



## **POWYS COUNTY COUNCIL**

### **FORMAL CONSULTATION DOCUMENT**

#### **Brecon High School and Gwernyfed High School**

**6<sup>th</sup> April 2016 – 23<sup>rd</sup> May 2016**

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## Consultation Details

### 1. Who will we consult with?

The Council will consult with those stakeholders listed below in accordance with the Welsh Government's School Organisation Code 2013 ("the Code"). Consultation will follow the guidelines set out by the Welsh Government in the Code, which can be found on the Council's website<sup>1</sup>.

### 2. How to respond to the Consultation

#### i) Written responses

A consultation questionnaire is attached to this document, and is also available on the Council's website. You can also respond in writing.

Completed questionnaires and other written responses should be sent to the following address:

**Opinion Research Services**

**Freepost (SS1018)**

**PO Box 530**

**Swansea**

**SA1 1ZL**

*E-mail: [consultation@ors.org.uk](mailto:consultation@ors.org.uk)*

All correspondence should be received **no later than 5pm on the 23<sup>rd</sup> May 2016**.

#### ii) Consultation events

The following public consultation events have also been arranged, which will provide an opportunity to discuss this Proposal with the Council:

- **Brecon High School**                      **19<sup>th</sup> April 2016**                      **6.30pm**
- **Gwernyfed High School**                      **20<sup>th</sup> April 2016**                      **6.30pm**

Separate consultation meetings will be held during the consultation period with governors and staff from both Brecon High School and Gwernyfed High School, on dates to be announced.

Consultation meetings will also be held during the consultation period with pupils at the high schools and the primary schools in both catchments, at dates to be announced.

A Welsh language version of this document is available on the Council's website - [www.powys.gov.uk/en/schools-students/plans-for-powys-schools](http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools).

If you require a hard copy of this document, or the document in a different format, then please contact the Schools Transformation Team on 01597 826954.

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<sup>1</sup> <http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/>

### 3. List of Consultees

Pupils (including School Councils), Parents, Prospective parents, Staff and Governing Bodies of any schools likely to be affected by the Proposals
Any other local Council likely to be affected
Church in Wales and Roman Catholic Diocesan Council for the area in which any school likely to be affected is located
Teaching and staff trade unions
Assembly Candidates and Members of Parliament representing the area served by any school which is subject of the Proposals
County Councillors
Regional Education Consortium
Regional Transport Consortium
Police and Crime Commissioner for the area
Community and town councils for the area served by any school which is subject to the Proposal
Further Education Institutions serving the area
Welsh Government Schools Management Division
Estyn
Children and Young People's Partnership
RhAG (Rhieni dros Addysg Gymraeg / Parents for Welsh medium Education)
Other Powys secondary schools

# PART A THE CASE FOR CHANGE

## 1. BACKGROUND

On the 11<sup>th</sup> November 2014, Cabinet approved a School Transformation Policy, which set out the Council's vision and process for the transformation of primary and secondary schools in the county. The Policy includes:

- a range of criteria to be used to determine which schools would be reviewed
- the establishment of a School Organisation Review Panel (SORP) to carry out reviews of schools
- the establishment of a School Review Process to be used to review schools

On 24<sup>th</sup> March 2015, Cabinet approved *'the commencement of formal consultation to close Brecon High School and Gwernyfed High School by August 2017 and open a new English-medium 11 – 16 dual-sited school on the current sites of both schools by September 2017,'*<sup>2</sup> However, following procedural errors which were challenged in a Judicial Review, this formal consultation process was stopped.

On the same date, Cabinet also approved *'the commencement of formal consultation to withdraw Welsh-medium provision from Brecon High School from September 2016'*. Formal consultation took place between 15<sup>th</sup> June 2015 and 27<sup>th</sup> July 2015. A Consultation Report was presented to Cabinet on the 29<sup>th</sup> September 2015. Cabinet resolved to *'note the content of the consultation report and that a further report will be brought back to Cabinet for decision at a later date'*.

The Code states that *'Proposals must be published within 26 weeks of the end of the period allowed for consultation responses, otherwise the Proposals will lapse and a new consultation document must be issued to revive them.'* No further report was taken to Cabinet with Proposals, and therefore no Proposals were published within the 26 week period.

Accordingly, the issue of Welsh-medium education in South and Mid Powys was included in the School Review Process, in accordance with the School Transformation Policy 2014, which was restarted in September 2015. The stages of the Process are outlined below:

An Initial Assessment of Schools was carried out in accordance with Stage 1 of the School Review Process, during which data for all schools was considered. Schools were considered against the criteria outlined in the School Transformation Policy. As a result of this Initial Assessment of Schools, SORP agreed to carry out a detailed review of the two schools;

Dialogue took place with the governing bodies, headteachers and local members during 2015 and 2016 in accordance with Stage 2 of the School Review Process as described in the School Transformation Policy, as follows:

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<https://powysintranet.moderngov.co.uk/CeListDocuments.aspx?CommitteeId=137&MeetingId=942&DF=24%2f03%2f2015&Ver=2>

- Initial meetings held on 21<sup>st</sup> September 2015 to agree data in respect of the school and to discuss future options relating to the school;
- An opportunity for the governing bodies to provide feedback on the options presented to them;

Following the initial meetings with governing bodies, headteachers and local members, the Council carried out a review of secondary education across South and Mid Powys, and developed a business case which considered the case for change in both areas, assessed and costed a range of options and included recommendations relating to the secondary schools under review;

The business case and its recommendations were considered by the SORP on the 20th January 2016, and the SORP agreed draft recommendations in respect of the all schools under review;

Feedback meetings were held with the governing bodies, local members and the headteachers on the 26<sup>th</sup> January 2016 to discuss the SORP's draft recommendations and to give the governing bodies a further opportunity to present additional evidence.

On the 23<sup>rd</sup> February 2016, Cabinet considered the SORP's recommendations, together with the business case and additional evidence presented by the governing bodies following the feedback meeting. Cabinet resolved to commence formal consultation on the Proposal outlined on page 16 of this consultation document.

The business case forms part of the supporting information for this consultation document, and can be found on the Council's website [www.powys.gov.uk/en/schools-students/plans-for-powys-schools](http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools). This consultation document updates and expands upon the business case.

## **2. REASONS WHY CHANGE IS CONSIDERED NECESSARY**

### **2.1 Pressures on the secondary school system in Powys**

Powys County Council strongly believes that changes are needed to address a number of problems with secondary education in the county. The problems are summarised below but further detail can be found on pages 9 to 14 of the business case which is available on [www.powys.gov.uk/en/schools-students/plans-for-powys-schools](http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools).

- Falling pupil numbers year on year at secondary schools (19% over the last 6 years) making it difficult to provide the full curriculum;
- Continued reductions in Welsh Government funding, meaning that it is becoming impossible to sustain schools as they are, without impacting on standards and limiting the range of subjects provided;
- Many schools are facing budgetary problems, leading to staff reductions and increased class sizes;
- Poor quality of education and learning outcomes in some schools and an unacceptable Estyn profile across the secondary sector as a whole - there are only two secondary schools in Powys which have been graded as 'good' for both their performance and prospects for improvement by Estyn since 2010, and no school has received an 'excellent' grading;
- Too many surplus places in schools which Welsh Government believes leads to inefficiencies that impact on quality of education;
- Old school buildings which are of poor quality and an associated backlog of maintenance;
- Most sixth forms in Powys are small, making it difficult to provide a broad range of subjects;
- Year-on-year reduction in funding for Post-16 provision means that the number of subjects offered is also reducing. Pupils currently have to travel between existing school sites to access a broad range of academic and vocational (post 16) courses during the school day, with associated costs;
- Limited post 16 education meaning that some pupils need to travel outside of Powys – information received from Careers Wales shows that 262 pupils aged 16 – 19 who live in Powys are studying outside the county;
- Difficult to provide an equitable range of subjects through the medium of Welsh at each key stage of education and the situation varies greatly between different schools;

## 2.2 Reasons why change is necessary in relation to Brecon High School and Gwernyfed High School

A full analysis of the current situation can be found in Appendix A – Key Data but the following section provides a summary:

### i) General Issues

- Falling pupil numbers over the last five years at both schools although numbers are projected to increase slightly. This means that both schools are below the Council's aspiration to have schools with at least 600 pupils in KS3 and KS4. The Council believes that a school with a minimum of 600 pupils in KS3 and KS4 would have average year group of 120 pupils, which would help maximise the curriculum benefits and lead to improved outcomes;

Historical and Current Pupil numbers	2010	2011	2012	2013	2014	2015	2016 <sup>3</sup>
Brecon High School	795	763	767	761	714	647	556
Gwernyfed High School	567	537	513	506	487	462	450
Total Combined	1362	1300	1280	1267	1201	1109	1006

Forecast Pupil numbers <sup>4</sup>	2017	2018	2019	2020	2021
Brecon High School	534	543	544	541	572
Gwernyfed High School	455	458	483	489	520
Total Combined	989	1001	1027	1030	1092

- Low numbers in some year groups as at January 2016 making it difficult to provide the full curriculum;

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13	Total Pupils (excluding subsidiary)	Year 7-11 Total	6th Form Total
Brecon High School	72	96	86	95	124	44	39	556	473	83
Gwernyfed High School	81	66	68	83	73	36	43	450	371	79
Total Combined	153	162	154	178	197	80	82	1006	844	162

<sup>3</sup> Provisional PLASC 2016 data

<sup>4</sup> Partial update to the secondary forecasting model based on provisional PLASC 2016 NOR – this will be updated later in the year to include the final new year 7 figures for September 2016



