



## ***BWRDD ADDYSG, SGILIAU A DIWYLLIANT Y CABINET***

*Yn syth Yn dilyn y Pwyllgor Craffu ar  
DYDD IAU, 23 IONAWR 2020*

***SIAMBR Y CYNGOR – CANOLFAN DDINESIG PORT TALBOT***

1. Periodi Cadeirydd
2. Datganiadau o fudd
3. Blaenraglen Waith 2019-20 (*Tudalennau 3 - 4*)
4. Y Diweddaraf am Wasanaeth Ieuenctid (*Tudalennau 5 - 28*)
5. Adroddiad Presenoldeb Ysgol (*Tudalennau 29 - 34*)
6. Adroddiad Cynnydd Busnes Parc Gwledig Margam (*Tudalennau 35 - 50*)
7. Ystafelloedd Chwarae a Newid Lon Longlands (*Tudalennau 51 - 94*)
8. Eitemau brys  
Unrhyw eitemau brys (boed yn gyhoeddus neu wedi'u heithrio) yn ôl disgrisiwn y Cadeirydd yn unol ag Offeryn Statudol 2001 rhif 2290 (fel y'l diwygiwyd).

**S.Phillips  
Prif Weithredwr**

**Canolfan Ddinesig,  
Port Talbot**

## **Aelodau'r Cabinet:**

**Cynghowyr:** A.R.Lockyer a/ac P.A.Rees

### ***Nodiadau:***

- (1) Os nad yw unrhyw aelod o Fwrdd y Cabinet yn gallu bad yn bresennol, gall unrhyw aelod arall o'r Cabinet gyflenwi fel aelod etholiadol ar y pwyllgor. Gofynnir i'r aelodau wneud y trefniadau hyn yn uniongyrchol ac yna I hysbysu is adran y pwyllgor..*
- (2) Ystyrir barn y Pwyllgor Craffu blaenorol wrth wneud penderfyniadau (proses craffu cyn penderfynu)*

**Education, Skills and Culture Cabinet Board**

**2019/20 FORWARD WORK PLAN (DRAFT)**

**EDUCATION, SKILLS and CULTURE CABINET BOARD**

MEETING DATE 2020	Agenda Items	Type (Decision/ Monitoring/ Information)	Rotation (Topical, Annual, Bi-Annual, Quarterly, Monthly)	Leisure and Culture Scrutiny Sub Committee	Contact Officer/Head of Service
5 Mar	Quarter 3 Performance Indicators	Monitoring	Quarterly	27 Feb 20	C.Millis/ Carl Glover
	School Admissions Policy 22/23 (Outcome of Consultation)	Decision	Annual		Helen Lewis/ Andrew Thomas
	School Terms and Holiday Dates 23/24 (Permission to Consult)	Decision	Annual		Helen Lewis/ Andrew Thomas
	Celtic Leisure Quarter 2 Performance Review 18/19	Monitoring	Quarterly	27 Feb 20	Paul Walker/ C.Millis
	Dwr y Felin ASD Unit	Decision	Topical		Andrew Thoams/ Rhiannon Crowhurst
	Princess Royal Business Plan	Decision	Annual	27 Feb 20	Paul Walker
	Pontardawe Cinema Update	Information	Topical	27 Feb 20	Paul Walker
	Outcomes of Consultation to Establish an ASD provision at Dwry Felin.	Decision	Topical		Andrew Thomas/ Rhiannon Crowhurst
	Local Authority Partnership Agreement Sports Wales	Decision	Annual	27 Feb 20	Paul Walker/ A.Thomas
	Wales Audit Office Leisure Report	Information	Topical	27 Feb 20	Paul Walker/ A.Thomas
	Pupil Exclusion Report	Information	Annual		John Burge/ Hayley Lervy

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Eitem yr Agenda 3

## Education, Skills and Culture Cabinet Board

MEETING DATE 2020	Agenda Items	Type (Decision/ Monitoring/ Information)	Rotation (Topical, Annual, Bi- Annual, Quarterly, Monthly)	Leisure and Culture Scrutiny Sub Committee	Contact Officer/Head of Service
<b>23 Apr</b>	Annual Pupil Performance including key Stage 4 Data	Monitoring	Annual		C.Millis/ C.Glover
	Childcare Facilities in School	Decision	Annual		A.S.Cleverly/ C.Millis
	School Terms and Holiday Dates 23/24 (Outcomes of Consultation)	Decision	Annual		Helen Lewis/ Andrew Thomas
	Play Sufficiency Assessment Update against Action Plan	Information	Topical		C.Millis/ A.S.Cleverly
	Adult Community Learning Update	Information	Annual		C.Millis/ ASC
	30 hr Childcare Offer Report	Information	Annual		C. Millis/ASC
	Think Families Partnership Update	Information	Annual		C.Millis/A.Harris
	School Self Evaluation Process	Information	Topical		Mike Daley/ Chris Millis

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Cyngor Castell-nedd Port Talbot  
Neath Port Talbot Council

## **NEATH Port Talbot COUNTY BOROUGH COUNCIL**

### **Education Skills and Culture Cabinet Board**

**22<sup>rd</sup> January 2020**

### **Report of the Head of Participation Chris Millis**

#### **Matter for Monitoring**

#### **Wards Affected:**

All Wards

**Report Title:** Youth Service Update

#### **Purpose of the Report:**

To provide Members with an update on the Local Authority Youth Service.

#### **Executive Summary:**

Neath Port Talbot Youth Service provides Youth Work support to over five thousand young people within Neath Port Talbot. This is carried out by 33 full time and 71 part time staff using a range of provision.

The service is heavily dependent on external grants with 71% of its funding coming in from a range of sources, this has led to a shift away from open access services to a more targeted youth work offer.

Community based youth clubs have supported just over 1,000 young people during 2018/19 through 12 youth clubs. These clubs provide young people with educational. Social and recreational activities as well as giving young people access to youth work advice and support.

The more targeted youth work offer focuses on vulnerable young people and youth workers engage with these young people on a one to one basis and also using group work.

Targeted youth work support is offered to Young Carers, LGBTQ+ young people, young people with speech, language and communication needs, Caseload young people from Early Intervention Panel, young people Not in Education, Employment or Training (NEET), Young people who are struggling in schools, young people with emerging mental health issues such as loneliness and social isolation and young people who are at risk of homelessness.

The youth service continue to run a very successful Duke of Edinburgh Award Scheme with over 400 young people gaining the award annually.

The youth service also offers young people relationship and sexuality advice both within schools and in their communities. This is delivered through youth workers who are also trained in sexual health.

The youth service has had a good year with helping young people gain outcomes with 666 young people gaining a nationally recognised award. This equates to 13% of young people who have accessed the service which is above the welsh average of 10%.

The youth service also supports the Youth Council who provide opportunities for young people to have a say a matters and issues that impact on their lives. The Youth Council won the 2018 Youth Excellence Award for promoting children's rights and helped support the Youth Service in gaining the National Participation Kitemark in 2019.

**Background:**

Neath Port Talbot Youth Service currently employs 33 full time staff and 71 part time staff and volunteers to deliver a range of supportive and educational activities to young people aged 11-25. Please see the Youth Service Structure attached (Appendix 1).

Neath Port Talbot Youth Service sets out in its Vision to encourage and enable young people to have fun, participate in all opportunities available to them and to gain the skills needed to become happy, confident and fulfilled adults and members of their communities. This is backed up by the service

Mission Statement to deliver good quality learning, social and recreational opportunities and activities through highly motivated, well trained and enthusiastic youth workers in safe and friendly places accessible to all young people.

There has been a shift towards more targeted Youth Work within Neath Port Talbot which has come from external funding sources. During 2018/19 grant funding equated to 65% of the Youth Service budget and this increased for the 2019/20 financial year with 71% of the Youth Service budget coming from external grants.

### **Youth Service Provision**

The Youth Service currently has contact with 22% of 11-25 year olds (5,308 young people) within Neath Port Talbot through a mix of universal, targeted and specialist provision. This is above the Welsh average of 15% and places us with the 8<sup>th</sup> highest percentage of members in Wales.

### **Youth Clubs:**

Neath Port Talbot Youth Service delivers youth work to young people aged 11-18 via 12 community based youth clubs. These clubs are situated in *Blaengwynfi, Bryn, Croeserw, Cymmer, Sandfields, Taibach, Bryncoch, Cimla, Crynant, Cwmllynfell, Glynneath and Seven Sisters.*

Youth club provision is mainly located in areas of high deprivation but not always in those areas that have the highest numbers of young people or those with the greatest concentration of young people.

There are currently 12 community based youth clubs geographically spread throughout the local authority in a number of community settings for example; schools, community centres and or buildings [see appendix 2]. They each vary in relation to the number of nightly sessions and opening times offered to young people. Attendance can fluctuate, with the highest attendance at Taibach youth club and the lowest at Bryn & Cimla youth clubs. During 2018/19 the number of young people attending our youth clubs equate to 1080 [472 Female and 508 Male] [see appendix 3].

There are at least 4 youth workers in attendance in each night with, one worker in charge who is responsible for the operational, supervision and management of the youth club. The others staff work with young people to provide and develop opportunities and activities that foster learning and

that respond to young people's needs. Youth clubs plan deliver and evaluate their work systematically, measure outcomes achieved with young people.

Outcomes include accreditation programmes, Millennium Volunteer Junior Leaderships Awards and certification of achievements that provide recognition of young people's learning in relation to our curriculum framework. Young people are also offered an opportunity to engage in a number of trips and events throughout the year that not only celebrate their achievements but encourage new cultural learning.

Issues impacting on our community based youth clubs range from a reduction in numbers/footfall, staffing pressures due to recruitment issues and reduced finances within the context of current budget limitations. Additionally there are added pressure on practitioners who are now having to work with young people who present complex health issues although not exhaustive they include; self -harm, sexuality and relationships issues.

Third Sector Youth Clubs are also supported by Neath Port Talbot Youth Service through various offers including training, sharing of procedures and paperwork, invitation to participate in activities and events and where possible funding.

### ***Targeted provision:***

Targeted provision is much more focused and can be aimed at specific groups of young people with particular needs such as NEETs or targeted due to certain characteristics such as young carers, LGBTQ+ or Speech and Language. This provision is funded through a variety of external sources including, WG Youth Support Grant, Families First, ESF Grant and Communities First Legacy Grant. Each funding stream has its own requirements and is subject to change dependent on the direction of the funding provider:

### **Families First:**

Focuses on 3 main areas:

- Caseloads.
- Vulnerable Groups
- Young Carers

Youth workers focus on early intervention and prevention activities for young people. Caseloads are allocated via the Early Intervention and



Prevention Panel. Vulnerable groups supported at present are the LGBT group, Speech, Language & Communication group and finally the Young Carers Club. Through Families First youth work interventions 25 Young people demonstrate an improvement in their speech, language and communication skills:

25 young people, 168 Young people demonstrate an improvement in emotional/mental wellbeing, 151 young people report an improvement in own resilience, 98 families that report an improvement in family resilience and 103 young people that report improved family relationships.

### **Welsh Government Youth Support Grant:**

Focus on 3 main areas:

NEET young people aged 16-25;

Youth Mental Health & Wellbeing;

Youth Work support for at risk of Homelessness young people.

### **NEET Support:**

The NEET aspect of this grant has been provided to enable the authority to implement the Youth Engagement and Progression Framework along with employing The Engagement and Progression Co-ordinator post who oversees the development of systems and procedures to ensure young people are able to make an effective transition to post 16 employment, education and training. Working with schools, Careers Wales and post 16 education and training providers the co-ordinator focuses on early identification of young people at risk of becoming NEET and reengaging those that are NEET into employment, education and training.

During 2019/20 so far this work has resulted in 77 young people having a positive outcome such as entering employment, gaining a qualification or engaging with other services from a referral.

Using the Careers Wales Tier Model the number of NEET young people aged 16 – 18 has decreased to its lowest level since our records began. This is not to say that isn't an issue for young people and over recent years the number of 16-18 year old NEETs has been problematically high. At its highest points in August 2015 and August 2016 there were over 350 NEET young people in Tier 1-3. The Youth Service and partners have made a sustained effort and reduced this figure to under 200 Tier 1-3 young people in August 2018 and in August 2019 this figure was 185. Further work to reduce the NEET figure is ongoing.

### **Youth Mental Health & Wellbeing;**

During 2019/20 Welsh Government provided additional funding aimed at the early identification and support of young people with emerging mental health, emotional or wellbeing issues and young people who are lonely and socially isolated.

This funding has also provided training for the Youth Service and partners on Youth Mental Health 1<sup>st</sup> Aid, Trauma Recovery Model (TRM) Training and Drawing and Talking training. This has resulted in all of the full time youth workers being qualified youth mental health first aiders and TRM trained.

### **Youth Work support for at risk of Homelessness young people;**

During 2019/20 Welsh Government also provided additional funding to support young people aged 14-24 who are at risk of homelessness through targeted youth work.

This funding has also provided training for the youth service and partners with youth homelessness awareness training being delivered to the youth service and Shelter Cymru Training being planned.

Youth Work support has been offered to young people in supported housing at Clairewood, Port Talbot YMCA and also Lewis Road.

### **European Social Fund:**

Cam Nesa ESF Grant provides Youth Work support that seeks to make a significant reduction in the number of 16-24 year old young people who are NEET through improved engagement specific to individual needs.

To date Cam Nesa has helped 154 young people gain employment, helped 40 young people into education or training, helped 23 young people gain national qualifications and 52 young people gain vocational qualifications.

### **Communities First Legacy Grant:**

This grant provides School based youth Work support for young people aged 14-16 in years 9-11 of all secondary schools within Neath Port Talbot. The Legacy Youth Workers support young people identified by their schools, using the Vulnerability Assessment Profile and discussions both within and outside of the school environment. The Legacy team also transition with the young people at the end of year 11 to best support them into a positive Education, Employment or Training destination.

Year 11 destination statistics collated by Careers Wales indicate that the number young people transitioning from school into Not in Education,

Employment or Training (NEET) has reduced steadily from 7.1% in 2009 to 2.3% in 2017. The latest information from Careers Wales shows Neath Port Talbot's second lowest ever figure of 2.9%.

### **Duke of Edinburgh Award Scheme and Open Gold Centre:**

The D of E is available to young people from the age of 13 and is run in all secondary schools and also operates through a range of other youth organisations, such as youth clubs and uniformed organisations. With 3 levels i.e. bronze, silver and gold, it offers a good opportunity for young people to develop or improve their skills, provide support to their communities, and test their physical and emotional resilience through an outward bound expedition.

Neath Port Talbot is recognised as providing one of the best schemes in Wales, we are always within the top 3 local authorities for the number of young people that gain a D of E annually. We also have the highest average completion rate in the country over the last 5 years. The D of E is a nationally accredited outcome and is well recognised by employers, further and higher education providers. The Youth Service has an extensive store of equipment available to schools and youth organisations which are loaned out to keep the cost down for young people.

### **Open Gold Centre:**

The Open Gold Centre is open to any young person in NPT aged 16-24. The centre provides a 10 month programme which delivers the training for the Gold expedition. The training takes place in the Brecon Beacons and the final expedition takes place in Dartmoor. The centre also operates a young leader's scheme for the young people who have completed the Gold Award and want to remain involved with the centre. They therefore join this scheme which trains them up as expedition leaders and they work as volunteers with the Open Gold Centre and also with secondary schools at Bronze and Silver level.

### **Relationship and Sex Education [SRE]**

The Youth Service make a significant contribution to the delivery of RSE within the local authority and support the lessons in the locally devised SRE Key Stage 3 SRE pack. The pack enables partners and professionals [Teachers, Youth and Nurse Practitioners] to deliver SRE in secondary educational schools across NPT to provide a cohesive approach to SRE. The approach provides a consistent educational experience for all young people within the county borough, adhering to relevant Welsh Government

SRE recommendations. In addition a Senior Officer within the core Youth Service team manages the NPT SRE group which brings together all relevant partners involved in SRE reporting to the Director and Assistant Director of Education and the VAWDASV Leadership Group.

### **Relationships Advise Drop in Service [RADS]**

Is a free, confidential, non-judgemental service accessible in a number of our community venues [youth clubs/schools/colleges and mobile provisions] at convenient times for young people and delivered by highly trained youth practitioners in the field of sexual health and young people. RADS practitioners deal with a range of issues including; safe relationships, contraception, pregnancy, abortion, sexually transmitted infections [STI's], LGBT and many other health issues. Additionally, they provide barrier contraception, pregnancy testing, advice and support to access secondary sexual health and other health service to address; substance misuse, eating disorders, smoking cessation, sexual exploiting, abusive relationships, self-esteem and mental health issues. The Youth Services RADS manager provides a daily on-call emergency service for RADS. Issues regarding this service relate to the withdrawal of funding from the LHB [RADS was funded by the LHB from 2001 - until 2017].

