Details of the proposed amendment- Band C

37. It is proposed that the new build special school scheme that was approved by members in July 2019 is amended to provide a replacement school for Ysgol Hendrefelin special school and is included as part of the Band C SOP, which is ready to be submitted to Welsh Government for approval.
38. Ysgol Hendrefelin was established in January 2015 following the amalgamation of Ysgol Hendre Special School, Velindre Community School and Bryncoch Pupil Referral Unit. Ysgol

Hendrefelin is a maintained community special school based at three sites: Bryncoch, Neath and Theodore Road and Velindre, Port Talbot. It provides for pupils aged 3-16 who have been diagnosed with moderate learning difficulties (MLD), severe learning difficulties (SLD), autistic spectrum disorder (ASD), long term and complex social, emotional and behavioural difficulties (SEBD).

39. It is proposed that the new build will accommodate all pupils on one site, with well-designed facilities to ensure that each of the separate needs can be catered for through clever design and the provision of modern facilities, both indoors and outside. It is anticipated that pupil numbers will remain the same or slightly increase, but it is possible that the current planned places noted above may change to accommodate the needs of pupils at the time of the build. All changes will require statutory processes including a full consultation.

Financial Impact - Affordability of the Proposals

40. In November 2020 WG approved a revised SOP increasing the overall Band B envelope to the current £80,500,000.
41. With an intervention rate of 65.00% Welsh Government investment and 35.00% NPT investment, the funding forecast at that time indicated Welsh Government funding of £43,680,000 and NPT £23,520,000. This was based on all projects within Band B being completed.
42. The removal of the proposed Swansea Valley primary school and pool from the Band B envelop has meant that the £14.7m of Welsh Government funding is no longer allocated to a specific project and is potentially available for replacement schemes, subject to Welsh Government approval and the submission of a three stage, five case business model.
43. The three schemes proposed for inclusion in Band B would see an overall investment of £36m, with the request for Welsh Government funding in total of £24.5m. The council contribution would be £11.5m. The breakdown of projects is as follows

Project	NPT Investment	WG Investment	Total Investment
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Godre'rgraig Primary	5.9m	11.1m	17m
ELRS Refurbishment	3.1m	5.9m	9m
*Ysgol Maes Y Coed extension	2.5m	7.5m	10m

** Welsh Government funding of 75% applicable to special school projects, 65% for all other projects*

44. A new build Ysgol Hendrefelin, for inclusion in Band C is estimated to cost circa £17m. The grant funding intervention rate would be 75% from Welsh Government with 25% council contribution, due to the increased intervention rate allowed for special school projects.
45. Band C schemes were approved in November 2022, and as part of the Band C SOP a new build YGG Rhosfan was included at an estimated cost of £10.2m. This build will now be 100% grant funded through the successful submission to the Sustainable Schools Challenge.
46. It is therefore proposed that YGG Rhosafan is no longer submitted as part of the Band C SOP for grant funding and that Ysgol Hendrefelin replacement scheme is included instead. This will result in an estimated increase of £6.8m to the overall programme.

Integrated Impact Assessment

47. An integrated impact assessment (IIA) has been undertaken to assist the Council in discharging its legislative duties (under the Equality Act 2010, the Welsh Language Standards (No.1) Regulations 2015, the Well-being of Future Generations (Wales) Act 2015 and the Environment (Wales) Act 2016. This is attached as Appendix A to this report.
48. The IIA concludes that the proposals contained in this report should provide improved facilities and educational opportunities for children and young people, as well as supporting the development of community facilities.
49. The IIA has identified positive impacts on age and on disability and neutral on all other protected characteristics. The proposal will improve the educational provision for children and young people, both mainstream and with ALN.