- Too many surplus places in schools (36% in Brecon and 20% in Gwernyfed), which Welsh Government believes leads to inefficiencies that impact on quality of education;
- Old school buildings which are of poor or bad quality and an associated backlog of maintenance. Brecon High School has been categorised as a Condition D<sup>5</sup> building, which means that its condition is 'Bad Life expired and / or serious risk of imminent failure' and Gwernyfed High School has been categorised as a Condition C building, which is defined as 'Poor. Exhibiting major defects and / or not operating as intended';
- Brecon High School and Gwernyfed High School were judged by Estyn to have 'adequate performance' and 'adequate prospects for improvement' in their last Estyn inspections in 2012 and 2013 respectively;
- Following a monitoring visit by Estyn in February 2014, it was deemed that the school had not made sufficient progress in respect of issues raised during the core visit in 2012, and the school was placed in 'Special Measures';
- Gwernyfed High School was placed in the category of 'Estyn monitoring'. The school was recently judged to have made good progress in respect of the key issues for action following the Estyn visit in February 2016. The school has now been removed from the list of schools requiring Estyn monitoring;
- Brecon High School is forecasting a significant cumulative deficit budget of 1.4m by 2018/19, unless action is taken;

## ii) Post-16 Issues

- There are small sixth forms at both schools with a narrow choice of subjects, which are both below the Council's aspiration for size of sixth form. The Council wants sixth forms to be able to provide at least 25 AS/A level subjects from one location, which means that the Council aspires to having sixth forms that have over a 150 pupils;
- Learners currently have to travel between school/college sites during the school day to have a wider choice of subjects – this is an additional cost to the Council;
- The Welsh Government gives Powys County Council an annual grant for post-16 provision. This grant has been reducing every year since 2013, and is forecast to reduce even further. This means that the number of subjects that the schools can offer has also reduced, and may reduce further;

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Grade A	Good. Performing as intended and operating efficiently.
Grade B	Satisfactory. Performing as intended but exhibiting minor deterioration.
Grade C	Poor. Exhibiting major defects and/ or not operating as intended.
Grade D	Bad. Life expired and/or serious risk of imminent failure.

- Even within Powys, there is a limited Post-16 choice of subjects, meaning that some pupils travel to sixth forms or colleges in other counties or in England to study – this means that there is even less money coming in to Powys to spend on post-16 subjects.

No. of funded year 12 classes	2013/14	2014/15	2015/16
Brecon High School	14	12	12
Gwernyfed High School	12	10.5	10.5

### iii) Welsh-medium Issues – across South and Mid Powys

- There are two Welsh-medium streams in secondary schools in Mid and South Powys – one in Brecon High School and one in Builth Wells High School. The Council is worried that there are not enough pupils to keep both streams open;
- Builth Wells High School has 129 pupils in the Welsh stream this year, but here are only 30 pupils in the Welsh stream in Brecon High School and the school is unable to provide a wide range of subjects in Welsh, especially at KS4;
- The Council is also concerned about that there aren't enough subjects available in Welsh at Post-16;
- This situation doesn't provide Welsh-medium pupils the same learning experience as pupils studying in the English-stream and doesn't help to develop their Welsh Language skills.
- The following tables show the number of pupils in the Welsh stream in both Brecon and Builth High School over the last two years:

Brecon High School	2014/15	2015/16
Year 7	14	3
Year 8	13	7
Year 9	9	4
Year 10	8	8
Year 11	13	8
Total	57	30

Builth Wells High School	2014/15	2015/16
Year 7	18	28
Year 8	23	23
Year 9	28	31
Year 10	21	27
Year 11	17	20
Total	107	129

- During the 2015/16 academic year, the Welsh-medium provision at Brecon High School and Builth Wells High School in years 7 to 11 is as follows<sup>6</sup>:

<b>Brecon High School</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>
<b>Number of Welsh-medium subjects</b>	7	6	6	2	2
<b>Number of English-medium subjects</b>	14	14	14	17	18
<b>Number of bilingual subjects</b>	0	0	0	0	0
<b>Total number of subjects</b>	14	14	14	17	18
<b>% Welsh-medium subjects</b>	50%	43%	43%	12%	11%
<b>Language<sup>7</sup> category</b>	2C	3	3	4	4

<b>Builth Wells High School</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>
<b>Number of Welsh-medium subjects</b>	12	12	13	9	9
<b>Number of English-medium subjects</b>	16	16	16	24	20
<b>Number of bilingual subjects</b>	0	0	0	0	0
<b>Total number of subjects</b>	16	16	16	24	20
<b>% Welsh-medium subjects</b>	75%	75%	81%	38%	45%
<b>Language category</b>	2C	2C	2B	3	3

- The Council is also concerned about the limited post-16 opportunities currently available to Welsh-medium learners in South and Mid Powys. Currently, there is no Welsh-medium post-16 provision at Brecon High School, and only a limited number of subjects are offered at Builth Wells High School.

<sup>6</sup> Information received from the schools in October 2015

<sup>7</sup> Defining Schools According to Welsh-medium Provision – Welsh Government 2007

iv) Advantages and Disadvantages of the Status Quo

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Provides access to separate Secondary Schools within two communities</li> <li>• No additional transport costs</li> <li>• More acceptable to local stakeholders</li> <li>• No instability due to reorganisation</li> <li>• Schools can build on their current plans towards improving standards</li> <li>• No negative impact on local communities due to removal of secondary provision</li> <li>• Schools able to build on current good practices within both schools</li> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> <li>• Opportunities to collaborate between both schools</li> <li>• Some Welsh-medium provision available locally</li> </ul>	<ul style="list-style-type: none"> <li>• Will still require capital investment in both schools</li> <li>• Does not generate any financial efficiencies</li> <li>• Does not reduce surplus places in both schools</li> <li>• Small Sixth Forms in both schools - Model does not optimise the Learning Skills Measure</li> <li>• Schools continue to be condition C and D, with significant backlog maintenance costs</li> <li>• Does not create a critical mass of pupils at post-16, which would enable more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Does not meet the requirements of the Learning and Skills Measure in a single location</li> <li>• Does not create a sustainable, resilient infrastructure for secondary education in the current and forecasted financial climate</li> <li>• Does not enable a broad ranging curriculum to be provided</li> <li>• Small number of Welsh-medium subjects available</li> <li>• Vocational provision is mainly accessed through a collaborative arrangement with NPTC Group of Colleges, and is limited in range due to timetabling restrictions.</li> <li>• Learners will still need to travel between schools/college to access subjects if they choose an offer that is not available at a specific school.</li> <li>• Challenging financial climate</li> <li>• Brecon High School forecasting a significant deficit budget situation</li> </ul>

### 3. OPTIONS CONSIDERED

#### i) Methodology

In order to find a potential solution to the problems outlined previously, a number of possible options were evaluated as part of the development of the business case, in accordance with Stage 2(v) School Review Process outlined within the School Transformation Policy 2014. The full options appraisal exercise can be found at Appendix B.

The agreed methodology was to consider possible options for

- Welsh-medium secondary education across both Mid and South Powys;
- Secondary education in Mid Powys; and
- Secondary education in South Powys.

The Welsh Government's School Organisation Code sets out the key factors that should be taken into account when preparing school reorganisation Proposals. As part of the option appraisal exercise, a set of objectives were developed which were based on these factors – these were used in order to evaluate different options. These were as follows:

Key Factors from School Organisation Code	Powys' objectives for secondary education
Quality and Standards in Education	<ul style="list-style-type: none"><li>• To significantly improve the learning outcomes for learners across the ability range;</li><li>• To maximise the curriculum benefits at KS3 and 4 for learners who study through the medium of Welsh or English;</li><li>• To provide post 16 provision that improves access to, and participation in, both academic and vocational courses and which meets the requirements of the Learning &amp; Skills Measure, whilst minimising the need for additional travel during the school day;</li><li>• To provide robust linguistic continuity of Welsh-medium provision across all key phases of education;</li></ul>
Need for places and the impact on accessibility of schools	<ul style="list-style-type: none"><li>• To reduce surplus places in schools;</li></ul>
Resourcing of education and other financial	<ul style="list-style-type: none"><li>• To achieve efficiencies through economies of scale, reduced management, premises and running costs, whilst maximising the percentage of the budget spent on teaching and learning</li></ul>

#### ii) Possible Options

The business case considered a number of possible options that could address some of the problems outlined previously and these are listed in this section. Alternative such as clustering, collaboration or federation were not pursued as it was felt that they did not meet the Council's objectives in finding solutions to the problems. Also, there is already a degree of collaboration and clustering between the schools in Mid Powys and the wider area, including the South Powys Post-16 Partnership.

It was not considered practicable to explore the full use of existing school buildings for community or other education use. In Brecon High School this is due to the condition of the

building which is categorised as a Condition D building. Gwernyfed High School is a Condition C building, with a sports centre on site, managed by the school. There is already extensive use of school facilities by the community. It was not considered practicable to relocate other services to either school.

<b>Option 1</b>	Status Quo. Maintain two Bilingual Category 2B/C <sup>8</sup> (“dual-stream”) Secondary Schools in South Powys and Mid Powys
<b>Option 2</b>	Maintain a single Bilingual Category 2B/C (“dual-stream”) Secondary School in South Powys and transfer Welsh-medium learners from Mid Powys to South Powys
<b>Option 3</b>	Maintain a single Bilingual Category 2B/C (“dual-stream”) Secondary School in Mid Powys and transfer Welsh-medium learners from South Powys to Mid Powys
<b>Option 4</b>	Create two Bilingual Category 2A (“Welsh-medium”) Secondary Schools, in South Powys and in Mid Powys, and transfer all Welsh-medium learners to these new schools
<b>Option 5</b>	Create a single Bilingual Category 2A (“Welsh-medium”) Secondary School in South Powys and transfer all Welsh-medium learners to this new school
<b>Option 6</b>	Create a single Bilingual Category 2A (“Welsh-medium”) Secondary School in Mid Powys and transfer all Welsh-medium learners to this new school
<b>Option 7</b>	Create a dual sited Bilingual Category 2A (“Welsh-medium”) Secondary School in Mid and South Powys and transfer all Welsh-medium learners to this new school

These options were assessed, and it was concluded that Option 6 and 7 could provide better opportunities for Welsh-medium pupils because there would be more pupils in one stream or school which would mean that more subjects could be provided. As both options involved centralising provision in Mid Powys, they were taken forward for further evaluation in forward the Mid Powys Options Appraisal. Accordingly, the appraisal for South Powys excluded any further consideration of Welsh-medium options.