### **Outcomes for Young People**

During 2018/19 the number of young people achieving a nationally accredited outcome from the Youth Service raised once again to 13% with 666 individuals being awarded either a Duke of Edinburgh Award or a Qualification ranging from entry level to level 3. This is above the Welsh average which for 2018/19 is 10%.

Local outcomes for the Youth Service during 2018/19 was 1,028 which is 19% of the young people who engaged with the Service.

Outcomes for the Youth Service. This is less than previous years due to the loss of the Year 7 transition programme.

During 2018 the Youth Service Received a Youth Excellence Award for its work with the Youth Council and also received the Bronze Quality Mark. During 2019 the Youth Service received the National Participation Kite Mark.

### **Youth Council:**

The Youth Council is supported by the Youth Service who fund a dedicated worker, venue and travel costs to projects and events which include reward activities. The local authority cabinet members are also considered partners along with the young people resident in NPT.

The Youth Council consists of 24 young people aged 11+ who were elected through a democratic process. The Youth Council is the representative voice of young people aged 11-25 in Neath Port Talbot and has been recognised as the first point of contact for youth engagement in decision making by the Local Service Board and County Councillors.

The members come from schools and a range of targeted groups such as, LGBTQ+ young people, Young Carers, Sixth Form pupils, College and University, Families First young people and also Looked After Children. Another round of elections will take place in 2020 and will target Schools and groups who didn't engage in 2019.

The Youth Council have representatives on the British Youth Council, Children's Commissioner Advisory Panel, Abertawe Bro Morgannwg Youth Health Board and also on the advisory group for ongoing health related projects. This work involves members attending meetings to feed in to national participation events and campaigns/promote youth council work locally to raise the profile of NPT Youth Service and local authority.

The Youth Council won a Youth Excellence Award in 2018 for Promoting young People's Rights and was also instrumental in helping NPT Youth Service sign up to the National Participation Standards and the Youth Service and the Think Family Partnership have both recently been awarded the National Participation Kitemark.

### **Young Inspectors:**

6 young people from the Youth Council recently completed the Young Inspectors training which is a level 2 Agored Cymru Certification. These young people have already been out inspecting youth provision against the National Participation Standards.

### **Youth Mayor and Deputy Mayor:**

This is the first year that Neath Port Talbot has elected a Youth Mayor and Deputy Youth Mayor. Both will act as the youth for all young people across

the local authority and will shadow the Mayor of Neath Port Talbot. The Calendar of events during this pilot year will be small and managed in partnership between the Mayor office and the Youth Service. To date the youth Mayor and Deputy Youth Mayor have attended The Armed Forces Event, The Mayors Christmas Charity Event, the Duke of Edinburgh's Award Presentation Evening and Neath Port Talbot CVS AGM.

### **Make your Mark Ballot:**

Young people from Neath Port Talbot take part in the annual Make your Mark Ballot which is a National consultation. Results from the Make your Mark Ballot are discussed by the youth council and presented to cabinet. For 2019 the top 3 issues nationally were:

- 1 - Environment
- 2 – Hate Crime
- 3 – Votes at 16

The top 3 local issues for Neath Port Talbot young people were:

- 1 – Mental Health
- 2 – Knife Crime
- 3 – Curriculum for life

### **ESTYN Inspection 2017:**

The youth council met with the Estyn Inspectors on 6 December 2017 where Estyn recorded the following in their report:

*...‘The youth council draws appropriately on a wide range of young people representing schools and colleges as well as particular interest groups such as the LGBT forum and LAC forum. As part of its work, the youth council meet with elected members of the cabinet every three months and petitions councillors effectively on behalf of young people living in Neath Port Talbot’.*

### **Consultation:**

The youth council have mechanisms in place to enable ongoing, structured, systematic and meaningful engagement with partners. For example they are regularly consulted on most aspects of service provisions e.g. the design of play spaces, health issues, promotional materials e.g. ACES card, Young Carers Posters, Calan DVS Early Intervention Project Year 7 and Community Safety consultation on their Adverse Childhood Experience (ACE) card. The Youth Council also take part in the Play Sufficiency Assessment.

## **Engagements:**

Young people engage with the Youth Council to help champion children's rights by giving young people a voice, empowering them with their rights and achieving fantastic outcomes on their behalf. This is achieved with support from the local authority's councillors/youth service.

Young people contact the youth council through social media, by letter, email, petitions and most recently by video. The youth council undertake consultations, face to face meetings and attend youth groups/events. An intergenerational project is on-going while the local authority involve the youth council in most aspects of services designed for young people.

## **On- Going Work:**

Cuts to Minority Ethnic Achievement Service & Traveller Education

The Youth Council campaigned to reverse the decision to cut individual funding streams to the Minority Ethnic Achievement Service (MEAS) and the Traveller Education Service (TES) in NPT.

Actions to date included letters from the youth council to Cabinet Secretary of Education Kirsty Williams stating the rights of these young people were not being respected and requesting sight of the Children's Rights Impact Assessment.

Under the Wales Measure (2010) ministers have a duty to complete a CRIA to assess how any change to policies or procedures will affect young people. The Youth Council asked the Cabinet Secretary for a meeting to discuss the Education Improvement Grant. The meeting was declined. The youth council wrote to the Children's Commissioner Professor Sally Holland with the issue and asked her to champion these vulnerable groups of young people. A meeting with the Children's commissioner followed which was productive and the commissioner took the issue forward when she spoke to the welsh government on November 15. This was streamed live from the Senedd. NPT Youth Council were mentioned during her broadcast.

On 6 November 2018 the Youth Council were informed by the Commissioner's office that funding for MEAS has been maintained in the 2019/20 budget, at the same amount as this year (£8.7M). The Commissioners office said they also sent some evidence to the Assembly re-raising these concerns, quoting the correspondence from the youth council in that.

The youth council voted at their meeting on 24 November to contact Ruth Coombs, Head of Wales Equality and Human Rights Commission to keep this issue current and gather more support to help our young people.

### **Mental Health**

Mental Health has been one of the top issues for young people over the last three years both nationally and in Neath Port Talbot.

In 2018 - 491 Young people in NPT voted that mental health services should be improved with young people's help and should be available in schools. (Make Your Mark 2018).

The Wellbeing team also consulted 531 young people in local authority schools.

The youth council raised the issue and asked what the local authority is doing to promote young people's mental health/wellbeing in schools.

One solution the youth council has is to promote the new Legacy Funding Counselling service based at Tirmorfa Centre. This is free and the service is available for young people who do not attend school and recently extended to young people at risk of disengaging from schools.

### **Young Carers**

During the Youth Council elections 2017 - 2019 two seats were allocated to young carers as a special interest group.

Issues raised on behalf of young carers to date include:

School Attendance codes and the need for each School to have a Young Carers Champion.

### **LGBTQ+ Provision:**

'Protect LGBTQ+ Young People' was a top issue for NPT young people. The Youth Council brought this issue to cabinet and highlighted the lack of any provision within NPT. Maps and details of services available to young people in surrounding authorities were shown. This resulted in a positive change with the Youth Service's Families First team setting up a new LGBTQ+ provision/service within NPT.

Feedback to date includes attendance in double figures. The provision is an environment which maximises social inclusion and safety. Young people can get support if needed, have fun, attend workshops and contribute to group discussions about issues which matter to them or anything else they wish to discuss.

Two seats on the youth council have been allocated to this special interest group.





### **First Aid Training in Schools.**

In 2016 First Aid Training in Schools was the third top issue by voted for by young people 11 – 18 years living in Neath Port Talbot County Borough Council.

The Youth Council lobbied the local authority to amplify these voices. In January 2018 funding was agreed for 3 months. This led to a multi-agency project between the Youth Service, Communities First, Skills & Training Agencies and the Schools. From January 2018 to the end of March 2018 over 550+ young people have received First Aid training. The age range was extended to include young people 11 – 24 years which will enhance job application forms for young people.

### **Health Engagements**

NPT Youth Council attend the Public Health Wales Youth Health Summit to have a voice and influence change. Youth Council members also participate in the annual Public Health Quality Statement where they have been instrumental in designing and writing of articles for Annual Public Health Quality Statement. This led to young people being part of the steering group who organised the 2018 inaugural Youth Health Summit. The youth council were also invited to Public Health's AGM for the launch of the young person's quality statement. NPT Youth Council were the only group invited to feedback on the work and the experience at the residential. The young people did a brilliant job and stood with confidence at the front of the board and other workers/young people attending. The speeches were streamed live on the day and the event tweeted out by Public Health.

### **Intergenerational Project**

NPT Youth Council & NPT Older Persons' Council were keen to investigate develop and explore common issues and themes experienced by both the younger and older (50+) generations.

At a meeting both generations voted to raise awareness of scams which are affecting both. NPT Youth Council then ran an awareness raising activity for Young People called 'Beat the Scammers'. All youth clubs took part in a poster competition and designed posters to warn others of the scams targeting both the older and younger generation.

The competition was judged by Community Safety and the three winning posters were published in their magazine along with the youth service magazine.

### **The Skater community:**

The skater community from Sandfields contacted the youth council stating their drain had been cemented over by the council and the skate park was now flooding regularly when it rained. The youth council met with the skaters twice at the park and took pictures of the flooding, The youth council took their issue to cabinet and the matter was resolved with a new eco drain system installed at the park. Cllr Edward Latham was the main driver with the authority to ensure these works were being carried out and completed.

### **Example opportunities for the young people include:**

Membership of the British Youth Council 2017 - 2019- Invites to members meetings to feed in to national participation events and campaigns/promote youth council work locally to raise the profile of NPT Youth Service and local authority.

One young person is elected through the youth council as the Member of UK Youth Parliament representing NPT at the House of Commons debate every November (Ongoing).

One young person sits on the Children Commissioners Advisory Panel, opportunities are offered every two years by the commissioner's office.

Two young people sit on the Abertawe Bro Morgannwg Youth Health Board (ABMU) while another young person represents young people on a local Mental Health group. (Ongoing)

Seven young people were part of the group designing and contributing to Public Health Wales' 2017 Annual Quality Statement 2018.

Four Young people are part of the steering group planning the 2018 Youth Health Summit.

The youth council are the advisory group for a new health project being set up by C. Fry Senior Youth Officer NPTYs.

### **Individual Awards:**

#### **High Sherriff's Award**

In 2017 one young person was successfully nominated while in 2018 two young people were successful. Youth council members have successfully been nominated since 2015.

## **Rotary Awards**

Three members of the youth council received Rotary Awards - the latest was Erin Sandison, who represents the Young Carers and is also the Deputy Youth Mayor. The award was for children's rights and her work with Dwr y Felin Mental Health group.

## **The Debbie Connolly Special Recognition Award**

One member of the youth council was awarded with the above award at the CVS Award Presentation Evening. The special award recognised the outstanding contribution by this young person to volunteering in the local and wider community.

## **Meetings with AM's & Politicians:**

The Youth Council have met with:

Jeremy Miles, Assembly Member (AM) for Neath. At the meeting an update on Votes at 16, the proposed Welsh Youth Parliament and his priorities for Neath were discussed.

David Rees AM for Aberavon. Discussions focused on facilities for autistic young people at football matches, how to petition Welsh government and raise local issues.

Kelly Harries from Welsh Government delivered a workshop on 'Our Assembly Our way'. This was followed by a guided tour of the Senedd.

Lord Tariq Ahmad Minister of State for the Commonwealth and the United Nations

Lord Ahmad was interested to canvas the views of young people ahead of the upcoming Commonwealth Youth Forum 2018.

During his visit to Cardiff he engaged with young people from across Wales to hear what issues were on their minds and to discuss what they thought should be being done in response to these. 2 youth council members represented NPT at this event.

## **Training, Accreditation and Education for Youth Council Members**

The youth council are recognised for volunteering their time through the Millennium Volunteer Awards. The Millennium Volunteer Awards recognise young people's dedication selflessness and active citizenship at 50, 100 and 200 hours.

Education is offered to the young people during their elected term such as on-going training e.g. Children's Rights, Committee Skills, Hate Crime education e.g. Islamophobia (EYST project). Legislation e.g. Well-being of Future generations Act 2015.

During their elected term the young people also learn the following:

- Communication and public speaking skills
- Greater knowledge of politics and current affairs
- The ability to look at an issue from someone else's perspective
- Debating skills
- Teamwork skills
- Leadership skills
- Organisational skills
- Negotiation skills
- Listening skills

In addition to acquiring and developing the above skills, a youth council member will also benefit from the following:

Having a range of experts to call on from the local authority to provide advice, suggestions and Guidance.

To work in partnership with the local authority decision makers for the benefit of young people and to raise the profile of NPTCBC.

Having a dedicated worker supporting the role and work of the Elected Members

Meeting new young people and making lots of new friends.

Attending events.

Meeting / coming into contact with Councillors, Assembly members and politicians

Positive representation - young people can represent their peers to the media/communities, countering negative stereotypes and promoting positive images.

Chance to gain an insight into and influence how and why decisions are taken.

### **Previous Issues Raised:**

#### **Immigrants Refugees and Asylum Seekers 2017**

The youth council asked if the rights of these young people were being respected in schools and quoted article 22 of the UNCRC.

The Youth Council received an update from the Minority Ethnic Achievements Service.

#### **Mental Health Survey**

The Youth Council questioned information on the survey proposed by Mental Health Group (ABMU) also one of the priorities under the Well-being of future generations (Wales) Act 2015. The youth council had an update from a Senior Officer stating that the group had changed and the survey would be looked at a later date.

## **Communities First**

Youth Council raised concerns with Cabinet members in relation to the financial cut backs affecting the Communities First programme along with the low number of consultations undertaken.

The youth council also wrote a letter to the Minister for Communities stating their outrage at the cuts which would affect areas in NPT already suffering from socio economic disadvantage. The youth council asked if a Children's Rights impact assessment had been undertaken prior to the funding cuts. The response did not answer the question and gave only a brief overview of the situation.

## **Hate Crime**

Issues around Hate Crime were raised by the Youth Council and contact was established with the Hate Crime Officer.

## **Welsh BaccaLaureate**

The Youth Council raised issues regarding the Welsh BaccaLaureate and the lack of work experience and that young people in Neath Port Talbot were being disadvantaged when filling out applications asking for previous work experience.

Cabinet were updated and emails concluded that careers had sent a letter to the schools stating work experience was now their responsibility - this information has been forwarded to the Head of Participation.

## **Transport**

The Youth Council raised the issue of proposed cuts to welsh and faith school transport policies.

It was noted that a new School Transport Policy 2017 was now in place, and that Faith School transport in Neath Port Talbot had been reinstated. The Youth Council thanked the Head of Participation for his help.

## **Transport - Health & Safety**

Some young people do not feel safe using public transport - the youth council rose their issues and also gave examples from personal experiences of youth council members. The youth council asked for support to make public transport safer for young people.

The head of transport contacted the youth worker to arrange a meeting with the two young people who rose the issue. This was arranged however the transport manager Joy then went off sick. Ongoing.

## **Transport - Expenses and Barriers to After School Clubs**

Young people highlighted the cost and times of public transport is a barrier to some young people accessing colleges and after school clubs. The youth council gave examples of costs and times of buses causing the problem.

## **Respecting Others Anti-Bullying Workshop**

The youth council attended an anti-bullying workshop at the Dragon Hotel Swansea to have a voice and influence change. The feedback would then inform the Welsh government's anti-bullying document 'Respecting Others'. During and following the workshop the youth council complained they felt their views were not listened to and they were disrespected by the facilitators. They also said the facilitators were using the event to promote their own agenda to influence the report to the Welsh government.

The Leader then wrote to Children in Wales who organised the event explaining what had happened and that the youth council said they felt disrespected.

Representatives from Children in Wales came to the cabinet liaison meeting in October and apologised for the conduct of the facilitators and said they had been spoken to. Children in Wales had also let the Welsh Assembly know of the complaint and the result is a new consultation will now take place.

## **School Attendance**

The Youth Council received an update on school attendance in days lost and percentages, as detailed in the circulated report.

It was highlighted that Schools look at pupils that continuously miss school or patterns than emerge from absences, although exceptional circumstances have to be taken into consideration.

The youth council decided to look at the codes for attendance to see whether some young people i.e. young carers are being discriminated against or need additional support. This is an ongoing issue.

The solution the youth council will ask for will be a code which takes into account the needs of young carers.

## **Financial Impacts:**

There are no implications linked to the report but Members should note that the Youth Service is now 71% externally funded through external grants all of which are currently annual funding streams.

