

**1. Details of the initiative:**

Initiative description and summary: <b>Proposal to Establish a New Welsh-Medium Primary School in Neath Abbey</b>
<b>Service Area: Transformation</b>
<b>Directorate: Education, Leisure and Lifelong learning</b>

**2. Does the initiative affect:**

	<b>Yes</b>	<b>No</b>
Service users	✓	
Staff	✓	
Wider community	✓	
Internal administrative process only		✓

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

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	x				H	<p>The proposal will have a positive impact on children aged 3-11 who will have the opportunity to attend the new school in the future, as well as preschool pupils who will access the proposed childcare provision.</p> <p>In addition there may be a positive impact on adults and older children if the Welsh language is learnt by younger children and spoken within the home setting.</p> <p>Data indicates that currently 125 pupils from Neath Abbey, Skewen, Llandarcy and Jersey Marine travel to Ysgol Gynradd Gymraeg Castell-nedd and Ysgol Gynradd Gymraeg Tyle'r Ynn to access Welsh-medium education, from nursery to year 6, shown below in tables 2 and 3. Approximately 50 pupils from Neath Port Talbot also attend Ysgol Gynradd Gymraeg Lonlas which is a Welsh-medium school in the City and County of Swansea, approximately 3.5 miles from the location of the proposed new school.</p>

						<p>The proposed new school will provide Welsh-medium education within walking distance for children from the area who wish to access Welsh medium provision in future years.</p> <p>This initiative should therefore have a positive impact on this group.</p>
Disability	x				M	<p>The Council's arrangements for education across the county borough include those children and young people with a disability. The proposal is likely to impact upon this protected characteristic group.</p> <p>It is anticipated that the proposed new school will have enhanced facilities which should improve provision for disabled users, made possible by the planned works to remodel and refurbish the current school. This will positively impact on pupils, staff and visitors to the proposed new school.</p> <p>As a result of the Additional Learning Needs and Educational Tribunal Act (Wales) 2018, significant changes are underway in relation to the statutory provision required to meet the needs of all learners with additional learning needs (ALN). All services within the local authority will be required to consider whether the</p>

					<p>child or young person needs ALP (Additional Learning Provision) in Welsh.</p> <p>The proposed new school will provide ALN support for pupils within a mainstream setting. It is a target within the WESP to ensure an increase in the provision of Welsh-medium education for pupils with ALN. Targets in this sections include providing support for teachers within Welsh-medium mainstream schools. This will enhance the Inclusive Learning Provision (ILP) and Additional learning Needs Provision (ALP) offer within Welsh- Medium schools and Early Years settings, as set out in the new ALN Code for Wales 2021.</p> <p>The Council is required to have regard for the needs of disabled learners and learners with learning difficulties when assessing transport needs.</p> <p>This proposal should have a positive impact on this protected characteristic group</p>
Gender Reassignment		x			<p>This is not a criterion considered in terms of the Council's education arrangements either for pupils or school staff, however, it is expected that all NPTCBC schools meet the needs of pupils and staff who are transgender.</p>

Marriage/Civil Partnership		x				This is not a criterion that will be impacted upon by this proposal
Pregnancy/Maternity		x				This is not a criterion that will be impacted upon by this proposal
Race	x				M	<p>All Neath Port Talbot schools are inclusive for pupils of all ethnic groups and ethnicity is not a criterion under the Council's Admissions Policy. In addition, the Council is an inclusive employer.</p> <p>It is evident from Welsh-medium school data that families from different ethnic backgrounds choose Welsh-medium education, with many English families moving to the area and making the informed decision to educate their children in Welsh-medium schools. Both the WESP and the Neath Port Talbot Welsh Language Strategy aim to inform and support these families when making the decision about choosing Welsh-medium education. These aims significantly alleviate concerns and it is anticipated that this will lead to an increase in the number of pupils from ethnic backgrounds attending Welsh-medium education</p> <p>This aspect is unlikely to be impacted upon as a result of the proposal, however it will be further explored as part of a full assessment using information gathered from the consultation.</p>

Religion/Belief		x				This is not a criterion that will be impacted upon by this proposal, however, it is expected that the Council's educational arrangements will meet the needs of pupils or staff members of different religions or with different beliefs.
Sex		x				All Neath Port Talbot schools admit boys and girls currently and the new school will also admit both sexes. Currently across the WM primary schools in Neath Port Talbot there are 715 male pupils and 725 female pupils (Years1 -6). The Council is an inclusive employer. It is expected that both male and female staff will be employed at the proposed new school.
Sexual orientation		x				This is not a criterion that will be impacted upon by this proposal

**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	x				H	Neath Port Talbot's draft WESP 2022-32, is the cornerstone for the Council's vision for increasing and improving the planning of the provision of Welsh medium education in Neath Port Talbot, to enable all learners to develop their Welsh language skills and to use the language confidently in everyday life.