<sup>8</sup> <http://gov.wales/topics/educationandskills/publications/guidance/defining-schools-welsh-medium/?lang=en>

<b>Options for Brecon and Gwernyfed High Schools</b>	
<b>Option 1</b>	Status Quo - Retain separate Brecon and Gwernyfed High Schools
<b>Option 2</b>	Establish a new English-medium Secondary School on two sites
<b>Option 3</b>	Establish a new English-medium Secondary School in Brecon
<b>Option 4</b>	Establish a new English-medium Secondary School in Gwernyfed
<b>Option 5</b>	Establish a new English-medium 'All Through School' in Gwernyfed and maintain Brecon High School as a separate English-medium Secondary School
<b>Option 6</b>	Establish a new English-medium 'All Through School' in Brecon and maintain Gwernyfed High School as a separate English-medium Secondary School
<b>Option 7</b>	Establish a new English-medium 'All Through School' in Brecon, and a new English-medium All Through School in Gwernyfed
<b>Option 8</b>	Establish a new English-medium 'All Through School' in Brecon
<b>Option 9</b>	Establish a new 'All Through School' in Gwernyfed
<b>Options for Post-16 education</b>	
<b>Option A</b>	Post-16 education delivered via a school Sixth Form model (Schools are either 4 – 18 or 11 – 18)
<b>Option B</b>	Post-16 education delivered via a Further Education college-led tertiary model (schools are either 4 – 16 or 11 – 16)

The options were assessed against the investment objectives and critical success factors, and were costed, and the options that scored the highest across the option appraisal and financial appraisal exercises in the business case were:

**Option 3B: Establish a new English-medium Secondary School in Brecon with Post-16 education delivered via a Further Education College model; and**

**Option 8B: Establish a new English-medium 'All Through School' in Brecon, with Post-16 education delivered via a Further Education College model.**

### iii) Evaluation of both possible options

The business case states that both options may deliver the following benefits:

- Creates a critical mass of pupils that meets the Council's agreed minimum threshold of 600 pupils at KS3 and KS4;

- Creates a critical mass of pupils at Post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport;
- Meets the requirements of the Learning and Skills Measure in a single location, with NPTC Group of Colleges providing opportunities to broaden the offer for pupils, both academically and vocationally;
- Reduces overall surplus places;
- Improved learning environment;
- More cost-effective delivery of learning;
- Removes backlog maintenance costs;
- Provides an opportunity to develop an infrastructure that is resilient to future demographic or financial challenges;
- Provides a net saving to the Council which can be reinvested in the education sector;
- Provides a capital receipt to the Council which can be reinvested.

**Option 3B** delivers significant revenue savings for the Council, although there are added transport and travel implications.

A clear disadvantage of **Option 3B** is that there would be no secondary provision in the Gwernyfed area, with additional travel for pupils. There would also be a requirement for significant capital investment for a New School Building to incorporate additional pupils.

**Option 8B** has the added benefits of improving transition between primary and secondary phases, and provides a greater level of savings to the Council. However, consideration must be given to whether this is an appropriate educational model for an enhanced catchment area which may have 13 primary feeder schools that will join the secondary phase at Year 7 – this could be challenging operationally and educationally, although not insurmountable if appropriate partnerships are made with all the feeder schools. On this basis, **Option 8B** was **discounted**.

### **The preferred option and business case recommendations**

The **preferred option** in the business case was:

- **Option 3B: Establish a new English-medium 11 – 16 Secondary School in Brecon with Post-16 education delivered via a Further Education College model.**

But as there would be a need for significant capital investment by the Council to implement these recommendations, the business case put forward **an interim recommendation**, as follows:

- **To establish a new English-medium 11 – 16 secondary school that will operate from the current sites of Gwernyfed High School and Brecon High School from September 2017. This would involve the closure of both schools.**

The business case and its recommendations were considered by the SORP on the 18<sup>th</sup> January 2016. Cabinet determined to commence formal consultation on the Proposal outlined in Part B of this document.



## PART B THE PROPOSAL

### 4. OVERVIEW

- a) To close Brecon High School and Gwernyfed High School on the 31<sup>st</sup> August 2017, and to establish a new English-medium 11 – 16 secondary school that will operate across the current sites of the two schools from 1<sup>st</sup> September 2017 (“**the New School**”);
- b) From the 1<sup>st</sup> September 2017, Post-16 provision (academic and vocational) to be delivered by NPTC Group of Colleges in Brecon;
- c) From the 1<sup>st</sup> September 2017, Welsh-medium secondary education to be delivered at the Builth Wells site of the proposed new school in Mid Powys (provided that the Proposal is approved by Cabinet following consultation; and
- d) To close the school sites at Gwernyfed and Brecon upon the opening of a new school in Brecon, in 2019/20 (“**the New School Building**”).

If implemented, the Proposal would require the construction of a New School Building. This is included within the Council’s 21<sup>st</sup> C Schools Programme, and forms part of the Council’s plans for the Beacons Campus Project, which may also include new facilities for NPTC Group of Colleges.

***This consultation document relates only to the above Proposal and the consultation does not relate to the wider plans for the Beacons Campus Project.***

#### 4.1 Reasons for the Proposal

The Council believes that the Proposal would address many of the problems described in Part A, including the following:

- It would provide an opportunity to improve the learning outcomes for learners across the ability range – the New School would replace a school which is currently in Special Measures and a school that has, until recently, been judged to be in need of Estyn monitoring;
- The shadow governing body of the New School would be expected to appoint high-quality teaching and support staff who would be able to provide excellent learning experiences, teaching, care, support and guidance;
- The New School would be of a size that meets the Council’s aspiration for size of school, both in KS3 and KS4, and at Post-16. The Council believes that a school with a minimum of 600 pupils in KS3 and KS4 would have average year group of 120 pupils, which would help maximise the curriculum benefits and lead to improved outcomes;
- There would be a larger Post-16 group – these learners would have access to at least 25 AS/A levels, which would be provided by NPTC Group of Colleges in Brecon – there would be no need for learners to travel between schools/college to study subjects of their choosing, as this choice would be provide in one location;

- NPTC Group of Colleges would provide a ‘tertiary’ model of education, unifying the vocational and academic strands of education, meaning that learners would be able to choose to study academic and vocational subjects at one location;
- Welsh-medium pupils would be able to study at the school in Builth Wells, where there would be a larger group of pupils and many more subjects available in Welsh, including Post-16 subjects – pupils would be able to continue their education in Welsh through all the key stages, which currently isn’t the case at Brecon High School;
- The Council would be able to invest in a New School Building in Brecon, replacing the current buildings of Brecon High School and Gwernyfed High School. The school would be designed to include better facilities for secondary education in line with the principles of the Welsh Government’s 21<sup>st</sup> Century Schools Programme;
- The Proposal would reduce the current level of surplus places;
- The Proposal produces an annual revenue saving in the region of £300,000. The Council believes that the Proposal, if implemented, would ensure a more efficient use of resources. Due to the current use of lump-sum funding in the funding formula, the reduction in the overall percentage that these lump sums represent is more efficient;
- It also produces a potential capital receipt for the Council from the sale of the existing school sites, and the net capital receipt would be reinvested in the Council’s estate, which includes schools, in accordance with the Council’s Capital Strategy.

#### 4.2 Potential advantages and disadvantages of the Proposal

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at KS3 and KS4</li> <li>• Creates a critical mass of pupils at Post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport</li> <li>• Meets the requirements of the Learning and Skills Measure in a single location, with NPTC Group of Colleges able to provide opportunities to broaden the offer for pupils, both academically and vocationally</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of secondary education within the current Gwernyfed catchment</li> <li>• Negative social and economic impact on communities within the Gwernyfed catchment</li> <li>• Significant capital investment required</li> <li>• Increased transport mileage</li> <li>• Additional travel requirements for pupils currently attending Gwernyfed High School or living in the current Gwernyfed catchment</li> <li>• Impact on environment of additional transport</li> <li>• Pupils living in the current Gwernyfed catchment may find it more difficult to access after-school activities due to living further away from the school, and</li> </ul>

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Opportunities to generate some efficiencies in terms of economies of scale</li> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners</li> <li>• New school building replacing the poor building (Condition D) at Brecon High School, and Condition C building at Gwernyfed High School</li> <li>• Adequate space for development in Brecon</li> <li>• Improves cost-effectiveness and efficiency in the delivery of education</li> <li>• Eliminates current maintenance costs on both schools</li> <li>• Reduces overall surplus places</li> <li>• Creation of a greater mass of Welsh-medium secondary learners</li> <li>• More cost effective delivery of Welsh-medium provision</li> <li>• More appropriate location for Welsh-medium pupils in Mid and South Powys, taking into account the location of other Welsh-medium secondary providers within Powys and outside Powys</li> <li>• Would provide more robust linguistic continuity as part of a designated Welsh-medium provision</li> </ul> | <p>the reliance on home-to-school transport;</p> <ul style="list-style-type: none"> <li>• High capital cost – limitations to Welsh Government funding</li> <li>• Loss of Welsh-medium secondary provision in south Powys, which may impact on Welsh-medium primary pupil numbers in the area</li> <li>• Possible reduction in transfer rates from Welsh-medium primary provision to Welsh-medium secondary provision in the short term</li> <li>• Increased travel time for Welsh-medium learners from the Brecon catchments</li> <li>• Welsh-medium pupils living in the the current Brecon or Gwernyfed catchment areas may find it more difficult to access after-school activities due to living further away from the school, and the reliance on home-to-school transport</li> </ul> |
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- Would enable the development of Welsh-medium provision at Post-16 level
- Welsh-medium pupil numbers may grow to a point where a Welsh-medium secondary could be considered viable