## **Integrated Impact Assessment:**

**There is no requirement to undertake an Integrated Impact Assessment as this report is for monitoring purposes'.**

**Valleys Communities Impacts:**  
**No implications.**

**Workforce Impacts:**  
**No implications.**

**Legal Impacts:**  
**No implications.**

**Risk Management Impacts:**  
Funding streams associated with Neath Port Talbot Youth Services work is currently funded through external grants which currently expire on the 31<sup>st</sup> March 2021. There is ongoing work seeking extensions on the Communities First Legacy and ESF Cam Nesa Grants. The Youth Support Grant is Welsh Government funded and reviewed on an annual basis.

**Consultation:**  
There is no requirement for external consultation on this item.

**Recommendations:**  
This report is for monitoring only.

**Reasons for Proposed Decision:**  
This report is for monitoring only.

**Implementation of Decision:**  
This report is for monitoring only.

**Appendices:**  
Appendix 1 – Youth Service Structure  
Appendix 2 – Youth Clubs Info  
Appendix 3 – Youth Club Summary

**List of Background Papers:**  
N/A

**Officer Contact:**

Chris Millis Head of Participation, Telephone 01639 763226 e-mail [c.d.millis@npt.gov.uk](mailto:c.d.millis@npt.gov.uk)

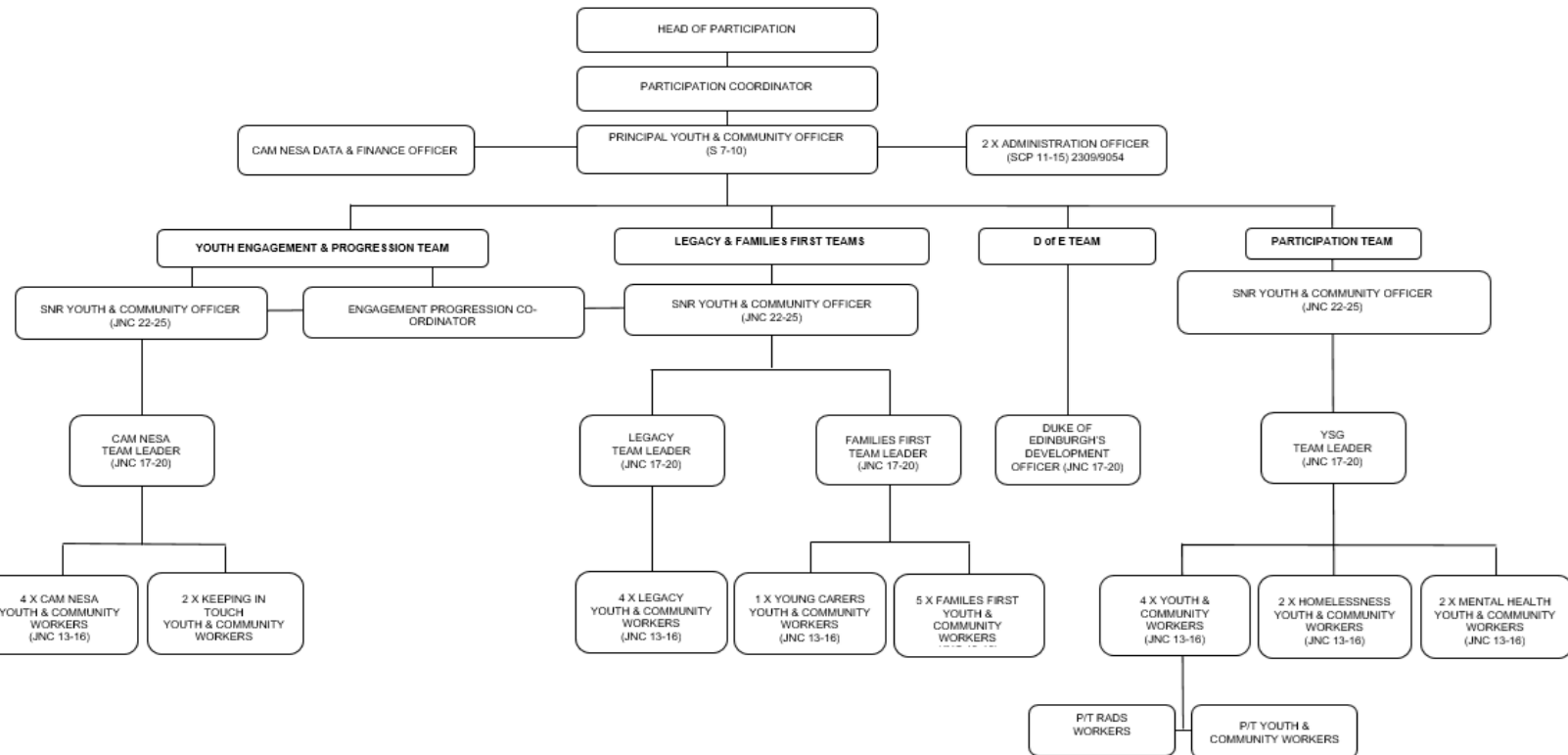
Angeline Spooner-Cleverly, Participation Co-Ordinator, Telephone 01639 686044 e-mail [a.spooner@npt.gov.uk](mailto:a.spooner@npt.gov.uk)

Jason Haeney, Principal Youth and Community Officer, Telephone 01639 763007 e-mail [j.haeney@npt.gov.uk](mailto:j.haeney@npt.gov.uk)



# Appendix 1

## Structure 2019



# Youth Clubs In Your Area

Cwmlllynfell Youth Club

The Welfare Hall

Tues 6:30pm-8:30pm  
Weds 6:30pm-8:30pm

Bryn Youth Club

The Community Centre

Fri 6:00pm – 8:00pm

Blaengwynfi Youth Club

The Library and  
Public Hall

Wed 5:45pm-7:45pm

Glynneath Youth Club

The Training Centre

Thurs 6:00pm-8:30pm

Seven Sisters Youth Club

The Community Centre

Thurs 6:30pm-8:30pm

Bryncoch Youth Club

The Community Centre

Thurs 7:00pm-9:00pm

Crynant Youth Club

The Community Centre

Tues 6:00pm-8:00pm  
Fri 6:00pm-8:00pm

Cymmer Youth Club

Cymer Afan  
Comprehensive

Tues 5:30pm-7:30pm  
Fri 5:00pm-7:00pm

Taibach Youth Club

The Community  
Education Centre

Tues 7:00pm-9:00pm  
Thurs 7:00pm-9:00pm

Sandfields Youth Club

Ysgol Bae Baglan

Tue 7:00pm-9:00pm  
Thurs 7:00pm-9:00pm  
Fri 6:00pm-8:00pm

Cimla Youth Club

The Community Centre

Mon 6:00pm-8:00pm

Croeserw Youth Club

The Community  
Enterprise Centre

Mon 6:00pm-8:00pm

## Appendix 3

### Youth Club Summary 2018-19 (April – March)

Youth Club	No of Sessions Open	Contacts	No of Individual YP	Female	Male	Average Attendance
Blaengwynfi	16	340	94	48	46	21
Bryn	20	75	12	5	7	4
Bryncoch	30	438	69	30	39	14
Cimla	28	102	35	9	26	4
Croeserw	22	400	98	44	54	18
Crynant	58	838	59	20	39	14
Cwmllynfell	39	766	78	39	39	20
Cymmer	16	177	50	31	19	11
Glynneath	26	122	21	4	17	5
Sandfields	87	1972	286	114	172	23
Seven Sisters	23	307	47	13	34	13
Taibach	58	3096	231	115	116	53
<b>Total</b>	<b>423</b>	<b>8633</b>	<b>1080</b>	<b>472</b>	<b>608</b>	<b>20</b>

Mae'r dudalen hon yn fwriadol wag

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### Education, Skills and Culture Cabinet Board

23rd January, 2020

### Report of the Head of Transformation – Andrew Thomas

**Matter** for information

**Wards Affected:** All

## PUPIL ATTENDANCE UPDATE

### Purpose of the Report

1. To provide Members with information and data in relation to Neath Port Talbot pupil attendance and persistent absenteeism.

### Background

2. This report provides Members with details of the latest available attendance data to end of December, 2019. It also provides Members with information regarding the primary sector attendance data for the academic year 2018/19.

### Attendance Data to end of December 2019

3. In the current academic year to the end of December the primary sector attendance rate was 93.45%. This is a -0.97% decrease compared to the same period the previous year. The Secondary sector attendance during this period was 92.35%. This is a -0.82% decrease compared to the same period the previous year.

4. During the year to date 9 primary schools increased their attendance compared with the same period last year, with 48 schools reporting a decrease. In the secondary sector all schools have reported a decrease. [Note: for the purpose of statistical reporting, the data for Ysgol Bae Baglan, Ysgol Cwm Brombil and Ysgol Gymraeg Ystalyfera - Bro Dur as all-through schools have been disaggregated into both the primary and secondary sectors.] A list of the individual school data comparing the two academic years to date is provided in Appendix A to this report.
5. During the latter part of the autumn term a number of schools reported issues relating to illness amongst both pupils and staff. Whilst illness at this time of year for issues such as flu, coughs and colds are not particularly unusual, a significant number of absences were being reported as sickness bugs (norovirus). Where there were reports of such outbreaks absence was being affected by a number of pupils and staff at that school. This sickness bug was the main cause of the increase in absence rates across the authority during this period.
6. Credit needs to be made to the education catering and cleaning team whose swift response in initiating their alternative deep cleaning procedures during the evenings and over the weekends allowed schools to remain open safely whilst containing the risk of further spread. 15 schools required the deep cleaning procedures to be initiated as a result of this sickness bug.
7. With such high numbers of absenteeism the catering service has suffered an adverse loss of income from a reduction in the sale of school meals. Members will appreciate that despite the reduction in the number of school meals being sold, staff salaries and the costs of making the meals remains a constant.

### **Attendance data for the academic year 2018/19**

8. Members will recall that as part of the attendance report to them of 12th September, 2019 they were informed that the all Wales attendance data for the secondary sector for 2018/19 showed an improvement in Neath Port Talbot's ranked position across Wales to 18th place. In the past few weeks Welsh Government have released the all Wales attendance data for the primary sector for 2018/19. This shows Neath Port Talbot's ranked position across Wales to remain at 20th place.
9. Although the average attendance rate across Wales marginally increased by 0.1% (94.5%) from 2017/18 to 2018/19 (94.6%) the

average attendance rate of the primary sector within Neath Port Talbot decreased by this same amount. Attendance of the primary sector currently stands at 94.0%. The greatest impact on attendance within the county borough is in relation to holiday's being taken during term-time.

### **Financial Impact**

10. There is no financial impact associated with this proposal.

### **Equality Impact Assessment**

11. Having considered the Council's screening assessment guidance produced to assist the Council in discharging its Public Sector Equality Duty under the Equality Act 2010 it has been determined that this report does not require an equalities impact assessment.

### **Workforce Impacts**

12. There are no workforce or staffing issues directly associated with this report.

### **Legal Impacts**

13. There is no legal impact associated with this report.

### **Risk Management**

14. Members have previously determined that they wish to include the monitoring of pupil attendance as a regular activity within their on-going work programme. Such scrutiny maintains a high-level focus on attendance amongst schools within the County Borough whilst comparing internal pupil attendance with that of other authorities across Wales.

### **Consultation**

15. There is no requirement under the Constitution for external consultation on this item.

### **Recommendations**

16. That Members note the contents of this report.

## **Appendices**

17. Appendix A: List of schools with individual attendance rates.

### **List of Background Papers**

18. None.

### **Officer Contact**

19. John Burge, Manager of the School & Family Support Team

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APPENDIX A

Abbey Primary	93.94%	-0.36%
Alderman Davies CIW	94.74%	-0.71%
Alltwen Primary	94.68%	-0.78%
Awel y Môr	93.12%	-1.43%
Baglan Primary	93.45%	-0.46%
Blaenbaglan Primary	93.93%	-0.74%
Blaendulais Primary	91.65%	-2.23%
Blaengwrach Primary	95.01%	-0.47%
Blaenhonddan Primary	96.20%	0.03%
Bryncoch CIW Primary	94.83%	-1.03%
Catwg Primary	94.25%	-0.77%
Central Primary	94.34%	-0.09%
Cilfriw Primary	94.42%	-0.24%
Coed Hirwaun Primary	93.16%	-1.86%
Coedffranc Primary	93.49%	-0.14%
Creunant Primary	94.65%	0.07%
Croeserw Primary	89.39%	-3.99%
Crymlyn Primary	94.95%	0.47%
Crynallt Primary	93.95%	-0.19%
Cwmafan Primary	93.46%	-1.22%
Cwmnedd Primary	91.41%	-2.17%
Cymer Afan Primary	94.40%	-1.17%
Eastern Primary	92.32%	-2.06%
Glyncorrwg Primary	94.97%	-1.26%
Gnoll Primary	91.81%	-2.31%
Godregraig Primary	94.64%	-0.71%
Llangiwig Primary	92.55%	-2.42%
Maesmarchog Primary	92.02%	-3.04%
Melin Primary	93.31%	-1.35%
Penafan Primary	92.44%	2.67%
Rhos Primary	95.83%	0.57%
Rhydyfro Primary	94.69%	-0.82%
Sandfields Primary	89.74%	-3.07%
St Joseph's Infant	93.80%	-1.36%
St Joseph's Junior	93.49%	-1.46%
St Joseph's Primary	93.46%	-0.95%
St Therese's Primary	93.07%	-0.08%
Tairgwaith Primary	94.17%	-0.68%
Tonnau Primary	94.38%	-0.42%
Tywyn Primary	93.83%	-0.94%
Waunceirch Primary	92.34%	-1.55%
YGG Blaendulais	94.32%	-1.06%
YGG Castell-nedd	93.73%	-1.34%
YGG Cwmllynfell	94.64%	0.51%
YGG Cwmnedd	93.39%	-1.03%
YGG GCG	95.52%	-0.24%
YGG Pontardawe	93.07%	-2.52%
YGG Rhosafan	93.69%	-0.75%
YGG Trebannws	95.17%	-0.49%
YGG Tyle'r Ynn	94.02%	-1.64%
YG Ystalyfera - Bro Dur	92.89%	-0.53%
Ynysfach Primary	94.91%	-0.07%
Ysgol Bae Baglan	90.22%	-1.98%
Ysgol Carreg Hir	91.58%	0.43%
Ysgol Cwm Brombil	93.85%	-0.95%

Cefn Saeson	<b>90.61%</b>	-0.91%
Cwmtawe	<b>93.93%</b>	-0.60%
Dwr y Felin	<b>92.42%</b>	-1.07%
Llangatwg	<b>91.88%</b>	-1.78%
St Joseph's RC	<b>92.05%</b>	-0.95%
Ysgol Bae Baglan	<b>91.14%</b>	-1.50%
Ysgol Cwm Brombil	<b>92.70%</b>	-1.22%
YG Ystalyfera - Bro Dur	<b>93.27%</b>	-0.57%

Mae'r dudalen hon yn fwriadol wag

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### Education, Skills and Leisure Cabinet Board

23 January 2020

### REPORT OF HEAD OF TRANSFORMATION ANDREW THOMAS

**MATTER: FOR INFORMATION**

**WARDS AFFECTED: Margam**

### **MARGAM COUNTRY PARK BUSINESS PLAN PROGRESS REPORT.**

#### **1. Purpose of the Report**

To update members on the progress made to date on the delivery of the Margam Country Park business plan.

#### **2. Executive Summary**

Appended as Appendix 1, are the action plan priorities. The appendices details progress to date against each of the identified priorities.

#### **3. Background**

The business plan for Margam Country Park was approved by Members at the Education Skills and Culture Board on the 9th November 2017.

The plan seeks to explore commercial opportunities to generate income that will contribute towards the upkeep and maintenance of the Country Park.

#### **4. Financial Impact**

The business plan seeks to reduce the current level of subsidy that the Country Park receives and to support a more sustainable business model for the Council.

Since 2016-17 income across the park has risen by £375k.

**5. Integrated Impact Assessment:**

A first stage impact assessment has been undertaken and is appended as (Appendix 2) 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.

The first stage assessment has indicated that a more in-depth assessment is not required. There are no equality impacts associated with this report.

**6. Valleys Communities Impacts**

There are no Valleys Communities Impacts associated with this report.

**7. Workforce Impacts**

There are no workforce issues associated with this report.

**8. Legal Impacts**

There are no legal impacts associated with this report.

**9. Risk Management**

There are no risk management issues associated with this report.

**10. Consultation**

There is no requirement under the Constitution for external consultation on this item.

**11 Recommendation**

The report is for Information only.

**12. Reasons for Proposed Decision**

The report is for Information only.

**13. Implementation of Decision**

The report is for Information only.

**14. Appendices**

Appendix 1: Margam Country Park Business Plan action plan update.