50. It is expected that individual schemes will impact positively on selected communities due to the provision of enhanced community facilities and the improved learning facilities available to children and young people.
51. It is expected that the proposed schemes would have a positive impact on Welsh as they are aimed at promoting the Welsh language and supporting pupils who want to access education through the medium of Welsh.
52. This proposal directly contributes to the Council's wellbeing objective of providing the best start in life.
53. A number of the proposed schemes will require statutory processes as outlined in Welsh Government School Organisation Code 2018, meaning that additional IIAs will be undertaken, specific to each scheme.
54. Welsh language impact assessments will also be required for each scheme to satisfy the requirements of the business cases.

Valley Communities Impacts

55. There are no negative impacts identified on the Valley Communities as a result of this report, as new build schools are expected to provide improved facilities and educational opportunities for children and young people, as well as supporting the development of community facilities. Potential impacts will be assessed for each scheme in greater detail should the proposals proceed.

Workforce Impacts

56. There are no implications on the workforce as a result of this report, however there could be impacts (negative and positive) on the workforce of particular schools should the proposal proceed. Potential impacts will be assessed for each scheme as they are developed, if approved.

Legal impacts

57. There are no legal impacts as a result of this report. However should the proposal progress then the School Standards & Organisation (Wales) Act 2013 (the Act) provides the legislative framework by which the Council may establish a new school in a

new location, to extend existing schools or to create new schools or educational establishments.

Risk management

58. A risk assessment has been carried out under the Council's Risk Management Policy 2018.
59. The potential risks associated with this report could threaten the Council's ability to successfully achieve its strategic goals and objectives
60. Failure to secure approval to write to Welsh Government to include the schemes outline above in Band B would prevent the schemes progressing.
61. If the schemes are not included in Band B then it would not be possible to submit a business case to Welsh Government for support with funding and without such funding it is unlikely that the Council could afford to build the proposed schemes.
62. Should approval be given for officers to write to Welsh Government to request permission to include the schemes in Band B, there is a risk that these would still not be progressed due to other pressures. A further risk assessment will be required should each proposal progress.

Consultation

63. There is no requirement for external consultation at this stage. However should approval be secured then as schemes are developed it may be necessary to undergo statutory processes which would involve full consultation with stakeholders.

Recommendation

64. It is recommended that officers be given permission to seek approval from Welsh Government to request a variation of the council's Band SOP to remove the Swansea Valley scheme and include a new build Godre'rgraig primary school, an extension to Maes Y Coed special school and the complete refurbishment of the former ELRS building in Port Talbot, and that the Council's Band C SOP is amended to include a replacement special school as detailed in this report.

Reasons for proposed decision

65. This decision is necessary to allow officers to progress to preparing business cases, should Welsh Government approve the amendments.

Implementation of the decision

66. The decision is proposed for call in after the three day call in period.

Appendices

Appendix A Integrated Impact Assessment

List of background papers

- a. Strategic School Improvement Programme Principles Paper: September 2008
[https://democracy.npt.gov.uk/Data/Cabinet/20080924/Agenda/\\$CAB-240908-REP-EL-KN.doc.pdf](https://democracy.npt.gov.uk/Data/Cabinet/20080924/Agenda/$CAB-240908-REP-EL-KN.doc.pdf)
- b. Strategic School Improvement Capital Funding Programme Band B (2019-2024)

<https://democracy.npt.gov.uk/ieListDocuments.aspx?CId=340&MID=7814#AI22607CBC>

- c. Strategic School Improvement Programme –Proposal To Amend The Council’s 21st Century Schools Capital Funding Programme Band B Projects To Include A Scheme For A New Special School
<https://democracy.npt.gov.uk/documents/s51808/ESC%20report%204%207%2019%20-%20band%20b.pdf>

Strategic School Improvement Programme -Proposal To Establish An English- Medium 3-11 School To Replace Alltwn, Godre’rgraig And Llangiwg Primary Schools

<https://democracy.npt.gov.uk/documents/s87857/Final%20Cabinet%20Report%20April%202023.pdf>