### 4.3 Potential risks

Risk	Risk management measures
<p>Parents choose for their children to attend schools other than the New School – potentially in England, leading to a loss of funding through the revenue support grant (RSG) system for the Council</p>	<p>The reduction in the funding provided through the RSG mechanism would be largely offset by the reduction in the budget provided to the New School through the Fair Funding Formula</p> <p>The proposed new School Transport Policy, if approved, might reduce the number of pupils attending schools out of country</p>
<p>Parents choose for their children to attend schools other than the New School, leading to more surplus places in the New School</p>	<p>The Council’s intention is for the New School to provide the highest quality education in the best possible facilities, and the Council will engage with stakeholders in order to share the vision during the planning and construction stages</p> <p>The current over-subscription for places in Crickhowell High School reduces the potential for pupils to obtain places at Crickhowell High School</p>
<p>Parents choose for their children to attend schools other than the New School, potentially in England, which would mean that pupils would not be able to participate in the Welsh curriculum</p>	<p>The Welsh Curriculum would be available in the New School and other secondary schools within Wales</p> <p>The proposed new School Transport Policy, if approved, might reduce the number of pupils attending schools out of country</p>

Negative community and economic impact on the current Gwernyfed catchment area

A draft community impact assessment has been issued as part of this consultation, and will be updated to reflect information and feedback provided during the consultation. The updated community impact assessment will include the Council's plans to mitigate any negative impact and will be considered by the Cabinet at its meeting in September 2016. As part of this process, the Council will consider any Proposals from the community for continued use of the community facilities located at Gwernyfed High School

Additional travel time has a negative impact on pupil well-being and attainment.

The Council's intention is for the New School to provide the highest quality education, with the appropriate care and support for all pupils, in the best possible facilities

However, the Council recognises that there would be additional travel requirements once the New School Building is opened in Brecon, especially for those pupils living in Clyro and Hay-on-Wye Primary School catchment areas

An assessment of the home postcodes of pupils currently attending Gwernyfed High School has been carried out, and it is expected that the maximum travel time for pupils currently attending Gwernyfed High School to travel to the New School in Brecon would be not normally more than an hour

The Council already transports pupils with special educational needs from the Gwernyfed catchment area to Ysgol Penmaes, Brecon; the ASD Unit at Brecon High School and other primary specialist provision. The Council's view is that the current transport arrangements for these pupils are suitable because the journey does not take an unreasonable amount of time. As such, the proposed travel arrangements for secondary pupils to the New School Building in Brecon are deemed suitable.

The Learner Travel (Wales) Measure 2008 does not specify a time limit for journeys. However, local authorities are required to assess the individual needs of learners when considering if a journey time is reasonable. This would be done on an individual basis, if the Proposal is approved.

	<p>However, the old Learner Travel Operational Guidance April 2009 stated that Welsh Ministers considered that normal journey times should be no more than 60 minutes for secondary school aged pupils. This is reflected in the Council's proposed new School Transport Policy</p> <p>The provision of post-16 education on a single site would remove any requirement for additional inter-school/college travel during the school day</p>
<p>Pupils from the Gwernyfed area may not be able to access after-school activities due to reliance on home-to-school transport</p>	<p>The New School would be encouraged to provide as many extra-curricular opportunities during the school day, and the Council would work with the school to explore possible transport solutions, including the use of public transport</p> <p>The majority of pupils attending Gwernyfed High School are currently reliant on home-to-school transport and their ability to access after-school activities would be similarly affected if the Proposal is approved</p>
<p>Additional transport has a negative environmental impact</p>	<p>It is expected that although there would be an increase in overall level of learner mileage, the overall number of private vehicles used will be fewer than current</p>
<p>Non-availability of Welsh Government capital funding to build the New School Building</p>	<p>In the event that Welsh Government do not give approval for funding for the New School Building, the Council will look at the capacity to fund this from its capital programme</p>
<p>Post-16 learners choose other providers rather than attend NPTC Group of Colleges in Brecon, making it difficult for the College to provide the expected range of subjects</p>	<p>The intention is that the new post-16 'tertiary' provision in Brecon delivered by NPTC Group of Colleges would provide the highest quality post-16 education with a broad choice of both academic and vocational subjects, which would be attractive to the majority of post-16 learners in the area. The College is also planning to invest in new facilities which will enhance the post-16 learning environment.</p>
<p>Difficult for both current schools to focus on improving outcomes due to the uncertainty caused by the Proposal - may affect standards</p>	<p>The Council will continue to provide advice and support to both schools and the shadow governing body of the New School to ensure that standards and performance continue to improve during the transition period.</p>
<p>Staff at both current schools are demotivated and some may choose to leave before the New School is</p>	<p>It is hoped that the transparency of the process and the ability of staff to participate in the consultation exercise will help to reduce the levels of demotivation</p>

<p>established, affecting their ability to deliver the curriculum</p>	<p>It is also hoped that the prospects of being part of a transformational development including a New School with better facilities may go some way to mitigating this risk</p> <p>Should the Proposal be implemented, the Council would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well.</p>
<p>Heavy workload for governors who are appointed to the shadow governing body, during the transition to the New School</p>	<p>The Shadow Governing Body would be formed from those expressing an interest and it is anticipated that those individuals would be best placed to determine whether they have the available time to commit</p> <p>The Council would provide officer support from a range of service areas – HR, Challenge Advisor, Central Services, Finance etc. The Council would also provide clerking services to the shadow governing body and to the new governing body of the New School for a minimum period first school year</p>
<p>Challenging for governors, headteacher and SLT to focus on establishing and operating a New School across two sites, whilst also planning and overseeing the transition to the New School Building</p>	<p>The Council would provide officer support from a range of service areas as outlined previously and also provide support for the transition to the New School Building. Governors, headteacher, staff and pupils would be key stakeholders in the planning and transition stages of the New School Building, and would be supported by Council officers and the appointed developer</p>
<p>Pupils from Brecon choose to attend English-medium provision at Brecon High School instead of travelling to Builth Wells</p>	<p>In the short term, the Authority would expect there to be some reduction in the proportion of pupils from the Brecon area continuing to access Welsh-medium provision in the secondary sector. However, the current Welsh-medium provision in KS 4 in Brecon is very limited, and there is no provision at all at Post-16. The Council will work with the primary schools concerned and the secondary school provision in Builth Wells and the expectation is that any reduction in transfer rates into KS 3 would be reversed in the longer term</p>
<p>Pupils from Brecon choose to attend alternative Welsh-medium secondary provision outside Powys instead of the secondary school provision in Builth Wells</p>	<p>Ysgol y Bannau would become an official feeder school for the new dual-stream, dual-sited school in Mid Powys, and both schools would work closely to ensure clear transition and progression routes for pupils. The</p>

	Authority would only provide transport for pupils to the nearest school that provides Welsh-medium education
Pupil numbers at Ysgol y Bannau decrease due to the lack of Welsh-medium secondary provision at Brecon	In the short term, there may be a reduction in pupil numbers at Ysgol y Bannau. The Authority would work with Ysgol y Bannau, Menter Brycheiniog and other organisations to promote the benefits of Welsh-medium primary education in the Brecon area.
The school site in Builth Wells is unable to accommodate the additional pupils from Brecon	There is sufficient capacity at the current site of Builth Wells High School to accommodate the additional pupils from the Brecon area.
The new school in Mid Powys does not have sufficient staff to deliver Welsh-medium provision to 2 teaching groups per year in all year groups in the short term	The Council would support the school in appointing the required staff in readiness for September 2017, and provide additional resource in accordance with the Fair Funding Formula arrangements.



## 5. LIKELY IMPACT OF THE PROPOSAL

The Welsh Government's School Organisation Code 2013 states that the following information should be included within a consultation document:

*'The likely impact of the Proposals on the quality of the following:*

- a) *outcomes (standards and wellbeing)*
- b) *provision (learning experiences, teaching, care support and guidance, and learning environment)*
- c) *leadership and management (leadership, improving quality, partnership working and resource management)*

If the Proposal is implemented, the Council believes that the likely impact will be as follows:

### 5.1 Proposal relating to English-medium education in KS3 and KS4

#### i) Impact on Outcomes

The Proposal would provide opportunities for pupils of all abilities to achieve high levels of attainment. The New School would replace two schools that have been judged by Estyn, in their last inspections, to have 'adequate performance' and 'adequate prospects for improvement.'

Since the last inspection in 2012, Brecon High School, in a follow-up monitoring visit in February 2014, was deemed to have made insufficient progress in relation to the recommendations following the core inspection in May 2012 and was placed in 'Special Measures'.

Gwernyfed High School was placed in the category of 'Estyn monitoring' following its last inspection in 2013. The school was recently judged to have made good progress in respect of the key issues for action following an Estyn monitoring visit in February 2016. The school has now been removed from the list of schools requiring Estyn monitoring.

All schools in Powys are responsible for meeting a child's special educational needs, in accordance with the Council's ALN (Additional Learning Needs) Strategy and Operational Guidance, referencing the 1996 Education Act. The New School would be required to adhere to the same Guidance. Funding from the Council is delegated to individual schools to support pupils with significant needs and this would be allocated to the new school, ensuring that needs continue to be met. The Council will work in partnership with pupils with additional learning needs, parents and the schools to support an effective transition to the new learning environment.

Brecon High School currently has a specialist centre for those with high levels of need associated with a diagnosis of Autistic Spectrum Disorder (ASD), which also serves the Gwernyfed catchment area. Support for pupils with ASD and other additional learning needs would be continued in the New School.

Any change of school and any disruption not of the learner's or their family's choosing is going to have some impact on feelings of wellbeing. Mitigation of the negative effects of this especially for those with additional needs will need to be well planned and allow for individual plans of support to be in place.

Those with difficulties in managing change; many of whom may be on the autistic spectrum, will be of particular concern given the number attending Brecon High School. However, with careful planning and professional support, the process of change to what will be a new and better environment may be seen as a potential for learning that will enable those young people to cope better with adult life.