## 15. List of Background Papers

None

### Officer Contact

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Mae'r dudalen hon yn fwriadol wag

**EDUCATION, SKILLS AND CULTURE CABINET BOARD**

**23 January 2020**

**Margam Country Park**

**Business Plan**

***(Income Generation Plan)***


**Action Plan Priorities Progress**

## 1 Background

- 1.1 The business plan for Margam Country Park was approved by Members at the Education Skills and Culture Board on the 9<sup>th</sup> November 2017. The business plan committed Margam Country Park to exploit all appropriate commercial activities and opportunities to reduce the current subsidy and in the medium to long term aim for full cost recovery.
- 1.2 Whilst Austerity has previously resulted in budget cuts for Margam Park, it is recognised that income generation is now the priority. To deliver this, it was important that the staffing structure at the Park reflected the commercial aspirations of the business plan. A new staffing structure and new management arrangements were brought in in 2017, to achieve a more commercial business approach. These are presently being reviewed.
- 1.3 The business plan committed to a catering review, to decide on business efficiencies, and best delivery model. It further committed to a review of the current assets of the Park, to ensure their potential is maximised, which included Twyn Yr Hydd. The catering review was completed and a report was presented to members for approval on the 18<sup>th</sup> November 2018.
- A Cross Directorate steering group (comprising Directors and/or Heads of Service from Education Leisure & Lifelong Learning, Finance and Corporate Services and Environment and operational officers) has been established to oversee the implementation of the business plan.
- A new fixed term 3 year marketing post has been created to provide professional marketing support for both the Princess Royal Theatre and Margam Park/Orangery.
- 1.5.1 A new marketing strategy for the Orangery has been produced. The objectives of the marketing strategy are to increase brand awareness of the Orangery as a prestigious wedding venue, live events and corporate hire venue.
- 1.5.2 An increase of brand awareness has already equated to a rise in yearly income. The venues digital marketing footprint has been analysed, and improved across all platforms. A new wedding promotion video was commissioned and went live in November 2019.
- 1.5.3 The Orangery's website has been updated to a modern, user friendly template. The website will introduce metrics to track conversions and monitor marketing spend. Traffic to the website has increased by over 20% in 6 months and a means to capture data of potential leads has been introduced.



Action Plan update:

Priority	Actions Progress	2016-17 £	2017-18 £	Actual 2018-19 £	RAG  GREEN
<b>Increase Income</b>	There has been an increase in gross income of £375k since 2016-17	£1,074,030	£1,236,024	£1,448,484	
<b>A detailed catering review.</b>	A review was been completed, and a report presented to the EDSC Board 18 <sup>th</sup> October 18.				
<b>Margam Orangery</b> Tudalen41	<p>In January 2015 the catering at Margam Orangery &amp; Charlottes Kitchen transferred to the management of Margam Country Park. Since the transfer, the following business priorities have been implemented.</p> <ul style="list-style-type: none"> <li>• A new staffing structure.</li> <li>• Staff training programme.</li> <li>• Increased local employment opportunities.</li> <li>• Supplier review and contract renegotiations for food and alcohol.</li> <li>• Review of pricing and profit</li> </ul>	£49,335 <b>(Loss)</b>	£2,900 <b>(Trading Profit)</b>	£24k <b>(Trading Profit)</b>	

<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tudalen42</p>	<p>margins for catering and bar.</p> <ul style="list-style-type: none"> <li>• Introduction of new wedding packages and branding</li> <li>• Appointment of Marketing Officer</li> <li>• Introduction of Wedding Showcases.</li> <li>• New wedding booking process introduced.</li> <li>• Replacement of kitchen equipment.</li> <li>• Business expansion into the conference and training market.</li> <li>• Business expansion to include non-catered weddings e.g. Asian weddings.</li> <li>• Review of operational and health and safety procedures resulting in 5* awarded.</li> </ul> <p>Customer rating and Facebook rating for the Orangery is 4.7 against a maximum of 5, Google users rate the venue 4.6 out of 5 &amp; Trip adviser is 5* with 628 reviews.</p>				
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<b>Increase Weddings in the Orangery.</b>	<p><b>Weddings:</b></p> <p>2015-16 19</p> <p>2016-17 27</p> <p>2017-18 30</p> <p>2018-19 39 (2 Asian weddings)</p>				
<p><b>Increase other functions in the Orangery</b></p> <p>Tudalen43</p>	<p>Orangery functions show an upward trend.</p> <p>2015-16 there were 26 functions.</p> <p>2016-17 there were 132 functions.</p> <p>2017-18 there were 146 functions</p> <p>2018-19 there were 161 functions booked.</p> <p>The offer at the Orangery has been extended to include Christmas Join a party nights, and theme nights.</p> <p><b><i>The Orangery is now offering children's Seasonal Events</i></b></p> <p>Summer Beauty and the feast Children's event, 4 sessions of 200 guests per session, spread over two days</p>		£14k profit	£21k profit	
			£0	£5k profit	

	Children's Halloween Party.  Easter Themed.		£350 profit	£1k profit  £1k profit	
<b>Orangery Bar</b>	In 2015 the Bar was subject to a full operational review, this included.	£38k (Trading Profit)	£67k (Trading Profit) <i>Including two large weddings generating £30k income</i>	£66k (Trading Profit)	
<b>Charlottes Pantry</b>  Tudalen44	<p>Charlottes Pantry's operational review identified the need to refurbish the café and re configure the lay out.</p> <p>New fridges were supplied by Coca Cola. Ice cream freezers and serving counters supplied by Mario's all on free loan.</p> <p>Replaced ageing equipment. The refurbishment was completed in early 2018.</p> <p>During the winter of 2017 the opening times were extended to offer catering facilities throughout the week to attract visitors to the park.</p> <p>In the summer of 2017 a new mobile catering unit was situated in the children's village adjacent to the Orangery. This was sourced</p>	£15k (Trading Profit)	£34k (Trading Profit)	£45k (Trading Profit)	
		£0	£17k Gross Income	£21k Gross Income	

	free of charge and opens only during good weather, thus keeping staffing costs to the minimum.				
<b>Margam Gift Shop</b>	<p>In 2018 the Country Park shop was subject to an operational review. As a result of the review, the offer was extended to include further hot and cold drink, snacks, ice creams etc.</p> <p>50% of Margam gift shop floor space (which was un used), has been leased to an outdoor clothing company</p>	£32k (Trading Profit)	£35k (Trading Profit)	£37k (Trading Profit)	Annual rent £6k
<b>Margam Discovery Centre</b>	<p>The present lease which expires in 2019 generates income from a 50% profit share and 50-50 share of the NPT schools increased charge.</p> <p>New 15 year lease is being negotiated which will remove council subsidy and will include the field study contribution to landlords building maintenance costs.</p>	£52k	£70k	£68k	<p><b>2019-20</b> Saving of £200k subsidy</p> <p>£50k contribution to landlords building maintenance costs.</p>

<b>New marketing post</b>	New marketing strategy implemented, with a greater on line presence. Mystery visits to local wedding competitors have been carried out.				
<b>Car Parking</b>	Charges and season ticket pricing will be reviewed for 2018-19  New season ticket was introduced October 1 <sup>st</sup> 2018	£200k (Car parking income)  Oct 2017 13 tickets sold £301	£231k (Car parking income)  Oct 2018 93 tickets sold £2k	£255k (Car parking income)	
<b>Seek grant/investment funding for infrastructure improvements</b>	Visit Wales £130k grant for car park improvements.  HLF Grant £9k for the 1 <sup>st</sup> World War flower exhibition.  Preliminary discussions have been held regarding a HLF grant application.			£139K (Grants)	
<b>New Developments</b>	Alliance Leisure Ltd, have completed a feasibility study, including a full cost appraisal, in relation to the provision of double zip line and zip safari, together with new family attraction including a catering offer.  At the Cabinet meeting on the 20 <sup>th</sup> November 19, approved the developments.				

<b>Margam Castle</b>	Heritage Lottery Fund application is being considered.				
<b>Other current assets of the Park.</b>	<p>Three months filming company tenancy for Twyn yr Hydd in 2018.</p> <p>The Filming company above requested to return in 2019, park management and estates colleagues have negotiated £130 per week retainer.</p>			<p>Initial Lease (25th June - 5th Oct 2018) Twyn yr Hydd <b>£7,500.00</b></p> <p>Additional income from project during this period <b>£3,728.00</b></p> <p>Extension of lease for part use of Twyn Yr Hydd for storage (6th Oct 2018 – 25th May 2019) <b>£4,290.00</b></p> <p>Total: £15,518</p>	
<b>Training Rooms,</b>	Training rooms are now occupied by the physical activity and sport service (P.A.S.S.) at an annual rent of £7k from 2018-19.	£0	£0	£7k	
<b>Train.</b>	Train in 2019-20 will require circa £15k for repairs. An operational review to be completed winter 2019, reviewing operating days, time, during term time, to increase profitability.	£29k	£30k	£30k	

Tudalen48	<p><b>Tender seasonal concession.</b></p> <p>Procurement process unfortunately precluded any seasonal concessions.</p> <p>The park has worked closely with Margam Adventures Ltd based at the park, which have now extended their offer to include.</p> <ul style="list-style-type: none"> <li>• Peddle Go Carts</li> <li>• Stand up paddle boarding</li> <li>• Bike hire</li> <li>• Kayaking</li> <li>• Birthday parties *</li> <li>• Corporate training days.*</li> </ul> <p><i>*Catering for these are provided by Margam Park.</i></p>	£0	£0	£6k Rent and 10% of CIRCA £60K turn over.	
		£0	£1.5k	£4.2k	
	<p><b>Jeep Safari</b></p> <p>New for 2018 was the introduction of deer rutting safaris. The deer are both of interested to visitors and one of the parks unique selling points, being the largest open access deer Park in Wales.</p> <p>A total of 9 safaris were organised as a pilot.</p> <p>The offer will be extended in 2019</p>	£0	£0k	£5k	



<p style="text-align: center;">Tudalen49</p> <p><b>Promote Margam Park as a filming venue.</b></p>	<p>The park has registered with a number of new location agencies, as a result the park is in discussion with a production company for a major filming project for December 18.</p> <p>With the adoption of the new business plan, a staffing review was implemented, with one officer now responsible for events and filming.</p> <p>The following filming has taken place.</p> <ul style="list-style-type: none"> <li>• Bad Wolf Ltd. For the filming of A Discovery of Witches £3,650</li> <li>• Apostle Films Ltd. For filming Apostle £1,500</li> <li>• Craith 1 Ltd. For the filming of Hidden £1,050</li> <li>• Bad Wolf Ltd. For the filming of A Discovery of Witches £2,000</li> <li>• Twenty Twenty Production Services Ltd for filming of Jerusalem £2,200</li> <li>• Groff Entertainment for filming Paranormal Lockdown £3,875</li> </ul> <p>The following new production</p>		<p>£82k</p>	<p>£15k.</p>	
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	<p>companies now have the Park Listed as a venue for filming.</p> <ul style="list-style-type: none"> <li>· Creative Locations,</li> <li>· British Film Commission,</li> <li>· Venue Finder,</li> <li>· We are UK Film</li> <li>· Lavish Locations Wales</li> <li>· UK Fixer</li> <li>· UK Film location,</li> <li>· Wales Screen.</li> <li>· Salt Films</li> </ul>				
<p><b>Friends of Margam</b></p> <p style="writing-mode: vertical-rl; transform: rotate(180deg);">Tudalen50</p>	<p>Work with Friends group to increase volunteering. Work with the Friends to increase the awareness of the history of the park, to include an interpretation display. To improve the visitor experience thus increasing visitor numbers</p>			<p>500 hours per months equates to £51k per year.</p>	

## NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

### EDUCATION SKILLS AND CULTURE CABINET BOARD

23<sup>rd</sup> JANUARY 2020

#### JOINT REPORT OF THE HEAD OF TRANSFORMATION AND THE HEAD OF PROPERTY AND REGENERATION

#### MATTER FOR DECISION

#### WARDS AFFECTED: MARGAM

#### LONGLANDS LANE PLAYING FIELDS AND CHANGING ROOMS

#### Purpose of Report

1. To obtain Member approval in declaring the playing fields and changing rooms at Longlands Lane, Margam, Port Talbot, SA13 2NR as being surplus to the ongoing strategic and operational requirements of the Education, Leisure and Lifelong Learning Service.

#### Executive Summary

2. Following the successful delivery of the first wave of the Council's Strategic School Improvement Programme and more specifically the establishment of two brand new 21<sup>st</sup> Century middle schools at Ysgol Bae Baglan and Ysgol Cwm Brombil, off-site sporting facilities previously assigned for school usage have become surplus to ongoing strategic and operational requirements.

#### Background

3. Longlands Lane playing fields and changing rooms are adjacent to Junction 38 of the M4 motorway in close proximity to Margam Crematorium and Cemetery, BOC Margam and Tata Steelworks as approximately shown edged in Black on the attached site plan at Appendix 1.
4. Previously, at a meeting on 17<sup>th</sup> July 2013 and after having received objections following extensive consultation and the publication of statutory notice as part of the Council's Strategic Schools' Improvement Programme, Cabinet referred a proposal to Welsh Government to establish a new 3-16 school at Western

Avenue, Port Talbot which would result in the closure of Cwrt Sart, Glanafan and Sandfields Comprehensive schools together with Traethmelyn Primary school.

5. The Minister for Education and Skills approved the aforementioned proposal on 9<sup>th</sup> December 2013 (see attached WG Decision Letter Appendix 2)
6. Subsequently the Council implemented the proposal on 1<sup>st</sup> September 2016 with the opening of Ysgol Bae Baglan.
7. The playing fields and changing rooms at Longlands Lane were the designated off-site sports facilities for the former Glanafan Comprehensive School prior to its closure on 31<sup>st</sup> August 2016.
8. Pupils who would have previously attended Glanafan Comprehensive School now receive their education at Ysgol Bae Baglan, a brand new (3-16) school opened as part of the Council's Strategic Schools Improvement Programme and Welsh Government's Band A 21<sup>st</sup> Century Schools' Programme.
9. Ysgol Bae Baglan benefits from first class on-site sporting facilities including a number of grass pitches, a 3G, Astro Turf and a multi-court sports hall which are also available for community use and as such the facilities at Longlands Lane became temporarily non-operational.
10. On 22<sup>nd</sup> February 2017, following extensive consultation and the publication of statutory notice, Cabinet also determined a proposal to establish an English-medium, community school to replace Groes Primary and Dyffryn School, both of which would be discontinued with a planned implementation date of 1<sup>st</sup> September 2018.
11. As a result, the facilities available at Longlands Lane were brought back into service from Easter 2017 to provide off-site sports pitches for pupils of Dyffryn School whilst construction works progressed for their new replacement school on the existing playing fields at the Bertha Road site in Margam.
12. Ysgol Cwm Brombil was duly established in September 2018 as a 3-16 school for pupils previously attending Groes Primary and Dyffryn School both of which subsequently closed in line with the Council's ambitious Strategic Schools' Improvement Programme and Band A of the Welsh Government's 21<sup>st</sup> Century Schools' Programme.
13. Whilst the new build at Ysgol Cwm Brombil, Bertha Road, Margam, saw a phased occupation by pupils from October 2018 a second stage of works continued externally to demolish both the vacated former Dyffryn School and Groes Primary buildings to accommodate necessary vehicular parking, parental/bus drop-off areas and the reinstatement of on-site sports pitches for the newly established 3-16 school.

14. All remaining external works at Ysgol Cwm Brombil were completed in October 2019 and the new school now benefits from excellent on-site sporting facilities including a grass pitch, 3G pitch and a multi-court sports hall which are also available for community use.
15. There has been no supplementary community use of the facilities at Longlands Lane for a number of years (prior to the closure of the former Glanafan Comprehensive School) and the excellent sporting facilities now on offer to the public at both Ysgol Bae Baglan and Ysgol Cwm Brombil has resulted in the playing fields and changing rooms becoming non-operational and as such surplus to the ongoing strategic needs of the Education, Leisure and Lifelong Learning Service.
16. The changing rooms and playing fields at Longlands Lane are within the Public Information Zone (PIZ) of BOC Gases Off-site Control of Major Accident Hazard (COMAH) Plan which is likely to place some constraints on potential alternative future use of the site.

### **Financial Impact Assessment**

17. There are no immediate financial impacts with this decision.

### **Integrated Impact Assessment**

18. The Minister for Education and Skills has previously approved the establishment of a new 3-16 school at Western Avenue, Port Talbot (Ysgol Bae Baglan) and the resultant closure of Cwrt Sart, Glanafan and Sandfields Comprehensive schools together with Traethmelyn Primary school on 9<sup>th</sup> December 2013, whilst Cabinet determined the proposal to establish an English-medium, community school to replace Groes Primary and Dyffryn School on 22<sup>nd</sup> February 2017. Copies of both Equality Impact Assessment Report Forms are annexed to this Report at Appendix 3 and Appendix 4
19. An integrated impact screening assessment has also been carried out which has identified that at this stage a further integrated impact assessment is not required. The screening assessment is enclosed at Appendix 5

### **Workforce Impact**

20. There are no workforce impacts associated with this report.

### **Legal Impact**

21. There are no legal impacts associated with this report.

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## **Risk Management**

22. There are no risk management issues associated with this report.

## **Consultation**

23. There are no requirements for additional external consultation in this instance.

## **Recommendation**

24. To declare the playing fields and changing rooms at Longlands Lane, Margam, Port Talbot, SA13 2NR as being surplus to the ongoing strategic and operational requirements of the Education, Leisure and Lifelong Learning Service.