- d. Strategic School Improvement Programme: Proposed Projects For The Council’s Next Phase Of Investment Under Welsh Government’s Sustainable Communities For Learning Programme

<https://democracy.npt.gov.uk/documents/s82694/Band%20C%20final%20report.pdf>

- e. Design Options for the Remediation of Cilmaengwyn Tip above Godre’r Graig Primary School

[Remediation Options Report Cilmaengwyn Tip above Godrer Graig Primary School - 24.11.22.pdf \(npt.gov.uk\)](https://democracy.npt.gov.uk/documents/s82694/Band%20C%20final%20report.pdf)

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
e.g. Version 1			

1. Details of the initiative

	Title of the Initiative: Approval to amend the Council's original Band B Strategic Outline Programme (SOP) and to update the next phase of the Sustainable Communities for Learning rolling programme
1a	Service Area: SSIP
1b	Directorate: ELLLS
1c	Summary of the initiative: Report to request approval to submit a variation request to Welsh Government for Band B and C capital projects
1d	Is this a 'strategic decision'? Yes - forming part of the Council's SSIP plan.
1e	Who will be directly affected by this initiative? Preschool, primary secondary and post 16 pupils
1f	When and how were people consulted?

	<p>Consultation on a scheme to replace Alltwen, Llangiwg and Godre'rgraig primary schools with a new build primary school, learning support centre and to replace Pontardawe swimming pool with a new pool, were consulted upon in Autumn 2020 and Autumn 2022. Both consultations involved providing consultees with a range of options including a new build school for Godre'rgraig Primary pupils and staff.</p> <p>Consultation with inclusion service and other education officers, along with informal discussions with the schools involved has taken place.</p> <p>For other projects formal consultation will take place when the schemes are approved and developed further.</p>
1g	<p>What were the outcomes of the consultation?</p> <p>Consultation has led to the development of the introduction of a new /amended proposal</p>

2. Evidence

What evidence was used in assessing the initiative?
<p>Outcomes of both previous consultations</p> <p>Feasibility Study into proposed site at Gnoll Road</p> <p>Welsh Governments Sustainable Communities for Learning Guidelines</p> <p>Officer work on planning for future specialist provision</p> <p>Officer work on developing alternative pathways for pupils aged 14-16</p>

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	x			The replacement and amended proposals provide the opportunity to improve educational provision for pupil of all ages, along with the staff who work with them, parents and community members.

			This will result in a positive impact.
Disability	x		<p>As a result of the Additional Learning Needs and Educational Tribunal Act (Wales) 2018, significant changes are underway in relation to the statutory provision required to meet the needs of all learners with additional learning needs (ALN). All services within the local authority will be required to consider whether the child or young person needs ALP (Additional Learning Provision) in Welsh.</p> <p>The Council is required to have regard for the needs of disabled learners and learners with learning difficulties when assessing transport needs.</p> <p>The Home to School Travel Policy 2017 remains unaffected by the proposal and the Council would make suitable arrangements for learners with special needs to attend school including arrangements, as necessary, for home to school travel. An assessment of a learner's level of travel need would inform the type/level of transport that may need to be provided. The entitlement would be reviewed on an annual basis as outlined in the current policy. If implemented, the proposal would therefore have a neutral impact on these learners.</p> <p>The amended proposals should have a positive impact on this group as it would seek to improve a number of specialist teaching facilities across NPT.</p>
Gender reassignment		x	This is not a criterion considered in terms of the Council's education arrangements either for pupils or school staff, however, it is expected that all NPTCBC schools meet the needs of pupils and staff who are transgender.