The school would be encouraged to conduct person-centred reviews and planning which will be very helpful in providing the circles of support and hearing the voice of the young people during this period.

There may be a negative impact on the wellbeing of pupils due to the transition to the New School Building in Brecon, with additional travel time. There may also be difficulties for pupils from the Gwernyfed area to access after-school activities, due to reliance on home-to-school transport, which may have an impact on their wellbeing if they didn't have the same opportunities as their peers to participate. The New School would be encouraged to provide as many extra-curricular opportunities during the school day, and the Council would work with the school to explore possible transport solutions, including the use of public transport.

The majority of pupils attending Gwernyfed High School are currently reliant on home-to-school transport and their ability to access after-school activities would be similarly affected if the Proposal is approved.

## **ii) Impact on provision**

The New School would be subject to the requirements of Estyn's Common Inspection Framework, and it would be expected that learning experiences, teaching, care support and guidance would be at least as good as that which is currently provided by both schools.

The shadow governing body of the New School would be expected to appoint high-quality teaching and support staff who would be able to provide excellent learning experiences, teaching, care, support and guidance. It is hoped that the transparency of the process and the ability of staff to participate in the consultation exercise will help to reduce the levels of demotivation.

It is also hoped that the prospects of being part of a transformational development including a New School with better facilities may go some way to mitigating this risk.

Should the Proposal be implemented, the Council would establish a Management of Change workstream to work closely with the staff and shadow governing body, ensuring that transition arrangements are managed well. A priority would be to work alongside the shadow governing body and headteacher, when appointed to develop and consult on the proposed staffing structure for the New School.

Once the New School Building is built, the learning environment for pupils would be significantly improved. The New School Building would be designed to provide the appropriate level of accommodation for a 21<sup>st</sup> Century Schools Programme project. Space standards will be derived from Building Bulletin 98, 'Briefing Framework for Secondary School Projects' and will provide appropriate teaching, social and administration accommodation for 1,100 pupils. In accordance with Welsh Government requirements the school would be designed to achieve a BREEAM 'Excellent' rating as an indication of project-wide sustainability. BREEAM is the world's leading sustainability assessment method for master-planning projects, infrastructure and buildings. It addresses a number of lifecycle stages such as New Construction, Refurbishment and In-Use.

The building would be procured via the SEWSCAP<sup>9</sup> Contractor Framework and would utilise early contractor involvement. The first stage of this process would be to appoint a contractor to undertake the design of the new buildings and develop the Council's requirements into architectural plans.

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<sup>9</sup> South East Wales Schools Capital Collaborative

The New School Building would be a condition A building, as opposed to the current schools' condition C (Gwernyfed) and D (Brecon). Investment in Information and Communications technology will provide appropriate opportunities for pupils to develop a high level of digital competency.

The New School Building would be designed to be fully accessible in terms of the Equalities Act 2010.

The Council has identified available land for the New School Building on Council owned land, as shown on the site plan on page 39. This would mean that there would be minimal disruption to pupils whilst the New School Building is built.

### **iii) Impact on leadership and management**

The Proposal would require the establishment of a shadow governing body to oversee the strategic and operational transition to the new school. A permanent governing body would be established upon the formal opening of the new school, replacing the current governing bodies of Gwernyfed High School and Brecon High School

The shadow governing body would be responsible for recruitment of a headteacher and senior leadership team, who would be responsible for the overall management of the school across both sites.

The new leadership team should be at least as good as the current leadership and management teams. There would be opportunities to share best practice from both existing schools, and to develop partnerships with the wider catchment primary schools, and other secondary schools and providers, in particular NPTC Group of Colleges due to its co-location.

However, there would be a substantial additional workload for shadow governors and the appointed senior leadership team during the transition stage to the New School, as some governors would be serving on both the existing governing bodies and the shadow governing body. The Council would provide additional support to the shadow governing body from a range of services – including school improvement, finance, HR and clerking, to ensure that the workload is manageable.

During the initial period when the school is run as dual-sited school, there may be additional workload for the new governing body and senior leadership team caused by operating a new model that is unfamiliar to them – a school across two sites - whilst also planning the full transition to the New School Building in Brecon. The Council would continue to provide additional support to the new governing body and senior leadership team to ensure a smooth transition.

### **iv) Impact on the school's ability to deliver the full curriculum in each key stage**

During the period up to 2019/20, the school would deliver KS3 and KS4 provision at both sites.

Following the opening of the new campus in Brecon, the school would be able to provide a broader curriculum with increased choice at KS3 and KS4, due to increased numbers of pupils on a single site.

The Proposal would allow the school to focus solely on providing English-medium KS3 and KS4 curriculum, providing an opportunity to improve outcomes, rather than delivering in two language streams, as is the current situation at Brecon High School.

## **5.2 Proposal relating to Welsh-medium provision in KS3 and KS4**

### **i) Impact on Outcomes**

The Proposal would provide opportunities for Welsh-medium pupils of all abilities to achieve high levels of attainment. Pupils currently attending Brecon High School would transfer to the Builth Wells site of the proposed new dual-stream dual-sited school in Mid Powys. The new school dual-stream dual-sited school would replace two schools (Builth Wells High School and Llandrindod High School) that have been judged by Estyn, in their last inspections, to have 'unsatisfactory performance' and 'unsatisfactory prospects for improvement', with both placed in Special Measures, alongside Brecon High School.

With regard to the proposed new dual-stream school in Mid Powys, having a larger group of Welsh-medium pupils at its Builth Wells site would enable the school to set the pupils according to ability for some subjects, which could have a positive impact in terms of outcomes for Welsh-medium pupils.

However, there may be a negative impact on the wellbeing of pupils due to the transition to a new school, with additional travel requirements. There may also be difficulties for pupils from the Brecon area to access after-school activities, due to reliance on home-to-school transport, which may have an impact on their wellbeing if they didn't have the same opportunities as their peers to take part. The Council would work with the new school to ensure that pupils were supported fully during the transition process e.g. ensuring that there are former pupils from Brecon who are able to mentor transferring pupils. The school would be encouraged to provide as many extra-curricular opportunities during the school day, and the Council would work with the school to explore possible transport solutions.

### **ii) Impact on Provision**

The New School would be subject to the requirements of Estyn's Common Inspection Framework, and it would be expected that learning experiences, teaching, care support and guidance would be at least as good as that which is currently provided by both schools.

The governing body of the New School would be expected to appoint high-quality teaching and support staff who would be able to provide excellent learning experiences, teaching, care, support and guidance.

The Proposal would lead to an increase in the number of pupils in the Welsh-medium stream at the site in Builth Wells. This would enable the school to offer greater choice, flexibility and access to Welsh-medium courses to pupils at all key stages.

The learning environment for Welsh-medium pupils who would transfer to Builth Wells from Brecon would be greatly improved – the condition of the current site at Builth Wells is B, as opposed to Brecon High School's Condition D.

However, pupils who live in the Brecon area may find it more difficult to have additional learning experiences through extra-curricular activities that take place after school due to the reliance on home-to-school transport. The Council would work with the school to explore solutions to this problem e.g. scheduling extra-curricular activities during the school day, if possible, or exploring alternative transport arrangements on specific days.

### **iii) Impact on Leadership and Management**

The impact on leadership and management due to Welsh-medium pupils transferring to the site in Builth Wells should not be significant, due to the low numbers and the available capacity on the present Builth Wells school site.

### **iv) Impact on the school's ability to deliver the curriculum at each key stage**

With regard to the new school in Mid Powys, there is a possibility that a sudden increase in Welsh-medium pupils in individual year groups in the short term will cause difficulties for the school, as they may need to introduce a second Welsh-medium class in some year groups. The Authority will support the school to recruit any additional staff needed, to ensure that the school is able to deliver the full curriculum to all pupils. As larger groups of pupils move through the school, this will improve the school's ability to offer a more comprehensive curriculum to Welsh-medium pupils, particularly in KS4 and Post-16.

## **5.3 Proposal relating to Post-16 provision**

### **i) Impact on Outcomes**

The proposed New School would provide education for pupils in KS3 and KS4. From September 2017, there would be no admissions to Year 12 on either site of the New School as Post-16 delivery will transfer to NPTC Group of Colleges in Brecon. Year 13 would remain at the New School (on their current sites) to finish their A level studies.

It is not expected that there would be a negative impact on outcomes from the Proposal for post-16 provision, and there may be a positive impact as the New School would be able to focus solely on KS3 and KS4 in order to improve levels of attainment.

For those pupils who will study AS/A level subjects at NPTC Group of Colleges in Brecon, it is not expected that there would be a negative impact on outcomes. A level results at NPTC Group of Colleges are of equal or better standard than that of Powys schools over the last three years, despite having a significantly higher level of deprivation in the Neath Port Talbot Borough.

The Group delivers "A" levels within a tertiary structure which has been running for over 30 years in Neath Port Talbot. The pass rate has been above 99% for the past ten years and all but two A Level subjects gained a 100% pass rate this year. A 6th Form Academy was established in Neath in 2012 which saw NPTC Group of Colleges' "A" level results become the best in Wales. This includes the GATE (Gifted and Talented Excellence) programme for those students who have done extremely well at GCSE and hope to go to Oxbridge or Russell Group Universities. In 2015 50% of NPTC Group's A level students achieved A\*-B grades with 77.0% achieving A\*-C grades and 25% of students achieving A\*/A grades.

The Group has recently announced the introduction of a 6<sup>th</sup> Form Academy and GATE on its Brecon Beacons Campus; listing 14 AS choices for September 2015.

The College has been inspected by ESTYN and gained good quality and outstanding grades in all areas, including Grade 1 outstanding for curriculum, Quality and Leadership and Management. All adult community education is delivered via the New Learning Network partnership which is a planning and delivery partnership between NPTC, the County Borough Council, the Council for Voluntary Services and other organisations including third sector organisations. There are over 100 outreach centres. This was awarded Grade 1 – outstanding by Estyn in 2007 for curriculum and for quality. The College also has a strong commitment to

developing the bilingual aspects of its portfolio and the Welsh Language scheme has been updated this year.