## **Reasons for Proposed Decision**

25. The playing fields and changing rooms are non-operational and therefore surplus to the ongoing strategic needs of the Education, Leisure and Lifelong Learning Service.

## **Implementation of Decision**

26. The decision will be implemented after a 3 day call in period.

## **Appendices**

Appendix 1 – Plan

Appendix 2 – Minister for Education and Skills Decision Letter

Appendix 3 - Equality Impact Assessment (Ysgol Bae Baglan)

Appendix 4 – Equality Impact Assessment (EIA) Report Form (Ysgol Cwm Brombil)

Appendix 5 – Integrated Impact Screening Assessment

## **List of Background Papers**

a) Cabinet Report – 17<sup>th</sup> July 2013

[http://moderngov.neath-porttalbot.gov.uk/Data/Cabinet/20130717/Agenda/\\$CAB-170713-REP-EL-AE.doc.pdf](http://moderngov.neath-porttalbot.gov.uk/Data/Cabinet/20130717/Agenda/$CAB-170713-REP-EL-AE.doc.pdf)

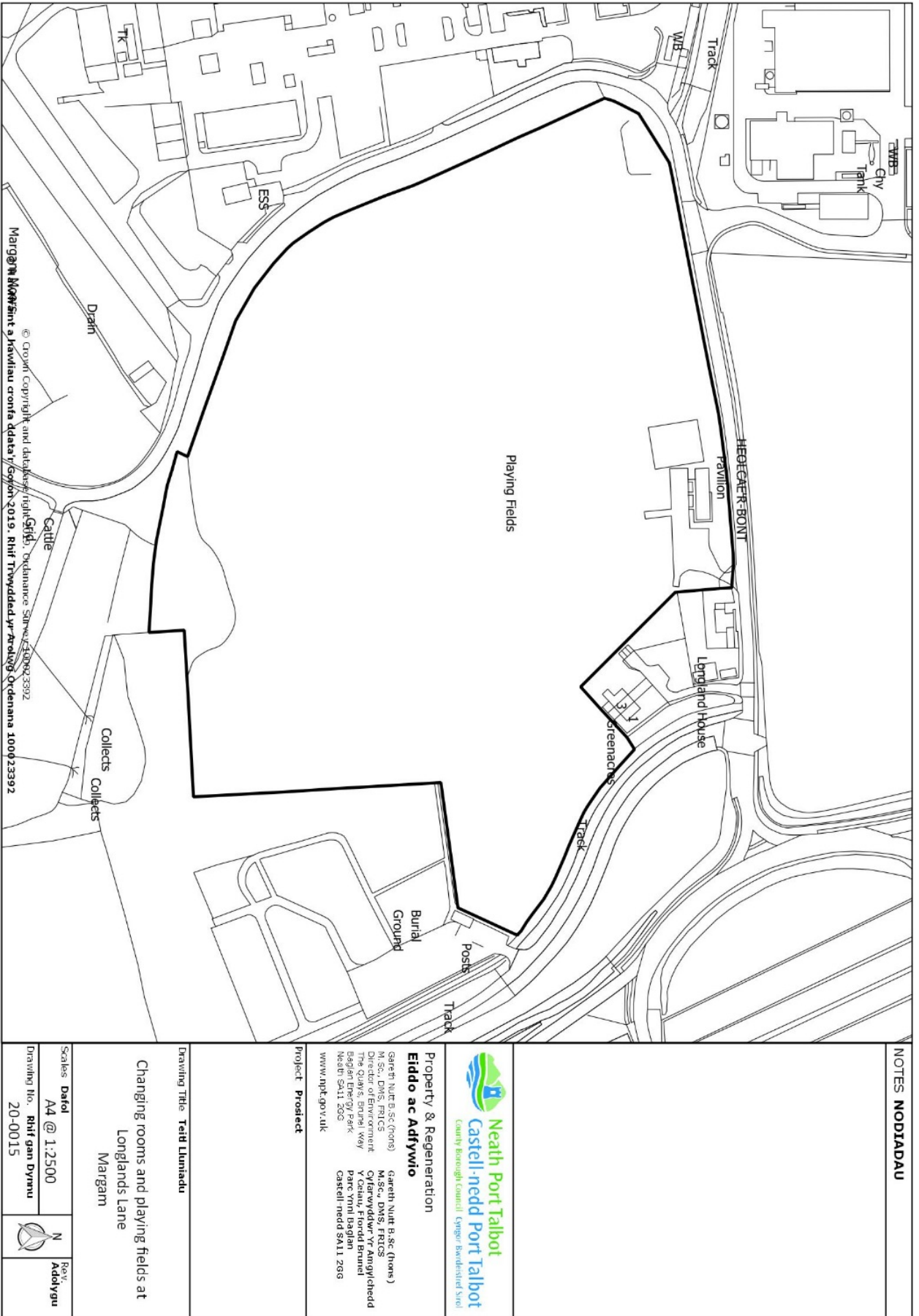
b) Cabinet Report – 22<sup>nd</sup> February 2017

<http://moderngov.neath-porttalbot.gov.uk/ielistDocuments.aspx?CId=158&MId=6586&Ver=4>

## **Officer Contact**

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# APPENDIX 1





## APPENDIX 2

Yr Adran Addysg a Sgiliau  
Department for Education and Skills



Llywodraeth Cymru  
Welsh Government

Mr Aled Evans  
Director of Education  
Neath Port Talbot County Borough Council  
Education Department  
Civic Centre  
Port Talbot  
SA13 1PJ

Our Ref/Your Ref: qA1081446

9 December 2013

Dear Mr Evans

**SCHOOL STANDARDS AND FRAMEWORK ACT 1998 - SECTIONS 28 AND 29  
PROPOSAL TO DISCONTINUE CWRT SART COMMUNITY, GLANAFAN AND  
SANDFIELDS COMPREHENSIVE SCHOOLS AND TRAETHMELYN PRIMARY  
SCHOOL, AND ESTABLISH A SCHOOL FOR BOYS AND GIRLS AGED 3-16 YEARS  
AT BAGLAN BAY, PORT TALBOT**

1. I refer to the above mentioned proposal published on 4 June 2013 by Neath Port Talbot County Borough Council under Sections 28 and 29 of the School Standards and Framework Act 1998 ("the 1998 Act"). Under paragraph 8(1) (b) of Schedule 6 to the 1998 Act, the proposal requires approval by the Welsh Ministers.
2. This matter has been considered by Huw Lewis, Minister for Education and Skills, one of the Welsh Ministers.
3. I am directed by the Minister to say that he has carefully considered the proposal, the statutory objections submitted to him, the local authority's comments thereon, the supporting evidence supplied by the local authority in accordance with the Education (School Organisation Proposals) (Wales) Regulations 1999 (the 1999 Regulations) and advice from Estyn. In exercise of his powers under paragraph 8(2) of Schedule 6 to the 1998 Act and with regard to Circulars 9/99<sup>1</sup> and 21/2009, the Minister has decided to approve the proposal on the condition that the local authority obtains planning permission by 30 September 2014 and on condition that a business case for funding under the 21st Century Schools Programme receives final approval.
4. In reaching this decision, and taking into account all matters brought to his attention, the Minister is satisfied that the proposal will maintain and probably improve the

<sup>1</sup> Circular 9/99 was issued by the National Assembly for Wales as constituted by the Government of Wales Act 1998. Further to the Government of Wales Act 2006, this Circular should now be regarded as if made by the Welsh Ministers.



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standards of education in the area and will ensure the delivery of a broad and balanced curriculum. The Minister is also satisfied that the proposal will reduce surplus places, make revenue savings and contribute to a strategically planned high quality estate of secondary and primary schools.

5. The Minister is satisfied that the local authority has met the statutory requirements in respect of consultation on the proposal and its publication, and notes that it has submitted, in accordance with the 1999 Regulations, the information required in Schedule 4 to those Regulations. The Minister is also satisfied that consultation was carried out with children and young people sufficiently and suitably.

#### **Objections to the proposal**

6. The Minister notes that there were 3085 statutory objections and a petition of 6034 signatures. Of these, 111 were individualised responses and the remaining 2974 were signed copies of standardised objections, consisting of 29 variants. The objections came from current and former pupils, parents, grandparents and staff of Cwrt Sart, the governing body of Cwrt Sart, the governing body and school council of Melin Junior School, the Headteacher of Llansawel Primary School, local residents and councillors, Briton Ferry Town Council, Briton Ferry Pensioners, the Minister of Rehoboth Church, the National Deaf Children's Society, AFASIC Cymru, an Education Welfare Officer from Briton Ferry/Melin, a community and outreach officer, the Briton Ferry and Neath Macmillan Cancer Support Committee, the chairman of Briton Ferry Llansawel AFC, Suzy Davies AM, Bethan Jenkins AM, David Rees AM, Peter Black AM, Gwenda Thomas AM, Byron Davies AM, Peter Hain MP and Hywel Francis MP and other interested parties. He has noted the principal concerns of the objectors, which centred on the effects of the closure of Cwrt Sart. These are summarised in the Statement of Information on which he based his decision. He also noted the summary of the local authority responses, which were also included in the Statement of Information. The Statement of Information can be accessed through the Welsh Government website via the following link.

<http://wales.gov.uk/about/cabinet/decisions/dr2013/iulsep/addvsa/?lang=en>

#### **The Minister's conclusions**

7. After careful consideration, the Minister feels that the responses made by the local authority adequately answer the issues raised in the statutory objections.

#### **Standards of provision in the area**

8. Although objectors take the view that pupils are provided with a good standard of education at Cwrt Sart Community Comprehensive School and closing the school will have a negative impact upon the attainment of pupils from Briton Ferry and Melincryddan, the local authority believes that by bringing high performing schools together in a new build, state of the art teaching and learning environment, further improvements in performance would be realised. The Minister tends to agree with this view. The Minister acknowledges that Cwrt Sart is recognised as a good and outstanding school according to the most recent local authority monitoring school performance report, and Glanafan and Sandfields were assessed as adequate and excellent, respectively. The local authority recognises the good and excellent practice identified at the existing schools, and believes that this will provide an excellent foundation for securing future school improvement at a combined school. The Minister agrees with this conclusion.

9. Although objectors allege that large schools underperform in comparison with smaller schools, the Minister has seen no substantial evidence to support this viewpoint. There is no strong evidence, so far as the Minister is aware, that size in itself has a substantial impact on standards, as other factors, such as leadership, and good teaching, have greater bearing. The Minister feels that a larger school will have a consequently larger budget and should be able to recruit a strong and experienced leadership team. The local authority's proposed structure for the new school, and the provision of a network of smaller learning communities within a larger whole school environment would, it appears to the Minister, help to allay concerns about size. Objectors were also concerned that the larger new school could cause stress for pupils with additional learning needs, but the local authority has provided assurances to the Minister that the specialist facility will form an integral part of the proposed new school but will also have dedicated accommodation and facilities. The Minister understands that the local authority has also undertaken to consult relevant professionals with expertise in specialist areas on the planning, structure and management of the facilities. The local authority's assertion that the Learning Support Centre provision will build upon the excellent specialist support currently provided and will cater for the same range of pupil needs persuades the Minister that new facilities will more likely than not improve on those currently available and provide at least as good support to pupils as they currently enjoy. Whilst objectors were also concerned that teaching expertise would be lost, the Minister understands that the local authority has confirmed that it will work with the governing body of the new school to secure the employment of staff from the existing schools as far as possible. The Minister is satisfied on this basis that the best teaching staff will be recruited to the school and it is likely that many of them are currently employed at the existing schools. He believes that this will help to maintain the standard of education. The Minister notes that although the local authority was not entirely accurate in stating that there was a requirement to advertise Headships nationally, it intends to strongly encourage the new governing body to do so in order to attract a strong field of candidates. This is clearly a matter for discussion with the new governing body when it is appointed.
10. Some objectors also asserted that there would be disadvantage to pupils from Melin Infant and Junior Schools as they would be more likely to attend Cefn Saeson Comprehensive School in future, which is in their view a lower performing school. The Minister is aware that the local authority has countered these claims by pointing to the findings of their own monitoring which identified both Cefn Saeson and Cwrt Sart as good and outstanding schools. The Minister requested specific advice from Estyn on this aspect of the proposals and Estyn has identified no reason to suggest that Cefn Saeson and Dyffryn Schools will not maintain their satisfactory standards as both perform well. Overall, the Minister is in agreement with Estyn that the proposal is likely to maintain and improve the standard of education in the area, including the standards for pupils with special educational needs. It appears to the Minister more than likely that many existing good teachers will transfer to new high quality provision as a result of this proposal, resulting in an overall improvement in provision for all pupils transferring to the new school. He is also content that for any pupils not accommodated by the new school in future, who would progress to either Cefn Saeson or Dyffryn Comprehensive Schools, whilst these schools are not in better buildings than those which are due to close, both provide good standards of education. For those pupils, the Minister takes the view that standards of provision should be maintained.

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*the standard of education currently provided and the continuing ability of the school to maintain satisfactory standards*

11. The Minister notes that all four schools have performed at least adequately in recent years, although Cwrt Sart appears to have performed particularly well, taking into account the proportion of pupils receiving free school meals, as objectors have been quite right to point out. The Minister recognises that if pupil numbers at Cwrt Sart, Glanafan and Sandfields Comprehensive Schools and Traethmelyn Primary School were to remain at the current level, it is likely that standards of education would be maintained. However, he believes that if pupil numbers were to continue to decline at the secondary schools, as the local authority's projections suggest, there is the possibility that it might be more challenging to maintain standards of education and for the schools to remain cost effective individually, and retain sufficient good quality staff with the relevant range of expertise.

**Delivery of the curriculum**

12. The Minister considers that this proposal will promote the more effective delivery of a broad and balanced curriculum as pupils will have access to a larger team of teachers, who can share good practice, a broader range of specialisms and a new 21st century teaching and learning environment. Estyn agrees with this view and believes that the proposal will cater for pupils with varying needs by providing wider choices and flexibility. The Minister is satisfied that whilst all secondary schools successfully deliver the required number of subject options, some in conjunction with the local FE Institution, the increased staffing complement and budget would provide greater flexibility to employ teachers with the required skills and a wider range of skills and subject specialisms.

*the effect of the proposals on other schools and educational institutions.*

13. The Minister recognises that the catchment areas of Cefn Saeson and Dyffryn Comprehensive Schools will be modified as part of the proposal to include pupils from the Melin and Central Infant and Junior Schools catchments. He understands that these secondary schools can be expected to receive an influx of pupils, which will reduce their surplus capacity, and is likely to make them more cost effective. The Minister also understands that some pupils from the 2 primary school catchments already transfer to Cefn Saeson or Dyffryn, and links with secondary schools therefore already exist. The Minister does not believe that the proposal will disadvantage any other schools and they are more likely to benefit from an increase in take up. Estyn agrees with this view.

**Need for places and the impact on accessibility of schools**

14. The Minister notes that the proposal will remove 1,370 mainstream secondary places, whilst the number of primary school places will increase by 21, resulting in an overall reduction of 1,349 surplus places. He understands that the local authority agrees with objectors that the new school could be overcapacity for the first four years due to the transitional arrangement put in place enabling pupils to transfer together to the new provision, but it assures the Minister that there are practical options to address this situation. The Minister is content that the local authority has a series of options to consider which will help to address the potential problem of oversubscription. He also thinks it possible that some parents with primary age children may, in the interim period prior to the implementation of the proposal, opt for Cefn Saeson or Dyffryn Comprehensive Schools more often, so as to avoid siblings attending different secondary schools in future. The Minister notes that Cefn Saeson and Dyffryn Schools can be expected to receive an influx of pupils which will reduce their surplus capacity.