			The proposal is likely to have a neutral impact on this aspect.
Marriage & civil partnership		x	This is not a criterion that will be impacted upon by this proposal
Pregnancy and maternity		x	<p>It is not considered that there would be a negative impact on pupils in this protected group as there is a minimal likelihood of pupils falling within this protected group due to the age range of the proposed new school. The provision of education for any pupil identified as being within this protected group would remain unaltered by the proposal.</p> <p>Staff who are on maternity leave or are pregnant would be protected under the Equalities Act 2010 in terms of employment and must be afforded the same opportunities for redeployment.</p> <p>The proposal is likely to have a neutral impact on this aspect.</p>
Race		x	<p>All Neath Port Talbot schools are inclusive for pupils of all ethnic groups and ethnicity is not a criterion under the Council's Admissions Policy. All staff, pupils and governors would continue to receive protection under the Equalities Act 2010, which would be referred to by the Governing Body and Council</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Religion or belief		x	<p>This is not a criterion that will be impacted upon by this proposal, however, it is expected that the Council's educational arrangements will meet the needs of pupils or staff members of different religions or with different beliefs.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Sex		x	Children of both sexes would be treated and taught equally at the proposed new schools. There would be no different methods of

			<p>teaching or curricula for either sex. The schools would aim to reduce, as far as possible, segregating pupils and students by gender.</p> <p>Male and female staff are employed at the existing school and it is expected that the proposed new school would have a similar balance of male and female employees.</p> <p>Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.</p> <p>The proposal therefore is likely to have a neutral impact on this aspect.</p>
Sexual orientation		x	<p>Inclusivity and respect of others is an intrinsic element of the National Curriculum, and the proposed new schools would seek to provide an inclusive environment which meets the needs of all pupils irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation.</p> <p>Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.</p> <p>Based on the policies in place that would not change as a result of the proposal, this proposal would have a neutral impact on people with this protected group.</p>

What action will be taken to improve positive or mitigate negative impacts?

No negative effects have been identified.

To improve positive effects

All proposals would be closely monitored with information gathered regarding characteristics and circumstances of the individuals involved. From the evidence currently available the proposals should have mainly positive or neutral impacts on the protected characteristics due to the following actions-

- The leadership teams of the proposed schemes would promote an inclusive ethos where everyone is valued, with support from local authority Education Development Service (EDS) and Inclusion teams
- Policies and procedures would be in place to support the schools with inclusive practice; local authority policies would be adopted and adhered to
- Monitoring of pupil and staff well-being would take place by the leadership team of the schools; a school review would be undertaken by the Strategic School Improvement Programme (SSIP) team in the first 2 years of opening
- Design processes would ensure accessibility is planned for and delivered
- Engagement with school communities throughout process to encourage collaboration and involvement
- Support provided for pupils and staff to ensure smooth transition prior to and during first term of opening

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	x			<p>This proposal will have a positive impact upon the protected characteristics of Age and Disability. It is anticipated that the proposed new school would impact positively on pupils due to the improved facilities for teaching and learning, leading to better attainment and achievement.</p> <p>It is also expected that the proposal would impact positively on the protected characteristic of disability as users of the buildings would have access to a fully accessible school.</p>

To advance equality of opportunity between different groups			<p>This proposal would impact positively on pupils as it provides the opportunity to deliver a stimulating teaching and learning environment in state of the art, 21st Century facilities that would impact positively on the self-esteem and well-being of pupils and aim to further improve the learning outcomes for all children across the ability range.</p> <p>The proposal would also impact positively on disability as it seeks to address the needs of current s and future pupils by providing provisions designed to meet their needs.</p>
To foster good relations between different groups			<p>The proposal is likely to provide the opportunities for relationships between pupils, staff, parents and the community to grow through the provision of purpose built teaching and learning facilities. Community use of the buildings would be encouraged where appropriate to further promote good relationships between different community groups, where they exist.</p>

What action will be taken to improve positive or mitigate negative impacts?

A Strategic Equality Plan would be developed by the school leadership teams informed as a result of engagement and consultation with all stakeholders.

Prior to the new schools opening staff and pupils will have the opportunity to visit and explore the new buildings, with ALN pupils in particular given opportunities to familiarise themselves with the new layout before attending.

Open days for parents and members of the community will be organised during early months of opening and opportunities taken to arrange for community groups to use the facilities where appropriate.