## **ii) Impact on Provision**

NPTC Group of Colleges are subject to the requirements of Estyn's Common Inspection Framework. According to Estyn's Annual Review of Performance of the Group in 2014, it states that the Group has responded positively to learner voice outcomes and states that there are a number of activities aimed at improving the learning experience.

The College is partnering with schools and colleges from NPT, Bridgend and Powys for the roll out of the Welsh Government's SEREN network, a project which is aimed at promoting applications to Oxbridge and Sutton Trust Universities. The college hosted the official launch of the SEREN network on 25<sup>th</sup> January 2016.

From September 2017, this provision will be delivered at the current College facilities in Brecon, with some utilisation of specialist facilities at the school. The College also plans to develop new facilities as part of the wider Campus development in Brecon.

## **iii) Impact on Leadership and Management**

NPTC Group of Colleges is a Welsh Further Education College established under the Further and Higher Education Act 1992, Welsh Further Education Colleges (FECs) are designed to promote further education and improve opportunities for learners in Wales. Since January 27<sup>th</sup> 2015, FE Corporations ceased to be a 'Central Government Body' and were re-designated as 'Non-Profit Institutions Serving Households'.

The Welsh Government retains powers of intervention in colleges where there is mismanagement or wrongdoing, and they also have to comply with requirements associated with receipt of Government funding (around 80% of college funding is from Government).

There would be no impact on leadership and management at NPTC Group of Colleges due to this Proposal.

## **iv) Impact on the curriculum**

In the event that Brecon High School and Gwernyfed High School should close in August 2017, and a new 11 – 16 dual-sited school is opened on 1<sup>st</sup> September 2017, pupils in Year 13 would be able to complete their studies at the school. Year 12 pupils would be able to start their AS courses at NPTC Group of Colleges.

The Proposal provides an opportunity to establish a critical mass of Post-16 learners, enabling a broader range of subjects to be provided. A further education college delivering AS/A level provision would allow learners to choose from a broader range of both vocational and academic routes. There will be no need for learners to travel to other schools within the South Powys Post-16 Partnerships within the school day, as currently required.

The Proposal provides an opportunity to increase participation in Post-16 learning in Brecon, rather than learners having to travel to other Post-16 providers outside the county.

NPTC Group of Colleges would offer the following subjects from September 2017:

- **AS/A Levels** with a minimum offer of 25 subjects in the first instance. These will include the following subjects: Biology, Business Studies, Computer Science, 3D Design, Economics, English Language, English Literature, Fine Art, French, Geography, Graphics,

History, Law, Maths, Maths (Further), Music, PE, Photography, Physics, Psychology, Religious Studies, Sociology, Spanish, Theatre Studies and Welsh (2nd Language).

This provision will enable progress to Higher Education or the world of work. Learners will be offered an opportunity to participate in a range of enrichment activities which will enable them to enhance their University applications and CVs and engage fully in College life.

- **Vocational Courses** such as BTECs, NVQs and Diplomas are more practical courses and closely related to the world of work. Vocational courses at Level 3 are equivalent to 3 A levels and also have equivalent UCAS points which lead to higher education.
- **Apprenticeships - Work-based learning programmes** would be offered, providing a chance to gain experience in a real job with job-specific qualifications, whilst earning money.
- **Foundation Studies** are tailored towards meeting the needs of school leavers and young people with additional learning needs, developing their personal independence and preparing them for work.
- The **Welsh Baccalaureate** qualifications (WBQ) would be delivered at Foundation Post-16, National Post-16 and Advanced level.

NPTC Group of Colleges would focus on delivering English-medium subjects, whilst Welsh-medium post-16 provision would be provided at the Builth Wells site of the new school in Mid Powys. It is anticipated that the number of available subjects would increase due to the increase in numbers of Welsh-medium learners accessing post-16 provision at the new school in Mid Powys.

## 6. LIKELY IMPACT ON OTHER AFFECTED SCHOOLS

The Welsh Government's School Organisation Code 2013 requires information to be provided about any school that may be affected by the Proposal. The Code defines affected schools as *'all existing schools likely to be affected by the Proposals (for example, in the case of a Proposal to close a school information should be provided about all the surrounding schools to which it might reasonably be considered that pupils may wish to transfer')*.

### 6.1 Secondary schools

The existing **secondary schools** that may be affected by this Proposal are:

- Crickhowell High School, New Road, Crickhowell, Powys NP8 1AW
- Builth Wells High School, College Rd, Builth Wells, Powys LD2 3BW
- Newtown High School, Dolfor Rd, Newtown, Powys SY16 1JE (John Beddoes Campus, Presteigne)
- King Henry 8<sup>th</sup> School, Old Hereford Rd, Abergavenny, Monmouthshire NP7 6EP
- Fairfield's High School, Peterchurch, Hereford HR2 0SG
- Lady Hawkins School, Park View, Kington, Herefordshire HR5 3AR
- Ysgol Gyfun Ystalyfera, Glanyrafon, Ystalyfera, Swansea SA9 2JJ
- Ysgol Gyfun Gwynllyw, Heol Folly, Trefddyn, Pontypool, NP4 8JD
- Ysgol Gyfun Rhydywaun, Rhodfa Lawrence, Penywaun, Rhondda Cynon Taf, CF44 9ES

Further detail about each of these schools can be found in Appendix A.

#### i) Proposal relating to English-medium education KS3 and KS4

Some pupils who currently attend Gwernyfed High School live closer to either Crickhowell High School or Builth Wells High School, or the Beddoes Campus of Newtown High School, although the numbers are very low, according to the Council's analysis of secondary school pupil postcodes.

Crickhowell High School is at capacity for the admission year September 2016, and is nearing capacity for other year groups in KS3 and KS4, and therefore it is not expected that the admission of a limited number of additional pupils will have any adverse impact on outcomes, provision, leadership and management at the school, or the schools' ability to provide a full curriculum across each key phase at the school.

There is sufficient capacity at Builth Wells High School and the Beddoes Campus of Newtown High School to accommodate the low numbers of additional pupils for whom these schools would become their nearest school if the Proposal was implemented, without creating any negative impact on outcomes, provision, leadership and management or the schools' ability to deliver the full curriculum. It is unlikely that this situation would change in the event that the Proposal to establish a dual-sited dual-stream secondary school in Mid Powys is approved.

In the event that there is no secondary provision on the Gwernyfed High School site, the pupil analysis indicates that 86 pupils currently attending Gwernyfed High School are closer to Fairfield's High School, Peterchurch, Herefordshire. The capacity information received



from Herefordshire County Council shows that Fairfield's High School is currently over-subscribed, therefore it is unlikely that pupils from the current Gwernyfed catchment area would be allocated places. There would therefore be no adverse impact on Fairfield High School's outcomes, provision, leadership and management, or the school's ability to deliver the full curriculum.

Lady Hawkins, Kington, Herefordshire is the nearest secondary provision for 21 pupils currently attending Gwernyfed High School. On the information received from Herefordshire County Council, there is sufficient capacity in some year groups at the school to include some of these pupils, and as the number is relatively low across each year group, it is unlikely that there would be a detrimental impact on outcomes, provision, leadership and management, or the school's ability to deliver the full curriculum.

With regard to King Henry 8<sup>th</sup> High School in Abergavenny, given the relatively low number of pupils for whom the school would be their nearest secondary provision, it is unlikely that there would be a detrimental impact on outcomes, provision, leadership and management at the school, or on the school's ability to deliver the full curriculum.

## **ii) Proposal relating to Welsh-medium education KS3 and KS4**

In the event that the Welsh-medium education currently delivered by Brecon High School ceases, the nearest alternative Welsh-medium education for the majority of pupils who attend the Welsh stream in Brecon High School would be Builth Wells High School. Having a larger group of Welsh-medium pupils would enable Builth Wells High School to set the pupils according to ability for some subjects, which could have a positive impact in terms of outcomes.

The Proposal would lead to an increase in the number of pupils in the Welsh-medium stream of Builth Wells High School. Should the Proposal be implemented, the Authority would expect the school to be able to offer greater choice, flexibility and access to Welsh-medium courses to pupils at all key stages.

There would be a positive impact in terms of the provision available to pupils, as they would be part of much larger groups of Welsh-medium pupils, and an increased level of Welsh-medium provision would be available to them.

A small number of pupils are nearer to Ysgol Gyfun Ystalyfera in Neath Port Talbot CBC, Ysgol Gwynllyw in Pontypool and Ysgol Rhydywaun in Merthyr Tydfil. However, due to the very low numbers involved, it would be expected that there would be little or no impact on outcomes, provision or leadership and management at these three schools, or their ability to deliver the full curriculum.

With regard to the proposed new English-medium secondary school in South Powys, or Brecon High School if the Proposal is not approved, it is expected that there would be a positive impact on outcomes for English-medium pupils, provision, leadership and management, and the school's ability to deliver a full curriculum across key stages, because the school is able to focus solely on delivering through the medium of English.

## **iii) Proposal relating to Post-16 education**

Schools and other educational institutions that may be affected by the Proposal are:

- Crickhowell High School, New Road, Crickhowell, Powys NP8 1AW
- Builth Wells High School, College Rd, Builth Wells, Powys LD2 3BW
- King Henry 8<sup>th</sup> School, Old Hereford Rd, Abergavenny, Monmouthshire NP7 6EP
- Lady Hawkins School, Park View, Kington, Herefordshire HR5 3AR
- Merthyr College, Ynysfach, Merthyr Tydfil CF48 1AR
- Hereford Sixth Form College, Folly Ln, Hereford HR1 1LU
- Herefordshire and Ludlow College, Folly Ln, Hereford HR1 1LU
- Hereford College of Art, College Road, Hereford, HR1 1EB

In the short-term i.e. until the new NPTC Group of Colleges' Post-16 provision and the new campus in Brecon becomes well-established, it may be possible that a number of learners in both the current Brecon and Gwernyfed catchment areas would choose to attend sixth forms in one of the above schools, or established tertiary provision in the above colleges.