He believes that the proposal will lead to better subscribed schools in the area in general, although it was not intended, as some objectors allege, primarily to increase the number of pupils at Cefn Saeson and Dyffryn Comprehensive Schools. Objectors also allege that the pupil projections did not take into account the rising birth rate, but the Minister sees no reason to doubt the local authority's assurances that it uses a reliable method for estimating pupil numbers, with estimates based on known numbers in schools together with historical information on admission rates. The Minister is aware that routine monitoring of annual forecasting of secondary pupil numbers indicates that the local authority is generally fairly accurate and increasingly so in recent years. The Minister believes that there will be little to no impact on mainstream primary places as the capacity of the primary sector in the new school will be only marginally larger than that currently provided at Traethmelyn Primary School. He believes that the proposal will leave sufficient capacity for pupils in the overall area. In addition, the Minister notes that the local authority will review provision at both Cefn Saeson and Dyffryn in due course and in providing new schools in those localities in future, which is their intention, there would be an opportunity if it proves necessary, to increase or reduce the size of schools in those locations.

#### **Demand for schools of a particular type**

15. As Cwrt Sart Community, Glanafan and Sandfields Comprehensive Schools and Traethmelyn Primary School will be replaced with a new school, the Minister concludes that the quality of accommodation will be superior to that currently provided and he is content that the new school will be of equivalent linguistic type. The Minister is satisfied that in due course the capacity will be sufficient for foreseen needs and the local authority has transition options in mind to ensure that pupils can be properly accommodated in the meantime.

#### **Journeys to school**

16. Objectors allege that the local authority has only assessed one route from Cwrt Sart to the proposed new school and has not assessed routes more distant from the new school or a route from Melincryddan to Cefn Saeson Comprehensive School. Objectors also allege that the local authority did not assess the route from Cwrt Sart during normal walking to school time, and that various other matters have not been taken into account. The Minister is satisfied with the local authority's general line that assessments will need to be updated closer to the point of implementation, in the light of any new guidance from the Welsh Government or other statutory bodies, and that if school transport is indicated it will be provided. In addition to this, objectors allege that during inclement weather or for their children to attend after school activities, they will not be able to fund public transport. The Minister understands that the local authority has taken the view that the school could arrange extra-curricular activities during the lunch hour/school day or could arrange transport for pupils, and he believes that this is, overall a reasonable approach, as pupils in many areas live some distance from their secondary schools. The Minister notes that the local authority estimates that around 70 pupils will be entitled to transport but he recognises that this figure could increase depending on the outcome of the assessments of walking routes. He also notes that the local authority, in contradiction of the views of objectors, confirmed that costs of transport will not adversely affect the affordability of the proposal and that this issue will, in any case be scrutinised as part of the business case for capital funding. Whilst some objectors believe that truancy will increase due to the distance to the new school, affecting pupil outcomes, the local authority has assured the Minister that there are examples within the County Borough where pupils have similar journeys to school, and it does not result in higher levels of truancy. Overall, the Minister is satisfied that the

local authority will provide a safe walking/cycle route or transport to the new school and to Cefn Saeson and Dyffryn Comprehensive Schools, in line with the guidance current at the time of assessment. He is also satisfied that journey times should also be well within the limits advocated in guidance.

#### **Access for disabled pupils**

17. The Minister is satisfied that disabled pupils will be better catered for as a result of the proposal as the local authority has confirmed that the new school will be fully compliant with legislative requirements, and all facilities will be new.

#### **Financial implications**

18. The Minister believes that the proposal represents a more efficient use of resources, as it will remove four schools which require approximately £16.8 million in repairs alone, and in all likelihood, a sum far in excess of this to bring them up to a proper standard for the delivery of the curriculum. The Minister is also aware that it will reduce the number of headteachers in the locality. The Minister notes that although the capital costs of the proposal are high at £40 million, the revenue savings will provide the means to fund the local authority's share of the investment and justify the capital expenditure. The Minister is satisfied that the local authority confirmed, in their revised submission for the 21st Century Schools Programme, in December 2011, that it would commit 50% of the required funding for the project. Objectors claimed that the costs over the lifetime of the new school will be more expensive than maintaining the current schools, but the Minister agrees with the local authority that maintaining the schools on a 'patch and mend' basis does not represent best use of resources and does not provide modern facilities for teaching and learning in the 21st century. Objectors also claimed that the proposal does not include costs of gaining planning permission, redundancy and transport costs. The Minister is satisfied that the affordability of the proposal passed assurance tests at local authority level and is subject to further scrutiny at Welsh Government level as part of the 21st Century Schools Programme. His decision on these proposals is without prejudice to any decisions that might need to be taken by him or other Ministers in relation to matters which would enable this project to proceed.

19. The Minister acknowledges the local authority's intention to develop a new build primary school with community facilities on the vacated Cwrt Sart site and to establish Welsh medium provision on the vacated Sandfields and Traethmelyn site, although no statutory steps have yet been taken to these ends. The Minister notes that the local authority has confirmed that the redundant Glanafan Comprehensive School site will be released for economic regeneration within the Port Talbot town centre and dock areas. He also notes that all school sites are owned by the local authority which has confirmed that any monies realised from the sale of any site or part site, will be reinvested into the education budget. The Minister commends this approach.

20. The Minister recognises that for the last four years, all but Sandfields Comprehensive School have carried forward a budget balance each year. He notes that Sandfields has found difficulty in managing its budget previously and this could arise again, unless action is taken.

#### **Views of interested parties**

21. The Minister believes that there were no specific objections from those with an interest in Sandfields or Glanafan Comprehensive Schools or Traethmelyn Primary School and that this could be interpreted as support for the proposal from the majority of interested



parties. However, he notes that the opposition has been very strong from those representing Cwrt Sart, and elected members of both the National Assembly for Wales and the Houses of Parliament have supported the views of these objectors. Most of the issues raised by objectors are covered in the paragraphs above and below, with the exception of wellbeing and welfare and the suitability of the site for the new school. The Minister notes that objectors were concerned that relationships between pupils, parents and social workers or education welfare officers may be compromised due to unease of access to the new school, which they claim will be a barrier to fostering close school - /family relationships. However, the local authority has assured the Minister that clear communication avenues will be established with all parents and the range and effectiveness of services available to families will be greater in a large school. Some objectors alleged that the proposed site for the new school is on industrial land where carcinogenic materials were used in production. The Minister has received confirmation from the local authority that the new school will be built on playing fields and the build is subject to formal planning approval. He is also satisfied with the local authority's confirmation that a site investigation and environmental/traffic impact assessments will need to be completed. The Minister understands that no concerns have been raised by any local authority or diocesan authority, but notes that the governing body and school council of Melin Junior School objected to the proposal. He understands that they were mainly concerned with issues already discussed above and below. However, he is aware that some were also concerned about the potential impact a new primary school which might be developed if this proposal is approved, on the vacated Cwrt Sart site, could have on Melin Infant and Junior Schools. The Minister is satisfied that the potential new school would need to be subject to consultation in due course if the local authority decides to proceed with those plans, and it does not need to be considered by him at this stage. The Minister notes that Llansawel Primary School also objected to the proposal, raising issues in common with those discussed in the paragraphs above and below. Overall the Minister is satisfied that the local authority has dealt with objections sufficiently and that the benefits of the proposal outweigh the issues raised by objectors.

#### **21<sup>st</sup> Century Schools**

22. The Minister feels that the proposal will contribute to better strategic management as it will remove three secondary schools and a primary school which will require substantial investment and secure a suitable learning environment in the future. The Minister is satisfied that the proposal will also provide a new, sustainable, 21st century teaching and learning environment, which will contribute towards improved pupil outcomes.

#### **Consideration of alternatives**

23. Although objectors allege that alternatives to closure have not been actively considered, the local authority assures the Minister that other options were considered and these were clearly set out in the consultation document. The Minister is satisfied that the local authority considered various options and was reasonable in bringing this proposal forward rather than an alternative.

#### **Other issues**

##### **Community impact**

24. The Minister notes that the local authority has carried out a community impact assessment. He is aware that objectors allege that community impact has not been assessed properly and that the proposal is counter to the School Effectiveness Framework. The Minister is satisfied that the local authority's community impact assessment identified a range of community based activities provided at the current

school sites and it has assured the Minister that the majority of these activities would either be transferred to the new school, or will be provided at the new Welsh medium school planned on the Sandfields site or the new primary school planned on the Cwrt Sart site. The Minister is aware that although no statutory procedures have yet commenced in order to realise these schemes, the local authority has indicated that as far as possible, community facilities would be maintained in any interim period between the closure of schools and the provision of alternative facilities on the vacated sites. Objectors also believe that community and sports facilities at Cefn Saeson are restricted when compared with Cwrt Sart. The Minister acknowledges that the local authority dismisses these claims as it believes that pupils will benefit from the leisure and learning facilities at the new school, as well as the enhanced community facilities that will be available at the new primary school on the Cwrt Sart site in due course and it believes that the facilities at Cefn Saeson successfully serve the community. The Minister believes this to be a reasonable approach as new community provision is clearly part of the local authority's forward plans.

25. Objectors allege that the local authority failed to acknowledge the diversity between the communities where the three secondary schools are located and they believe this will deter many pupils from undertaking extra-curricular activities, due to the threat of conflict and anti-social behaviour and the difficulty of access. However, the Minister notes that the local authority believes that bringing pupils together in this way promotes inclusion and enriches the life experiences of pupils. The local authority assures the Minister that there are other examples within the County Borough of successful secondary schools serving communities who would regard themselves as equally distinct. It also assures the Minister that some activities could be made available during the lunch hour/school day or transport could be arranged to make activities more accessible. The Minister believes this to be a reasonable position to adopt.

26. The Minister has noted the concerns of objectors that the removal of Cwrt Sart will have a detrimental impact on the area's desirability, in terms of attracting inward migration of families and economic investment. The Minister understands that the local authority disagrees with objectors on this point as outside of the school day, and school terms pupils will be able to contribute to the life and economy of their own local communities and existing community provision is likely to be retained and enhanced through the development of a new primary school on the Cwrt Sart site. Overall, the Minister is satisfied that the local authority will take actions to mitigate any negative impact on the community and clearly aims to improve community provision in this area in the longer term.

#### **Welsh language impact**

27. The Minister notes that the local authority has carried out a Welsh language impact assessment. The Minister is satisfied that standards in Welsh language will be maintained at the new school as the Welsh language provision at the proposed new school will be comparable with that currently provided and the proposal will contribute to the local authority Welsh in Education Strategic Plan by improving provision to address literacy in Welsh, and by providing future growth in the south of the County Borough by releasing a site for a second Welsh medium secondary school.

#### **Statutory consultation**

28. The Minister is content that publication procedures were carried out properly and that the local authority carried out formal consultation over an adequate period of just over



six weeks. He understands that during this period, a consultation document was circulated and public meetings were held. He is satisfied that the local authority consulted with a wide range of other interested parties in addition to those most directly affected. The Minister understands the views of objectors who alleged that the local authority failed to acknowledge that the plans to reorganise secondary education in Briton Ferry and Melincryddan were separate, in that pupils from the latter area would not be likely to attend the new school. He takes the view that whilst the consultation document could have done more to explore the particular effects of the proposal on pupils from Melincryddan (and the Central Junior School) by providing more details about the other secondary schools in the area, these schools would have been well known to the relevant communities as a substantial proportion of pupils each year from the primary schools involved already opt for either Cefn Saeson or Dyffryn for secondary schooling. It therefore appears to the Minister that, overall, the effect of the proposal was clear to parents. Objectors also believe that the consultation meetings failed to give pupils the opportunity to consider and discuss the proposed closure of their local school and that the strong opposition against the closure of Cwrt Sart was ignored. However, the Minister understands from the local authority that the Cabinet members had access to the consultation responses, the alternative proposal was reported to the Cabinet and was also included within the consultation document. The Minister has been assured by the local authority that there has been no impropriety in decision making on the part of the local authority cabinet and that relevant interests were declared. Overall, the Minister is satisfied that sufficient information and time was provided to interested parties, allowing them to make an informed decision as to whether to support or oppose the proposal.

#### **Class sizes**

29. The Minister recognises the good record of adhering to infant class size legislation and junior class size policy at Traethmelyn Primary School. He does not anticipate this changing as the capacity of the new school for primary age pupils will be similar to that of Traethmelyn Primary School and classrooms can be designed to accommodate 30 pupils.

#### **Equality impact**

30. The Minister notes that the local authority has carried out an equalities impact assessment, which identified no adverse effect on any particular group. The local authority has reported that there could potentially be a negative impact on children's travel to school arrangements, through increased travel distance but has assured him that a full travel assessment has been commissioned of routes to the proposed new school and to Cefn Saeson and Dyffryn Comprehensive Schools. The Minister is aware that the local authority recognised that there could be potentially be an impact on pupils outside of the 3-16 age group, as they would not be able to attend the new school. However, the local authority has assured the Minister that pre-school activities are available in the locality and post-16 education is available at Neath Port Talbot College and within the County Borough at a Welsh medium school and a Faith school. The Minister has received confirmation from the local authority that pupils with additional learning needs will be provided for in a mainstream setting and in an integrated Learning Support Centre, in line with current arrangements at Cwrt Sart and Sandfields. The Minister is satisfied that sufficient consideration has been given to equalities issues and that the overall impact of the proposal will not substantially prejudice any group.

### **Factors taken into account for proposals to reorganise secondary schools**

31. The Minister acknowledges that the number of qualification options available at Cwrt Sart Community, Glanafan and Sandfields Comprehensive Schools varies however; he is satisfied that all schools provide sufficient options in accordance with the Learning and Skills (Wales) Measure, and that they collaborate with Neath Port Talbot College. The Minister believes that this proposal will provide potential for delivery to be enhanced at one location due to the larger number of pupils on roll and larger staffing complement. The Minister is also satisfied that sufficient options are available at Cefn Saeson and Dyffryn Comprehensive Schools, for the pupils transferring from Melin and Central Schools. The Minister is content that the Neath Port Talbot 14-19 Network was consulted and he notes that they offered no comments either adverse or favourable. The Minister is content that the proposal contributes towards the transformation agenda. Objectors allege that closing Cwrt Sart Community, Glanafan and Sandfields Comprehensive Schools will disrupt pupils' studies at GCSE level. The Minister is satisfied that the local authority has put a transitional arrangement in place for all Y8, Y9, Y10 and Y11 pupils from the existing secondary schools to transfer to the new school, to provide continuity of education and to avoid disrupting pupils' studies. Overall, the Minister feels that the proposal will contribute to the ease of the delivery of a wide range of options and qualifications for pupils within the area.

### **Additional considerations where proposals include the reorganisation of SEN provision**

32. The Minister is in agreement with Estyn that the planned improvements for learners with special educational needs at the proposed school suitably focus on the learning outcomes for all pupils as detailed in the local authority's Performance Improvement Plan 2013-2015. He notes that the Plan's 7 strategic themes are closely aligned to Children and Young People's Plan priorities, the Inclusion Strategy activities and the Regional Integrated School Improvement Service's objectives. The Minister notes that the schools involved are all based in Neath Port Talbot, therefore he recognises that there is no evidence of regional collaboration for this particular proposal. The Minister does not anticipate there being an impact on other services within the local authority and he believes that the proposal will not be likely to have a wider impact as the new provision will consolidate provision currently delivered in 2 locations. The Minister believes that the proposal will improve the standards of accommodation as Cwrt Sart Community, Glanafan and Sandfields Comprehensive Schools and Traethmelyn Primary School have all been proposed for closure and he anticipates that the new provision will ensure that the health, safety and welfare of pupils is well supported. The Minister is content that the local authority consulted widely in respect of this proposal, contacting 3rd sector bodies in addition to the Health authority. He recognises that the local authority has also undertaken to consult relevant professionals with expertise in specialist areas on the planning, structure and management of the facilities. The Minister is aware that no comments were forthcoming from the Health authority and therefore he concludes that it does not oppose the proposal.

33. The Minister notes that this proposal is due to be implemented with effect from 1 September 2016 and from that date pupils attending Cwrt Sart Community, Glanafan and Sandfields Comprehensive Schools and Traethmelyn Primary School will, subject to the expression of parental preference, transfer to the new school at Baglan Bay. Furthermore, also from that date pupils leaving Melin and Central Infant and Junior Schools will, subject to the expression of parental preference, transfer to Cefn Saeson and Dyffryn Comprehensive Schools, respectively. The Minister looks to the local authority to ensure that appropriate transitional arrangements are put in place and that

the transfer of pupils is carried out with the minimum disruption possible. The local authority should inform Schools Management and Effectiveness Division of the Welsh Government, Department for Education and Skills when the proposal has been implemented.

34. Schools Management and Effectiveness Division of the Welsh Government, Department for Education and Skills should be informed of the new school's official name as it will appear on the Instrument of Government, along with the school's address, so that a school number may be issued to you.
35. The Minister has set the condition that planning permission should be obtained by 30 September 2014. Schools Management and Effectiveness Division of the Welsh Government, Department for Education and Skills must be informed as soon as planning permission has been obtained.
36. I am sending a copy of this letter to the Chief Executive of Neath Port Talbot County Borough Council, the Headteachers and Chairs of Governors of Cwrt Sart Community, Glanafan and Sandfields Comprehensive Schools and Traethmelyn Primary School, the statutory objectors and Suzy Davies AM, Bethan Jenkins AM, David Rees AM, Peter Black AM, Gwenda Thomas AM, Byron Davies AM, Peter Hain MP and Hywel Francis MP. The Chief Executive, Headteachers and Chairs of Governors will receive a copy of the Statement of Information.