4. Socio Economic Duty

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Impact	Details of the impact/advantage/disadvantage
Positive/Advantage	<p>The proposal, if implemented, should have a positive impact on groups who experience socio economic disadvantage. This proposal seeks to improve educational attainment and achievement. A new build school would provide the opportunity to deliver a stimulating teaching and learning environment in state of the art, 21st Century facilities that should impact positively on the self-esteem and well-being of pupils, targeting improved learning outcomes for all children across the ability range.</p> <p>The proposal would therefore have a positive impact in this regard.</p>
Negative/Disadvantage	<p>For some pupils, distance to the proposed new provisions would be further than to their catchment mainstream school, this could result in increased travel costs for parents</p>
Neutral	<p>For some pupils the distance of travel to the schools would be unchanged or nearer. For those who live further away support with home to school travel would be made available in line with the Council's Home to School Travel Policy. This policy applies for all pupils across Neath Port Talbot and in this respect the proposal, if implemented, would have a neutral impact.</p>
<p>What action will be taken to reduce inequality of outcome</p>	
<ul style="list-style-type: none"> • Home to school travel assistance will be provided to eligible pupils ,for example for those living further than two miles from the proposed school (primary age pupils) or 3 miles from the school (secondary age pupils) 	

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion				The proposal seeks to replace current schools with new build facilities, therefore community links that already exists should be enhanced through the provision of new buildings designed to provide better opportunities for community use. Community Impact Assessments will be undertaken for each project where statutory proposal are required. These will highlight current usage and explore further opportunities for promoting community interaction.
Social Exclusion				Neath Port Talbot has areas within it of high deprivation. This proposal would provide pupils new purpose built facilities which could potentially offer improved opportunities for social inclusion.
Poverty				<p>Poverty has a significant impact on the educational experience and attainment of many children growing up in the UK. New data (May 2021) published by the End Child Poverty Coalition shows that 31% of children in Wales live in poverty.</p> <p>Education can be a route out of poverty, equipping children and young people with the necessary skills and qualifications which will support them to secure employment. This proposal seeks to improve educational attainment and achievement. A new build school would provide the opportunity to deliver a stimulating teaching and learning environment in state of the art, 21st Century facilities that should impact positively on the self-esteem and well-being of pupils, targeting improved learning outcomes for all children across the ability range.</p> <p>In the Estyn report of 2007, 'An evaluation of performance of schools before and after moving into new buildings or significantly refurbished premises', it is reported that the attainment and achievement of pupils improves significantly when they move into new or significantly refurbished buildings, particularly when schools are in areas with high levels of social and economic deprivation. It is anticipated that the proposal would therefore have a positive impact in this regard.</p>

				The proposal would have a neutral impact upon the number of children eligible for free school meals, although the enhanced 21st century school facilities would improve the educational experience for all pupils.
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What action will be taken to improve positive or mitigate negative impacts?

- Support would be provided to ensure that opportunities are taken to improve community cohesion; this could involve open days, etc.
- Prior to opening the Headteachers and Governing Bodies will be supported by EDS officers to investigate the opportunities available to enrich the curriculum within walking distance of the new school
- The proposed new school Leadership team (to include the Governing Body) will be encouraged to support and promote community engagement and events where these exist, to ensure links are maintained and developed

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on:				
- people's opportunities to use the Welsh language	x			The schemes involved are generally English-medium schools, however the improved facilities will impact also on Welsh speaking pupils who attend these provisions. It is expected that staff who are able to speak Welsh will be available to support pupils who transition from a Welsh-medium school or who speak Welsh as their first language.
- treating the Welsh and English languages equally	x			Detailed Welsh language Impact Assessments (WLIA) will be required for each business case and for those schemes which require statutory processes.

What action will be taken to improve positive or mitigate negative impacts?

Detailed Welsh language Impact Assessments (WLIA) will be required for each business case and for those schemes which require statutory processes.