It is anticipated that the number of learners choosing to follow AS/A level provision at any of the affected schools or educational institutions, rather than at the proposed new Post-16 facility in Brecon, would be small, and the impact on outcomes, provision, and leadership and management would be minimal, as would the ability of the schools or educational institution to deliver the full curriculum.

## **6.2 Primary Schools**

The existing primary schools that may be affected by this Proposal are

### **Brecon catchment:**

- Cradoc Community Primary (CP) School, Cradoc, Brecon, Powys LD3 9LR
- Mount Street CP Infants School, Brecon, Powys LD3 7NG
- Mount Street CP Junior School, Mount Street, Brecon, Powys LD3 7LU
- Priors Church in Wales (CiW) (Aided) School, Pendre Close, Brecon, Powys LD3 9EU
- Sennybridge CP School, Sennybridge, Brecon, Powys LD3 8SL
- Llanfaes CP School, Bailihelig Road, Brecon, Powys LD3 8EB
- Ysgol y Bannau, Penlan, Brecon, Powys LD3 9SR

### **Gwernyfed Catchment:**

- Archdeacon Griffiths CiW (Aided) School, Llyswen, Brecon, Powys LD3 0YB
- Bronllys CP School, Bronllys, Nr Talgarth, Brecon, Powys LD3 0HP
- Clyro CiW Controlled School, Clyro, Hereford, HR3 5LE
- Hay-on-Wye CP School, Oxford Road, Hay-on-Wye, Hereford, HR3 5BT
- Llangors CiW Controlled School, Llangorse, Brecon, Powys LD3 7UB
- Talgarth CP School, School Road, Talgarth, Powys, LD3 0BB

#### **i) Brecon Catchment Primary Schools**

The schools that are likely to experience an impact would be Ysgol y Bannau and Sennybridge CP School, because Welsh-medium secondary education would no longer be available in Brecon.

It is not anticipated that the Proposal would have any significant impact on outcomes, provision or leadership/management at either school as the Proposal does not involve any changes to the way education is delivered at either of these two schools. However, it is possible that implementation of the Proposal could lead to a reduction in pupil numbers at Ysgol y Bannau in particular, therefore the school would need to be flexible to ensure that it continues to offer appropriate provision to pupils.

With regard to Ysgol y Bannau, there is a possibility that the Proposal could lead to a reduction in the number of pupils choosing Welsh-medium primary education in the overall catchment area served by the school, as a result of parents not sending their children to Ysgol y Bannau as there would be no Welsh-medium secondary provision in Brecon. This could mean that the school would need to change the current classroom arrangements to accommodate a reduction in numbers. However, the current level of KS3 and KS4 provision at Brecon High School is limited.

Alternatively, the Proposal could have a positive impact on pupil numbers at Ysgol y Bannau, due to the improved Welsh-medium continuity and progression into the secondary sector. This could also mean that the school would need to change the current classroom arrangements to accommodate an increase in numbers.

If parents choose English-medium primary schools in the catchment instead of Ysgol y Bannau, there would be increased pressure on places at English-medium primary schools in Brecon, where there is limited capacity for places. Any change in pupil numbers may have an impact on outcomes, provision, leadership/management and the schools' ability to deliver the full curriculum.

It is not anticipated that the Proposal would have any impact on Sennybridge C.P. School's ability to deliver the full curriculum in each key stage as significant percentage of the Welsh-medium pupils from the Welsh-stream in Sennybridge CP School already transfer to Ysgol Gyfun Ystalyfera

In the longer term, the development of the New School Building and, potentially, new College facilities, with well-established, high quality provision, may lead to more families moving into the area, leading to an increase in numbers at all primary schools.

## **ii) Gwernyfed Catchment Primary Schools**

There may be an impact on pupil numbers in primary schools in the Gwernyfed catchment. Families may choose to attend primary schools out of catchment or in England if they are unable to access secondary provision within the current catchment. This relates in particular to Clyro C in W School and Hay-on-Wye CP School, due to their proximity to the Wales-England border. Any change in pupil numbers may have an impact on outcomes, provision, leadership/management at these schools, along with their ability to deliver the full curriculum.

However, it is not anticipated that these numbers would be significant as current standards at most of these schools is good. The Council is also investing £23m to build five new primary schools in this catchment by 2018, replacing the current six school buildings.

## 7. OTHER CONSIDERATIONS

### Description of the proposed new school

Name	The name of the New School would be proposed by the shadow governing body, and approved by the Portfolio Holder for Education.
Proposed Admission number	From September 2017 - 336 From the opening of the New School Building in 2019/20 - 220
Age range	11 – 16
Pupil places capacity	From September 2017 – 1680 From the opening of the New School Building in 2019/20 - 1100
Location	<p>The school will operate as a dual-sited secondary school from September 2017, using the existing sites of Brecon High School and Gwernyfed High School.</p> <p>On completion of the construction of a New School Building in Brecon, the school will operate from a single site. The land currently identified for the development is situated next to Brecon Leisure Centre – please see page 35 for further detail.</p>
Category	Community Secondary School
Language Category	English Medium

## 7.1 Implications for revenue funding

The Council believes that the Proposal, if implemented, would ensure a more efficient use of resources. Due to the current use of lump-sum funding in the funding formula, the reduction in the overall percentage that these lump sums represent is more efficient.

	<u>Current Position Brecon &amp; Gwernyfed</u>	<u>1 School 2 sites 11 - 16</u>	<u>1 new school 11 - 16 - in Brecon</u>
<b>Component of Cost</b>			
Gwernyfed High School	£1,694,971	£1,694,971	£1,694,971
Brecon High School	£2,444,660	£2,444,660	£2,444,660
Gwernyfed 6 <sup>th</sup>	£252,198	£0	£0
Brecon 6 <sup>th</sup>	£305,221	£0	£0
Single 6 <sup>th</sup> Form	£0	£0	£0
Brecon Catchment Infant	£609,780	£609,780	£609,780
Brecon Catchment Junior	£395,042	£395,042	£395,042
Gwernyfed Primaries (H/T/B)	£938,786	£938,786	£938,786
Secondary merger saving	£0	(£258,278)	(£577,502)
Brecon and Gwernyfed Primary merger saving	£0	£0	£0
Current travel costs	£369,275	£369,275	£369,275
New travel costs	£0	£37,553	£225,320
Welsh Government Post 16 Funding	(£592,024)	£0	£0
<b>Net Cost to Council</b>	<b>£6,417,909</b>	<b>£6,231,790</b>	<b>£6,100,332</b>
<b>Net Reduction from Current</b>	<b>£0</b>	<b>£186,119</b>	<b>£317,577</b>
net reduction excluding Transport	£6,048,634	£223,672	£542,897
Pupil Numbers	946	946	946
Delegated Funding Pre 16	£4,139,631	£3,881,354	£3,562,129
Funding Per Pupil	£4,376	£4,103	£3,765

The current figures for Brecon and Gwernyfed High Schools, shown in the second column of the table above, do not include any funding for a headteacher of the New School in the period prior to 1<sup>st</sup> September 2017 in the event that the shadow governing body decides not to ring-fence the position to the existing headteachers. The additional cost would be up to £9,000 per month.

If the Proposal is implemented, in accordance with the **Powys Scheme for Financing Schools 2016-17**, where a school is scheduled to be closed, amalgamated or merged during a financial year, the school will receive formula funding for the proportion of the

financial year for which it is open i.e. if a school closes on 31st August it will only be resourced for the first 5 months of the financial year (5/12 of the formula allocation). When the school closes, any balance (surplus or deficit) will revert to the Authority. It will not be transferred as a balance to any other school.

The remainder of the annual budget will be retained centrally, to meet any exceptional costs incurred during the closing process together with any cumulative overspend at the school. Thereafter the savings will be reinvested into the Schools Service budget.

In order to ensure effective stewardship of the resources available to schools, the Authority may impose additional restrictions on a school scheduled to close, including but not limited to:

- restriction of expenditure to agreed plans
- removal of powers of virement.

## **7.2 Implications for capital funding**

If implemented, the Proposal will require the construction of a New School Building. This is included within the Council's 21<sup>st</sup> C Schools Programme, and forms part of the Council's plans for the Beacons Campus Project, which may also include new facilities for NPTC Group of Colleges.

The estimated cost of the development of the New School Building is approximately £20m, excluding inflation. Capital funding has been identified within the County Council's Capital Programme for the New School Building.

The estimated total cost for the Beacons Campus Project is approximately £44m, excluding inflation.

The Welsh Government has approved a Strategic Outline Case for the Beacons Campus Project in 2015, and the Council has developed and submitted an Outline Business Case (OBC) for Welsh Government's consideration.

The OBC was submitted to Welsh Government on 29<sup>th</sup> February 2016 on a without prejudice basis to any decisions that Powys County Council's Cabinet may make in connection with any statutory Proposals for school organisation following the formal consultation period, or any other decisions that might be necessary in order for the project to proceed.

The OBC was considered by the Welsh Government Capital Funding Panel in March, and the Council is now liaising with Welsh Government officers to clarify specific elements. Once these are clarified, the OBC will be reconsidered by the Capital Funding Panel. It is expected that this will be done by end of April 2016.

No decisions as to pursuing Welsh Government funding will be made until the formal consultation process has been completed in accordance with the School Organisation Code and Cabinet has met to consider this or any modified Proposal.

The Council felt that it was important to submit the OBC at this stage because, in the event that Cabinet proceed with Proposals which may require Welsh Government capital funding, that funding has to be secured and spent by the end of March 2019. However, if Cabinet decides not to proceed with Proposals that require capital funding, then obviously we won't pursue any capital funding from Welsh Government.