						<p>The overarching ten year target in Neath Port Talbot is to increase the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032.</p> <p>Modelling work on expanding Welsh- medium provision suggests that the Neath Abbey area is a good location for creating a new Welsh-medium school.</p> <p>This proposal would seek to establish a Welsh-medium starter primary school in premises previously occupied by Abbey Primary School.</p> <p>The WESP overarching ten year target in Neath Port Talbot is to increase the number of Year 1 children taught through the medium of Welsh from 16.8% (252 pupils) in 2020/21 (PLASC 2021) to 31% (460 pupils) by 2032.</p> <p>The proposal therefore should impact positively on people’s opportunities to use the Welsh language by expanding the Welsh-medium education provision in Neath Port Talbot. .</p>
Treating the Welsh language no less	x				H	<p>A new Welsh-medium school should provide greater choice for families in the area and it is expected that this proposal will increase the number of pupils being educated through the medium of Welsh, as well as having a positive</p>

favourably than English						impact on families and the local community through providing opportunities to improve and increase the use of the Welsh language in daily life. This proposal therefore should impact positively on treating the Welsh language no less favourably than English.
-------------------------	--	--	--	--	--	--

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

	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 is not a criterion that will be impacted upon by this proposal
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.		x				This is not a criterion that will be impacted upon by this proposal



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

	Yes	No	Details
<b>Long term</b> - how the initiative supports the long term well-being of people			This proposal is expected to positively impact on pupils aged 3-11 and on older children and adults who will benefit from increased use of the Welsh language in the local area. It will aim to will improve wellbeing through the promotion of the development of the Welsh language leading to increased opportunities to participate in the language and culture of Wales
<b>Integration</b> - how the initiative impacts upon our wellbeing objectives			This proposal directly supports wellbeing objective 1 – ‘to improve the wellbeing of children and young people’ through the provision of enhanced opportunities and provision for current and future generations of primary aged pupils. It also indirectly supports wellbeing objective 2 –‘to improve the wellbeing of all adults who live in the county borough’ and wellbeing objective 3 ‘to develop the local economy and environment so that the wellbeing of people can be improved’ through creating a community resource which can be used to support families and help to develop the Welsh language in the area.
<b>Involvement</b> - how people have been involved in developing the initiative			Informal consultation has taken place with affected schools. The WESP forum comprises Neath Port Talbot officers and school and early years representatives, along with a number of external groups and organisations who have collectively developed actions within the draft WESP and who are supportive of this proposal.
<b>Collaboration</b> - how we have worked with other services/organisations to find shared sustainable solutions			As above, informal consultation has taken place with a range of stakeholders to help shape the proposal. . Additionally the proposal will be subject to a comprehensive consultation with a wide range of stakeholders for a six week period. Subject to approval, it is anticipated that consultation will take place between 25 <sup>th</sup> January and 8 <sup>th</sup> March 2022  Based on the statutory requirements set out in the School Organisation Code, 2018, local authorities must consult with a range of stakeholders.

<p><b>Prevention</b> - how the initiative will prevent problems occurring or getting worse</p>			<p>Welsh-medium education is an integral and essential part of the learning offer in Neath Port Talbot and all children should benefit from the opportunity to learn, appreciate and understand their lives through the medium of Welsh. This principle is underpinned by ensuring universal access to this provision across the county borough. Neath Port Talbot Council recognises that language and culture are critical parts of an individual's identity and is committed to promoting and celebrating Welsh language learning across all phases and sectors. This proposal aims to increase the opportunities for pupils to access Welsh-medium education through the establishment of a new Welsh-medium primary school.</p>
--	--	--	--

**7. Declaration - based on above assessment (tick as appropriate):**

A full impact assessment (second stage) <b>is not</b> required	
Reasons for this conclusion	
No negative impacts have been recognised as part of this initiative.	

A full impact assessment (second stage) <b>is</b> required	x
Reasons for this conclusion	
It will be necessary to further explore impacts following the consideration of consultation responses; a more in-depth Welsh Language Impact Assessment will also be undertaken as part of the consultation process.	

	Name	Position	Signature	Date
Completed by	R.Crowhurst	Head of Service		16.12.21
Signed off by	A.D.Thomas	Director		16.12.21