Yours sincerely



**STEVE VINCENT**  
**DEPUTY DIRECTOR: SCHOOLS MANAGEMENT AND EFFECTIVENESS DIVISION**

## APPENDIX 3

### Equality Impact Assessment

*\*updated in respect of Equality Act 2010*

#### Ysgol Newydd Bae Baglan Proposal

<b>Section:</b>	<i>Strategic School Improvement Programme (SSIP)</i>	<b>Officer responsible for the screening/scoping:</b>	<i>Richard Gordon Programme Manager Strategic School Improvement Programme</i>
<b>Policy/Procedure /Process to be assessed:</b>	<i>School Organisation</i>	<b>Is this a proposed new of existing policy/procedure /practice?</b>	<i>Existing</i>
1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice	Proposal to discontinue Cwrt Cart Community, Glanafan and Sandfields Comprehensive schools and Traethmelyn Primary school, and establish a school for boys and girls age 3-16 years at Baglan Bay, Port Talbot		
2. Are there any associated or specific objectives of the policy/procedure/practice?	<p>The Council has a duty to secure efficient primary and secondary education in its area and to promote high standards and the fulfilment of every child's potential. To meet this duty the Council has approved an approach to school improvement based on a strategic programme for change underpinned by a clear set of principles that focus on:</p> <ul style="list-style-type: none"> <li>a. standards in education</li> <li>b. the need for places and the accessibility of schools</li> <li>c. the quality and suitability of school accommodation</li> <li>d. effective financial management</li> </ul> <p>The Council's Strategic School Improvement Programme determines the way future education is provided within the County Borough. Progressing the improvement programme means taking difficult decisions in relation to school organisation.</p> <p>The cost of maintaining significant surplus capacity and falling school rolls together with old and deteriorating building stock constrains the Council's ability to invest in teaching and learning and does not represent an efficient use of public money.</p> <p>Building a new school provides greater prospects for improving educational attainment for pupils. New schools require a significant</p>		

capital investment of public money for which the Council is heavily reliant on grant funding from the Welsh Government to supplement its own spending capacity. Given the funding limitations of both, best value has to be achieved from the resources available, particularly in circumstances of falling school rolls and reduced revenue funding with which to operate and maintain schools.

The provision of a new, 21st Century secondary school to replace Cwrt Sart Community Comprehensive, Glanafan Comprehensive and Sandfields Comprehensive schools, together with Traethmelyn Primary school, presents an opportunity to provide for the pupils from these areas 'state of the art' teaching and learning facilities in purpose built accommodation.

All three secondary schools have significant surplus capacity, representing an inefficient use of resources. The proposed new school will fall within the 10% target for surplus places set by the Welsh Government.

Bringing the three secondary schools together on one site creates a sustainable school and an affordable and cost effective 21<sup>st</sup> Century building providing unparalleled teaching and learning opportunities. Within the new build there is also an opportunity to consider further on site community provision such as the co-location of social workers, education support officers, together with professionals from external agencies in purpose built flexible accommodation.

In addition, closing Sandfields Comprehensive school releases a site for the establishment of a much needed secondary school Welsh medium education in the south of the County Borough. The release of Cwrt Sart Comprehensive school site facilitates the reorganisation of primary school and community provision in the Briton Ferry area; whilst the release of the Glanafan Comprehensive school site integrates with the emerging plans to regenerate Port Talbot Town centre and the Port Talbot Docks area.

Whereas establishing a school to replace Cwrt Sart Community Comprehensive, Glanafan Comprehensive and Sandfields Comprehensive schools relies on the transfer to neighbouring schools of part of the catchment area currently provided for at Cwrt Sart Community Comprehensive and Glanafan Comprehensive schools, this should have a positive impact on surplus capacity at those neighbouring schools.

	<p>Both Cwrt Sart Community Comprehensive and Sandfields Comprehensive schools have on-site Learning Support Centres providing for pupils with a range of special educational needs. Cwrt Sart Community Comprehensive school has planned place provision for pupils with hearing impairment and autistic spectrum disorder and pupils with speech and language difficulties. Sandfields Comprehensive School has provision for pupils with moderate learning difficulties, pupils with severe, profound and multiple learning difficulties and pupils with autistic spectrum disorder. The plans for the proposed new school include a Learning Support Centre that will provide for the same range of pupil needs and the same number of pupils as the existing Learning Support Centres at Cwrt Sart Community Comprehensive and Sandfields Comprehensive schools. This specialist facility will form an integral part of the proposed new school but will have dedicated accommodation and facilities. In addition, Cwrt Sart Community Comprehensive and Glanafan Comprehensive schools have Inclusion Centres located on site which support pupils with social, emotional and behavioural difficulties and it is proposed to continue this provision at the new school.</p> <p>Pupils attached to the Learning Support and Inclusion Centres will be able to benefit from 21<sup>st</sup> century facilities and the wider range of expertise available in a larger setting.</p>
<p>3. Who is intended to benefit from this policy /procedure /practice?</p>	<p>The children of compulsory school age who would otherwise receive their education at Cwrt Sart Community Comprehensive, Glanafan Comprehensive and Sandfields Comprehensive schools, together with Traethmelyn Primary school. This will include pupils with hearing impairment and autistic spectrum disorder and pupils with speech and language difficulties, pupils with moderate learning difficulties, pupils with severe, profound and multiple learning difficulties and pupils with autistic spectrum disorder together with pupils with social, emotional and behavioural difficulties who attend specialist provision at these schools. School staff, parents, local community and educational partners will also benefit</p>
<p>4. What outcomes are to be achieved from this policy /procedure/practice?</p>	<p>Standards of education fit for the 21<sup>st</sup> century and efficient use of educational resources. Improved outcomes for pupils.</p>
<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<p>Contribute - Positive buy-in from all educational service users, having the right schools in the right places. Having school fit for the 21<sup>st</sup> century.</p>

	Detract – Conflict with educational service users, failure to carry out legislative requirements, negative decision from the Welsh Ministers
6. Who are the main stakeholders in relation to the policy?	Pupils and Parents/Carers, School staff and Governors, Local Community, Educational Partners
7. Who implements the policy /procedure/practice, and who is responsible for it?	Director of Education’ Leisure & Lifelong Learning and Head of Support Services & Commissioning Development
8. Are there concerns that the policy/procedure/practice <u>could</u> have an adverse impact due to age?	<p><b>Pupils</b> – NPTCBC as per legislation requirements offers full-time education to all children across the County Borough of compulsory school age and part-time education to nursery age pupils. In respect of this proposal, a 3-16 age range will benefit. In this respect there would be a negative impact on those outside of this age group as they would not be allowed to attend such an educational establishment. Solution. Pre-school activities are available in the local area post 16, education is available at Neath Port Talbot College. Post 16 education is also available for Welsh Medium education and at a Faith School within the County Borough.</p> <p>The specialist teaching provision at the proposed new school complements specialist provision at Learning Support Centres and Special school within the County Borough.</p>
9. Are there concerns that the policy <u>could</u> have a differential impact due to disability?	<p><b>Pupils</b> –The proposed new school will support pupils with additional learning needs, including children with statements of special educational needs, in a mainstream setting and in an integrated Learning Support Centre and Inclusion Centre that will share mainstream facilities. The new school will be fully compliant legislative requirements including the (Education) School Premises Regulations 1999, relevant British Standards and Building Regulations, and Neath Port Talbot’s Accessibility Strategy and Inclusion Strategy.</p> <p>The following are seen as key areas of reference:</p> <ul style="list-style-type: none"> <li>• Building Bulletin 93 - Acoustic Design of Schools</li> <li>• Building Bulletin 98 - Briefing Framework for Secondary School Projects</li> <li>• Building Bulletin 99 - Briefing Framework for Primary School Projects</li> <li>• Building Bulletin 100 - Design for Fire Safety in Schools</li> <li>• Building Bulletin 102 - Designing for Disabled Children and Children with</li> <li>• Special Educational Needs</li> <li>• 21st Century School Standard</li> <li>• BRE <b>Tudalen 71</b></li> <li>• Secured by Design</li> </ul>

<p>10. Are there concerns that the policy <u>could</u> have a differential impact due to race?</p>	<p><b>Pupils</b> – All NPTCBC schools have relevant equalities policies to ensure that there is no discrimination against a particular group, including race.</p>
<p>11. Are there concerns that the policy <u>could</u> have a differential impact due to their religion or belief?</p>	<p><b>Pupils</b> – All NPTCBC schools have relevant equalities policies to ensure that there is no discrimination against a particular group, including religion or belief. The proposed new school will adopt relevant equality policies.</p>
<p>12. Are there concerns that the policy <u>could</u> have a differential impact due to gender?</p>	<p><b>Pupils</b> – NPTCBC does not have any single sex schools and, therefore, both boys and girls are able to attend any secondary school across the county borough as per NPTCBC Admission Policy and SEN panel recommendation. The proposed new school will provide for boys and girls.</p>
<p>13. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?</p>	<p><b>Pupils</b> – All NPTCBC schools have relevant equalities policies to ensure that there is no discrimination against a particular group, including sexual orientation. The proposed new school will adopt relevant equality policies.</p>
<p>14. Are there concerns that the policy <u>could</u> have a differential impact due to gender reassignment?</p>	<p><b>Pupils</b> – All NPTCBC schools have relevant equalities policies to ensure that there is no discrimination against a particular group. The proposed new school will adopt relevant equality policies.</p>
<p>15. Are there concerns that the policy <u>could</u> have a differential impact due to pregnancy and maternity/paternity?</p>	<p><b>Pupils</b> – All NPTCBC schools have relevant equalities policies to ensure that there is no discrimination against a particular group, The proposed new school will adopt relevant equality policies.</p>
<p>16. Can any adverse impact on one or more groups be justified?</p>	<p>Potential adverse impact could be to on children’s travel to school arrangements. Increase travel distance and time will result from this proposal. However, the proposal complies with the Council’s home to school travel arrangements which conform to legislative requirements and have been equality impact assessed.</p> <p>Support with home to school travel will be made available in line with the Council’s Home to School Transport policy. Secondary school pupils living more than 3 miles from their designated school will be considered for assistance with travel costs. At primary level, the relevant distance is 2 miles. Travel routes will be assessed for appropriateness and ‘safe-travel’. Where no appropriate/safe travel route is available, assistance with transport will be provided in line with the Home to School Transport policy.</p> <p style="text-align: center;"><b>Tudalen72</b></p>



	<p>Pupils with statements of special education needs will have their transport requirements assessed on an individual basis.</p> <p>A Community Impact Assessment has identified community provision in the areas affect by the proposal. The proposal seeks to enhance existing community provision. Therefore there will be no negative impact on community groups and users of community provision.</p>
17. Is there any concern that there are unmet needs in relation to any of the above groups?	The process of re-organisation of schools across the county borough has not identified any unmet need to date. However, the Strategic School Improvement Programme will identify and evaluate unmet need.
18. Is there a missed opportunity for improvement in relation to any of the policies, procedures or practices to promote equality?	NPTCBC has all relevant policies updated to ensure the most recent legislative requirements are met
Evidence and Data used for Assessment	<p>Relevant Legislation</p> <p>Estyn Reports and School Link Officer Reports</p> <p>Age Profiles</p> <p>Surplus Pupil Places Data</p> <p>School Budget and Financial Information</p> <p>Staffing Structures</p> <p>MSCW Capacity Schedules</p> <p>Historical and Projected Pupil Numbers</p> <p>Pupil Postcode Analysis</p> <p>Building Condition Surveys and Suitability/Sustainability &amp; Accessibility Assessments</p> <p>Consultation responses</p>
Consultation	<p>Legislative</p> <p>Community Plan Partnership</p> <p>Unitary Development Plan</p>
OUTCOME OF ASSESSMENT	The proposal to discontinue Cwrt Cart Community, Glanafan and Sandfields Comprehensive schools and Traethmelyn Primary school, and establish a school for boys and girls age 3-16 years at Baglan Bay, Port Talbot should have no adverse effect on any particular group. The process has checks and monitoring in place to ensure any unmet

	need is identified and any potential adverse affect is fully evaluated and impact mitigated.
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**Signed: Richard Gordon, Programme Manager, Strategic School Improvement Programme**

**Date 040713 (Revisited).**

# APPENDIX 4

## Equality Impact Assessment (EIA) Report Form

Where do you work?	
Service Area:	Strategic School Improvement Programme
Directorate:	ELLL

**(a) This EIA is being completed for a...**

Service/ Function	Policy/ Procedure	Project	Strategy	Plan	Proposal
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**(b) Please name and describe below...**

Proposal to

Close Dyffryn School and Groes Primary School and make provision for the pupils to attend a newly created 'all-through' (3-16) school on the site of Dyffryn (upper) School/Groes Primary school

**(c) It was initially screened for relevance to Equality and Diversity on ...**

20.06.2016

**(d) It was found to be relevant to...**

Age.....	x	Race.....	x
Disability.....	x	Religion or belief.....	x
Gender reassignment .....	<input type="checkbox"/>	Sex.....	x
Marriage & civil partnership .....	<input type="checkbox"/>	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity .....	<input type="checkbox"/>	Welsh language.....	x

**(e) Lead Officer**

**Name:** Debora Holder-Phillips

**Job title:** Programme Officer

Date: 26.10.2016

**(f) Approved by Head of Service**

**Name:** Andrew Thomas

Date: 26.10.2016

Tudalen75

## Section 1 – Aims:

Briefly describe the aims of the function, service, policy, procedure, strategy, plan, proposal or project:

### What are the aims?

To bring about change under the NPTCBC Strategic School Improvement Programme which affects the number of pupils and age range of pupils who may attend Dyffryn School and the closure of Groes Primary School.

At this stage the change is only a proposal and has not been consulted on. The process for change set out under the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2013 requires a full statutory consultation programme to receive comments on the proposal followed by a statutory notice period for receiving objections on the proposal.

### Who has responsibility?

Director of Education Leisure and Lifelong Learning, Head of Transformation and Strategic School Improvement Programme (SSIP)

### Who are the stakeholders?

The main stakeholders are the school staff/ parents (carers and guardians)/ pupils/ governors and the wider school community of the schools affected by the proposal (there are also other key stakeholders listed under The Welsh Government School Organisation Statutory Code document no 006/2013 that must be consulted as part of the process for school closure).

## Section 2 - Information about Service Users:

Please tick what information you know about your service users and provide details / evidence of how this information is collected.

Age.....	x	Race .....	x
Disability.....	x	Religion or belief.....	x
Gender reassignment .....	<input type="checkbox"/>	Sex .....	x
Marriage & civil partnership .....	x	Sexual orientation.....	<input type="checkbox"/>
Pregnancy and maternity .....	x	Welsh language.....	x

### What information do you know about your service users and how is this information collected?

#### Age

**Pupils** -The proposal relates to an English-medium secondary school and an English-medium primary school. Only those aged 3-11 years may access primary phase education and those aged 11-16 years may access secondary phase education.

Tudalen76

The secondary school the subject of this equality impact assessment does not currently offer post 16

education and the proposal being considered does not intend to change this arrangement.

The primary school the subject of this equality impact assessment currently offers nursery provision and the proposal being considered intends to retain the offer of nursery provision but within an 'all-through' (3-16) arrangement.

There are recorded at the time of this assessment 790 pupils on roll at Dyffryn Comprehensive School and 167 pupils on roll at Groes Primary School.

Dyffryn (upper) School and Groes Primary School share the same site and therefore if the proposal were to go ahead the distance and travel time for pupil journey to and from school would remain unchanged as the proposal is to build a new school on the same site to accommodate both Dyffryn (upper) School and Groes Primary School pupils. This also applies to pupils attending Dyffryn (lower) School some 1.9 miles away as they too transfer to the upper school site at Y9.

As is the position currently, if a child lives outside of the recommended travel distance for either primary phase or secondary phase then that pupil will be entitled to make an application for assistance with home to school travel under the NPTCBC Home to School Travel Policy.

**Staff** – There are recorded at the time of this assessment 108 members of school staff at Dyffryn School and their age ranges from 22 to 68. There are 24 members of school staff at Groes Primary School and their age ranges from 20 to 61.

**Governors** – There are recorded at the time of this assessment 20 governors on the Dyffryn School Governing Body and 12 governors on the Groes Primary School Governing body. The Council does not hold details of the age of each governor but there is a minimum age of 18 years.

### **Disability**

The proposal is for a new build 21<sup>st</sup> Century school which would be fully compliant with all relevant equalities legislation, including disability.