To improve positive impacts

- ensure that every school implements the Welsh Language Charter and sets targets aimed at improving Welsh language skills
- programme of support for schools to ensure that Welsh is high on the agenda and is being promoted as a valuable and essential skill in line with Y Gymraeg 2050 led by our Education Support Officers
- as a result of Curriculum Developments for Wales, support for schools to develop the visibility of the new curriculum with the focus on confidence in the Welsh language

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity				Neath Port Talbot County Borough Council (NPTCBC) has a legal duty to maintain and enhance biodiversity, and in so doing, promote the resilience of ecosystems under the Environment (Wales) Act 2016. The Council’s Biodiversity Duty Plan demonstrates how we will fulfil that duty and will act as a driver for conservation activities throughout Neath Port Talbot (NPT). This is not a criterion that will be impacted upon by this proposal, further work on each project will be undertaken as the schemes are developed.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.				

What action will be taken to improve positive or mitigate negative impacts?

Further work on each project will be undertaken as the schemes are developed and all impacts carefully monitored.

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

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Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	These proposals expected to positively impact on pupils aged 3-19 and will aim to improve educational and social opportunities, leading to improved life chances. The provisions will be expected to provide for current pupils and for future pupils.
ii. Prevention – preventing problems occurring or getting worse	By establishing specialist provisions the Council will be providing support and specialist teaching for children and young people in Neath Port Talbot. This will avoid costly out of county placements thus reducing the demand on the Council’s education budget. It will help to prevent absenteeism and possibly exclusion rates as pupils will be educated in a setting that meets their needs which should improve their wellbeing and desire to attend school. It will also ensure that pupils are able to access the support they need to make progress, ensuring that they are able to gain qualifications and life skills for the future.
iii. Collaboration – working with other services internal or external	A range of Council services are involved in developing these proposals, including Inclusion teams, Support for Learning, Education Development Service, Environment Department, Access Managed Services and Transport Services

<p>iv. Involvement – involving people, ensuring they reflect the diversity of the population</p>	<p>As above, a range of stakeholders have been actively involved in developing the proposals and informal consultation has taken place with a range of stakeholders.</p> <p>Subject to approval statutory proposals will be required for a number of the projects which will lead to full consultations with stakeholders.</p>
<p>v. Integration – making connections to maximise contribution to:</p>	<p>The proposals have been developed with the aim of providing the best start in life for children and young people across Neath Port Talbot, and to also to promote the aim of ensuring our communities are thriving and sustainable</p>
<p>Council's well-being objectives</p>	
<p>Other public bodies objectives</p>	

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

Each proposal will have a full IIA and WLIA developed to address specific aspects of each particular proposal, for the pupils and communities as part of the statutory processes required to progress the schemes.

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	Positive impacts on age and on disability and neutral on all other aspects. The proposal will improve the educational provision for children and young people, both mainstream and with ALN.
Community Cohesion/ Social Exclusion/Poverty	It is expected that individual schemes will impact positively due to the provision of enhance community facilities and the improved learning facilities
Welsh	Positive impacts – the proposed schemes are aimed at promoting the Welsh language and supporting pupils who want to access education through the medium of Welsh.
Biodiversity	No Impact
Well-being of Future Generations	Positive impact - This proposal directly contributes to the Council's wellbeing objective of providing the best start in life.

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised x
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative

Approval to amend the Council’s original Band B Strategic Outline Programme (SOP) and to update the next phase of the Sustainable Communities for Learning rolling programme should provide improved facilities and educational opportunities for children and young people, as well as supporting the development of community facilities.

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11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Develop each scheme in more detail	SSIP	As appropriate within the rolling programme	When provisions have been built and are being used effectively

12. Sign off

	Name	Position	Signature	Date
Completed by	Rhiannon Crowhurst	Head of Service/		27.9.23
Signed off by	Andrew Thomas	Director		27.9.23