**Pupils** - Any pupil with a disability is assessed on an individual basis and relevant modifications, adaptation or reasonable adjustments are made where applicable, this is the case for all types of disabilities. Assessment on an individual basis includes application for home to school travel.

Dyffryn School has 182 of its pupils on the Special Educational Needs Register, 11 of these pupils have a statement of educational needs.

Groes Primary School has 51 of its pupils on the Special Educational Needs Register, 3 of which have statements of special educational needs.

Any pupil with a disability is entitled to make an application for assistance with home to school

transport under the NPTCBC Home to School Travel Policy.

**Staff** – The Council does not have a record of any staff member having a disability at either Dyffryn School or Groes Primary School.

**Governors** - Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Race**

**Pupils** – Both schools are inclusive for pupils of all ethnic groups and ethnicity is not a criterion under NPTCBC's Schools Admissions Policy.

PLASC data for 2016 shows that BME pupils at Dyffryn School represent 8% of the pupil cohort. This is above the Neath Port Talbot average for secondary schools which for 2016 is 6%. At Groes Primary School the BME pupils represent 5% of the total number of pupils at the school. This is slightly below the Neath Port Talbot average for primary school which for 2016 is 6%

Dyffryn School has five partner primary schools, one of which is Groes Primary. As a total across the other four partner schools BME pupils have 37% BME pupils. The school with the greatest number of BME pupils is Central Primary School which has 17% BME pupils. The school has a large Bangladeshi school community and these pupils represent 52% of the BME pupils in the school.

This Bangladeshi school community is also replicated in Dyffryn School whose Bangladeshi pupils represent 29% of the BME pupils in the school. Bangladeshi pupils are the largest BME group of pupils at Dyffryn School. The next largest groups are the Gypsy/Traveller pupils and the White/Black Caribbean pupils, both these groups represent 12% of the BME pupils in the school.

**Staff** – HR records show that the majority of staff at Dyffryn School have declared themselves as British or Welsh, There is one member of staff who has declared 'European' and one who has declared 'other'. The Council is not aware of any BME staff members at Groes Primary School although 3 members of staff have elected to choose the option of 'prefer not to say'.

**Governors** – Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Religion or belief**

**Pupils** – Both schools are non-faith schools and admit pupils of all religions/beliefs who wish to attend. Religion or belief is not a criterion under the NPTCBC's Admissions Policy which is applicable to both schools. Admission to the new school would be in line with this policy.

School records show that 22 pupils at Dyffryn School have reported their religion/belief. Out of these, 7 pupils have stipulated their religion/belief as Christian, 12 pupils have stipulated Church in Wales and 3 pupils have stipulated Roman Catholic.

School records show that at Groes Primary School 14 pupils have reported their religion/belief. Out of these, 10 pupils have confirmed their religion/belief as Christian, 1 as Church in Wales and 3 Buddhists.

**Staff** – Data held is according to what individuals have chosen to disclose. The Council does not hold this data for the staff of Dyffryn School or Groes Primary School.

**Governors** - Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Sex**

**Pupils** – Both schools admit both boys and girls and the new school will be a mixed sex school. At the time of this assessment Dyffryn School has 53% male pupils and 47% female pupils. Groes Primary School has 49% male pupils and 51% female pupils.

**Staff** – Both schools employ both male and female staff. Dyffryn School has 17 male members of staff and 91 female members of staff. Groes Primary School has 2 male members of staff and 22 female members of staff.

**Governors** – Both schools have male and female governors. Dyffryn School has 9 male and 11 female governors. Groes Primary School has 5 male and 7 female governors.

### **Pregnancy and maternity**

**Pupils** – Dyffryn School has had 1 pupil who has been pregnant during the 2016/2017 academic year. This characteristic should not be applicable due to the age of the pupils at Groes Primary School and no pupils are recorded as being pregnant or having had a baby within this academic year.

**Staff** – Dyffryn School has had 3 members of staff who have been pregnant during the 2016/2017 academic year. The Council is not aware of any staff member being pregnant and none are on maternity/paternity leave at Groes Primary School.

**Governors** - Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Gender reassignment**

**Pupils** – Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

**Staff** – Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

**Governors** - Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Marriage and civil partnership**

**Pupils** – this characteristic is not applicable due to the age of the pupils.

**Staff** – HR records show that Dyffryn School has 58 married/ 5 divorced/ 2 partnered and 43 single members of staff. Groes Primary School has 17 married/ 1 divorced/ 1 partnered and 5 single members of staff.

**Governors** - Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Sexual Orientation**

**Pupils** –Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

**Staff** –Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

**Governors** - Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.

### **Welsh language**

**Pupils** – Both schools are English-medium schools therefore pupils will be taught through the medium of English although Welsh is taught as a second language in line with the National Curriculum. NPTCBC has developed a Welsh in Education Strategic Plan for the period 2014 to 2017. Action plans produced as part of this strategy will be applied to Welsh-medium education and Welsh as a second language.

**Staff** – HR records show that Dyffryn School staff have classified their Welsh Language ability as 103 x Little or no knowledge/ 3 x Welsh Learner/ 2 x Fairly Fluent. Groes Primary School staff have classified their Welsh Language ability as 14 x Little or no knowledge/ 4 x Welsh Learner/ 1 x Fairly Fluent and 5 x Prefer not to say.

**Governors** – Data held is according to what individuals have chosen to disclose. No data is held for either Dyffryn School or Groes Primary School.



Information is collected by NPTCBC in respect of pupil and school data through various means such as Data Unit, School Admissions, School and Family Support, Additional Learning Needs Support Team, Strategic School Improvement Programme etc. Information is also gathered from Estyn Inspection reports.

Data used for completing Section 2 includes:

PLASC data as at January 2016

NPTCBC HR records

NPTCBC Governor records

School records for pupils and staff HR records

**Any Actions Required?**

Continue to check and monitor data held against the protected characteristics for any impact the proposal may have on any of these groups.

**Section 3 - Impact on Protected Characteristics:**

Please consider the possible impact on the different protected characteristics. This could be based on service user information, data, consultation and research or professional experience.

	Positive	Negative	Neutral	Needs further investigation
Age	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Disability	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender reassignment	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Marriage & civil partnership	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Pregnancy and maternity	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Race	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Religion or belief	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Sex	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Sexual orientation	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Welsh language	➔ <input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

**Thinking about your answers above, please explain in detail why this is the case? including details of any consultation (and/or other information), which has been undertaken to support your view?**

Tudalen81

The proposal intends to create an 'all-through' (3-16) school. Close Dyffryn School and Groes Primary School and make provision for the pupils to attend a newly created 'all-through' (3-16) school on the site of Dyffryn (upper) School/Groes Primary school.

The pupils who are currently on roll at both Dyffryn School and Groes Primary School will automatically transfer to the proposed new school (unless this is not the wish of their parent/carer/guardian).

Ethnicity is not a criterion under NPTCBC's Schools Admissions Policy. Both schools which are the subject of this proposal are inclusive for pupils and staff of all ethnic groups. If the proposal goes ahead the new school will welcome all existing pupils from Dyffryn School and Groes Primary school and retain the arrangements with the existing other four partner primary schools.

The proposal does not intend to make any changes to Council policies currently applicable to the pupils, staff and governors of Dyffryn School and Groes Primary School. Although it is recognised that if the proposal goes ahead it will have a negative impact on the staff and governors of Dyffryn School and Groes Primary School as the school would close, staff would no longer be employed by the school and the governing body would cease to exist. If Dyffryn School and Groes Primary School close the proposal is for a new 'all-through' (3-16) school which would require school staff for the primary phase element of the new school. In any event the Council has an excellent reputation in terms of staff redeployment and governors would have the opportunity to apply for positions on other governing bodies at schools located nearby.

The Council has secured an 'employer's pledge' with schools whereby school governing bodies have agreed to give prior consideration to staff facing redundancy at any Neath Port Talbot County Borough Council school. In this context, the Council will be working hard to secure the employment of staff from Groes Primary School where job opportunities may exist. For those staff members who are employees of centrally delivered catering and cleaning services due to the flexibility of this service there may be opportunities within the service area for staff to transfer to other schools or venues. Other school support staff will be supported by the relevant school policies and procedures which will include full consultation. Employees identified at risk of redundancy will be given access to the Council's prior consideration register. Previous experience has shown that some staff wish to secure employment in an alternative school but others take the opportunity to take on new challenges elsewhere. The Council is proud of its track record for supporting staff in such situations.

The new build school will be a state of the art 21<sup>st</sup> Century school and therefore will be fully compliant in terms of the requirements for disabled pupils.

Both Dyffryn School and Groes Primary School have BME pupils, the largest ethnic group being pupils of Bangladeshi origin under the Welsh Government options for ethnic background. The proposal does not affect the Council's Schools Admission Policy and admissions to the new school will be in line with this policy. Ethnicity is not a criterion under this policy.

The new primary school will continue to teach Welsh as per the requirements of the National Curriculum.

Tudalen82

<p><b>What consultation and engagement has been undertaken (e.g. with the public and/or members of protected groups) to support your view?</b></p> <p>The proposal is in its formative stage therefore it will be subject to full consultation with stakeholders.</p>
<p><b>Any actions required (to mitigate adverse impact or to address identified gaps in knowledge)</b></p> <p>The consultation process will identify if any actions are necessary.</p>

## Section 4 - Other Impacts:

Please consider how the initiative might address the following issues.

You could base this on service user information, data, consultation and research or professional experience (e.g. comments and complaints).

<b>Foster good relations between different groups</b>	<b>Advance equality of opportunity between different groups</b>
<b>Elimination of discrimination, harassment and victimisation</b>	<b>Reduction of social exclusion and poverty</b>
<p><b>Please explain any possible impact on each of the above.</b></p> <p>NPTCBC aspires to deliver an inclusive education service. All schools have policies in place to prevent discrimination, harassment and victimisation both for the benefit of pupils and school staff. The policies are overseen by the governing body and the Council.</p> <p>NPTCBC tackles poverty and social exclusion through various initiatives including breakfast clubs, free school meals, nurture groups, family learning, Flying Start, Communities First Projects, Catch-up (funded through Pupil Deprivation Grant).</p> <p><b>What work have you already done to improve any of the above?</b></p> <p>NPTCBC undertook an Educational Inclusion Review in 2014; recommendations and actions continue to be implemented.</p> <p><b>Is the initiative likely to impact on Community Cohesion?</b></p> <p>NPTCBC aspires to deliver an inclusive education service that amongst other things 'celebrates diversity'. The proposal will seek to improve educational standards and pupil well-being through a new build 21<sup>st</sup> Century primary school; raising pupils' levels of awareness of self and others which, in turn, will help support and encourage children and young people to become good citizens and role models within their community. The ethos of respect will be promoted by the staff and governors at the school.</p>	

**How will the initiative treat the Welsh language in the same way as the English language?**

The proposal relates to two English-medium schools which teach Welsh as a second language. The proposed new school would continue to teach Welsh-medium in line with the national curriculum. The Council also provides Welsh-medium schools if a parent elects to have their child educated through the medium of Welsh.

**Actions (to mitigate adverse impact or to address identified gaps in knowledge).**

**Section 5 - Monitoring arrangements:**

Please explain the arrangements in place (or those which will be put in place) to monitor this function, service, policy, procedure, strategy, plan or project:

**Monitoring arrangements:**

By the Council via data received from each school together with reports from School Improvement Officer Core Visits and Estyn Inspection reports. Monitoring will be undertaken by the Headteacher and Governing Body.


Monitoring will also take place via the formal consultation process to be conducted.

**Actions:**

**Section 6 – Outcomes:**

Having completed sections 1-5, please indicate which of the outcomes listed below applies to your initiative (refer to guidance for further information on this section).

Tudalen84

- Outcome 1: Continue the initiative... x
- Outcome 2: Adjust the initiative...
- Outcome 3: Justify the initiative...  
- Outcome 4: Stop and remove the initiative...

For outcome 3, detail the justification for proceeding here

## Section 7 - Publication arrangements:

On completion, please contact the Corporate Strategy Team for advice on the legal requirement to publish the findings of EIAs.

Any proposal relating to school organisation requires an Equality Impact Assessment, the findings will be used to inform and shape the formal consultation process. Findings will be published as part of the consultation document and where necessary in other documents required under the school organisation processes.

## Action Plan:

Objective - What are we going to do and why?	Who will be responsible for seeing it is done?	When will it be done by?	Outcome - How will we know we have achieved our objective?	Progress
Consult on the proposal to hear the views of key stakeholders	Director of ELLL, Head of Transformation and SSIP	2016/17 academic year	Decision to implement the proposal at the conclusion of the legislation process	On-going until implementation or abandonment of the proposal
Monitor additional data to check for any impact on the protected characteristics	Director of ELLL, Head of Transformation and SSIP	2016/17 academic year	Actions to mitigate any adverse effect	On-going until implementation or abandonment of the proposal
Monitor findings from the consultation process	Director of ELLL, Head of Transformation and SSIP	2016/17 academic year	Actions to mitigate any adverse effect	On-going until implementation or abandonment of the proposal

## APPENDIX 5

### Impact Assessment - First Stage

#### 1. Details of the initiative

**Initiative description and summary:** To declare redundant playing fields & changing rooms at Longlands Lane as being surplus to the ongoing strategic and operational requirements of the Education, Leisure and Lifelong Learning.

**Service Area:** SSIP

**Directorate:** Education, Leisure & Lifelong Learning

#### 2. Does the initiative affect:

	Yes	No
Service users		x
Staff		x
Wider community		x
Internal administrative process only	x	

Tudalen87

**3. Does the initiative impact on people because of their:**

Tudalen88

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age						
Disability						
Gender Reassignment						
Marriage/Civil Partnership						
Pregnancy/Maternity						
Race						
Religion/Belief						
Sex						
Sexual orientation						



**4. Does the initiative impact on:**

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language						
Treating the Welsh language no less favourably than English						

**5. Does the initiative impact on biodiversity:**

Tudalen 89

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity		x				This initiative recommends that Members of the Education, Skills and Culture Cabinet Board declare the redundant changing rooms and playing fields at Longlands lane as being surplus to the ongoing strategic and operational needs of Education, Leisure and Lifelong Learning. This initiative does not identify or recommend potential avenues for future or alternative use and

						therefore has no impact of biodiversity or the wider environment.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				As above

Tudalen90

**6. Does the initiative embrace the sustainable development principle (5 ways of working):**

	Yes	No	Details
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<p><b>Long term</b> - how the initiative supports the long term well-being of people</p>	N/A	N/A	<p>Following on from what is essentially an internal administrative process, this initiative does not identify or recommend potential avenues for future or alternative use and seeks member decision to declare the changing rooms and playing fields at Longlands Lane as being surplus to the strategic and operational requirements of ELLL.</p> <p>The facilities at Longlands Lane have become redundant and surplus to the ongoing strategic operational requirements of ELLL as a result of the establishment and successful delivery of two brand new 21<sup>st</sup> Century 3-16 schools at Ysgol Bae Baglan and Ysgol Cwm Brombil.</p> <p>The new schools offer first class on-site sporting facilities available for pupils and the wider community over and above that previously available at Longlands Lane including multi-use sports halls, modern changing facilities, grass pitches, Astro Turf pitches and 3G pitches.</p>
<p><b>Integration</b> - how the initiative impacts upon our wellbeing objectives</p>	N/A	N/A	As above
<p><b>Involvement</b> - how people have been involved in developing the initiative</p>	N/A	N/A	As above
<p><b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions</p>	N/A	N/A	As above

<b>Prevention</b> - how the initiative will prevent problems occurring or getting worse	N/A	N/A	As above
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**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	√
<p>Reasons for this conclusion</p> <p>Following on from what is essentially an internal administrative process, this report does not identify or recommend potential avenues for future or alternative use and seeks member decision to declare the changing rooms and playing fields at Longlands Lane as being surplus to the strategic and operational requirements of ELLL.</p>	


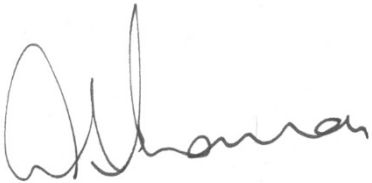
Following the discontinuance of Glanafan Comprehensive and Dyffryn School and the subsequent establishment of Ysgol Bae Baglan and Ysgol Cwm Brombil, the facilities at Longlands Lane have become redundant.

Ysgol Bae Baglan and Ysgol Cwm Brombil offer excellent, modern on-site sporting facilities over and above that previously offered at Longlands Lane including multi-purpose sport halls, grass, astro and 3G pitches all of which are available for wider community use.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

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	Name	Position	Signature	Date
Completed by	Roger Bowen	Programme Officer		
Signed off by	Andrew Thomas	Head of Service/Director		

Mae'r dudalen hon yn fwiadol wag