In the event that Welsh Government do not give approval for funding of the Beacons Campus Project i.e. neither the New School Building nor the new College facilities, the Council will look at the capacity to fund this from its capital programme.

In the event that Welsh Government only approve funding for 50% of the total costs required for the New School Building element of the Beacons Campus Project, the Board of Governors of NPTC Group of Colleges have committed to providing a minimum of 25 AS/A levels from the Brecon College site, in addition to vocational courses, even if it requires additional investment on their part into the existing facilities.

The Council believes that the Proposal will ensure better strategic management of the schools estate through the removal of maintenance backlogs and schools buildings which are inefficient or in poor condition.

### **7.3 Implications for land, buildings and resources**

The Council has identified land for the New School Building – see site plan on page 39.

If the Proposal is implemented, there may be an opportunity for the Council to gain from a capital receipt from the sale of both current sites. This would be reinvested in the further improvement of the overall Council estate in Powys, which includes schools.

The Council received a grant of £345,403 in 2004 from the New Opportunities Fund (operating as the Big Lottery Fund) for the development of Playing Fields at Gwernyfed High School. The Council's liability period for this grant is from 2006 to 2026.

The Big Lottery Fund is a consultee of this consultation. If the Proposal is implemented, it is possible that a proportion of the grant may need to be repaid. If this happens, the Council would need to identify the funding for this.

# SITE PLAN - PROPOSED



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## **7.4 Implications for staff**

### **i) Teaching and support staff**

If the Proposal is implemented, a new staffing structure would be developed in conjunction with the shadow governing body. The structure would be developed to deliver the school's business plan and implemented in accordance with the relevant HR Policies for teaching and support staff

### **ii) Cleaning, caretaking and catering staff**

If the Proposal is implemented, there would be a reduction in the number of the cleaning, caretaking and catering staff. The catering staff at both schools are employed centrally by the Council, whilst the cleaning and caretaking staff are funded through the schools; delegated budget, with a mixture of employment status across both schools.

## **7.5 Transport and travel implications**

### **7.5.1 School Transport Arrangements**

Home-to-school/college transport arrangements for the Proposal would be provided in accordance with the Council's School Transport Policy and the Learner Travel (Wales) Measure 2008<sup>10</sup>. The current School Transport Policy can be found at <http://www.powys.gov.uk/en/schools-students/apply-for-school-transport/>.

On the 12<sup>th</sup> April 2016, the Cabinet will be asked to consider a recommendation to consult on a new School Transport Policy, and to define what amounts to a 'Suitable School' for the purposes of determining the local authority's obligation to transport statutory-aged pupils i.e. KS3 and KS4 pupils. In the event that Cabinet approves the recommendation to consult on the new Policy, an addendum to this consultation document will be issued to all consultees, providing the draft new Policy and its potential impact on pupils' journey to school and on school transport costs.

In the proposed new School Transport Policy, a mainstream school will be deemed "a suitable school" by the Council if it offers and provides the National Curriculum in Wales including the provision of either or both first and second language Welsh as subjects, and has adopted the universal principles of the Welsh Baccalaureate.

### **7.5.2 Implications for pupils**

#### **i) Brecon - Pupils in KS3/KS4**

There would be no additional travel required for pupils aged 11 - 16 who live in the Brecon catchment and who wish to access English-medium provision at Brecon High School, as the Proposal is for secondary English-medium provision to remain in Brecon.

However, as shown in the table below, there would be additional travel required for pupils who live in the Brecon catchment and who wish to access Welsh-medium secondary provision.

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<sup>10</sup> <http://gov.wales/topics/educationandskills/allsectorpolicies/learner-travel/?lang=en>

In the event of closure of the Welsh-medium stream at Brecon High School, free transport would be provided for qualifying pupils to the nearest or allocated Welsh-medium secondary provision, in accordance with Powys County Council's School Transport Policy.

	Welsh-medium Pupils - Travel Distance in Miles to Current Schools					Welsh-medium Pupils - Distance in Miles to Closest School on closure of Brecon Welsh Stream				
	Average Journey (miles)	<3 miles	3 to 10 miles	10 to 20 miles	over 20 miles	Average Journey (miles)	<3 miles	3 to 10 miles	10 to 20 miles	over 20 miles
Builth Wells High School	7.4	55	53	44	5	8.4	55	53	61	6
Brecon High School	4.9	11	9	4	0					
Ystalyfera						18.7	0	0	1	3
Ysgol Gwynllyw						20.9	0	0	0	2
<b>Total</b>		<b>66</b>	<b>62</b>	<b>48</b>	<b>5</b>		<b>55</b>	<b>53</b>	<b>62</b>	<b>11</b>

**ii) Brecon - Post-16 learners**

The increase in Post-16 courses offered on the Brecon site would reduce the requirements for additional inter-school transport for learners.

As there is currently no Welsh-medium Post-16 provision in Brecon High School, there would be no negative impact on travel for pupils aged 16 – 18 who live in the Brecon catchment who wish to access Welsh-medium Post-16 provision.

**iii) Gwernyfed High School - Pupils in KS3/KS4 and Post-16 learners**

The following table shows the impact on travel for pupils currently attending Gwernyfed High School if they were all to transfer to the New School Building in Brecon:

	Pupil Numbers	Average Journey (miles)	English			
			< 3 miles	3 to 10 miles	10 to 20 miles	over 20 miles
Gwernyfed High School (Current Travel)	442	6.3	78 18%	296 67%	63 14%	5 1%
Travel to New School Building in Brecon	442	10.33	40 9%	181 41%	217 49%	4 1%
<b>Impact of Change</b>		<b>4.04</b>	<b>(38)</b>	<b>(115)</b>	<b>154</b>	<b>(1)</b>

There would be an impact on the majority of pupils who currently attend Gwernyfed High School, due to additional travel requirements, as shown in the table above. The average journey will increase by just over 4 miles, whilst the maximum additional will be ten miles per journey.

An analysis of the current pupils being transported to Gwernyfed High School by the Council shows that the maximum journey time is 40 minutes, which is the route from the Dolau-y-Cannau crossroads via Rhosgoch, Painsastle, Clyro and Hay-on-Wye to Gwernyfed High School. The additional ten miles from Gwernyfed High School to the proposed New School Building will normally add no more than 20 minutes to the journey time and the total journey would normally be within an hour.

### 7.5.3 Mitigation

The Council's intention is for the New School to provide the highest quality education, with the appropriate care and support for all pupils, in the best possible facilities.

However, the Council recognises that there would be additional travel requirements once the New School Building is opened in Brecon, especially for those pupils living in Clyro and Hay-on-Wye Primary School catchment areas.

An assessment of pupils home postcodes of currently attending Gwernyfed High School has been carried out, and it is expected that the maximum travel time for pupils currently attending Gwernyfed High School to travel to the New School in Brecon would be not normally more than an hour.

The Council already transports pupils with special educational needs from the Gwernyfed catchment area to Ysgol Penmaes, Brecon; the ASD Unit at Brecon High School and other primary specialist provision. The Council's view is that the current transport arrangements for these pupils are suitable because the journey does not take an unreasonable amount of time. As such, the proposed travel arrangements for secondary pupils to the New School Building in Brecon are deemed suitable.

The Learner Travel (Wales) Measure 2008 does not specify a time limit for journeys. However, local authorities are required to assess the individual needs of learners when

considering if a journey time is reasonable. This would be done on an individual basis, if the Proposal is approved.

However, the old Learner Travel Operational Guidance April 2009 stated that Welsh Ministers considered that normal journey times should be no more than 60 minutes for secondary school aged pupils. This is reflected in the Council's proposed new School Transport Policy.

The provision of post-16 education on a single site would remove any requirement for additional inter-school/college travel during the school day. Post-16 learners from the Gwernyfed catchment area already travel to Brecon to study vocational subjects.

The New School would be encouraged to provide as many extra-curricular opportunities during the school day, and the Council would work with the school to explore possible transport solutions, including the use of public transport.

The majority of pupils attending Gwernyfed High School are currently reliant on home-to-school transport and their ability to access after-school activities would be similarly affected if the Proposal is approved.

#### **7.5.4 Available walking routes to school**

If the Proposal is implemented, from September 2017 available walking routes to the New School sites will remain as presently available.

On transfer to the New School Building in Brecon, there would be no available walking routes for those pupils currently living in the Gwernyfed catchment area.

#### **7.6 Implications for School Admissions**

Admissions for both schools are administered by the Council<sup>11</sup>.

From September 2017, pupils attending Gwernyfed High School and the English-medium stream of Brecon High School in Years 7 to 10, and Year 12, in July 2017 would be allocated places to the site they are attending.

The new Year 7 intake of pupils would be allocated places in accordance with the County Council's Admissions Policy.

There would be no admissions to Year 12 on either site in September 2017 as Post-16 delivery will transfer to NPTC Group of Colleges in Brecon.

Pupils currently attending the Welsh-medium stream at Brecon High School would be allocated places in the Welsh stream of the Builth Wells site of the proposed new school in Mid Powys (should that Proposal be approved and implemented).

Admission arrangements from the opening of the New School Building in Brecon in 2019/20 will only apply to the new Year 7 intake of pupils, in accordance with the Council's Admissions Policy. All pupils in Years 7 to 10 in July 2019 will remain on the school roll.

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<sup>11</sup> <http://www.powys.gov.uk/en/schools-students/apply-for-a-school-place/>

## 8. EQUALITY, COMMUNITY AND WELSH LANGUAGE IMPACT ASSESSMENTS

The Council has carried out draft impact assessments, and the initial findings are summarised below. The full versions of the assessments can be found on the Council's website [www.powys.gov.uk/en/schools-students/plans-for-powys-schools/](http://www.powys.gov.uk/en/schools-students/plans-for-powys-schools/)

Following the consultation period, the impact assessments will be updated and finalised, to incorporate relevant information gathered during the consultation. These will be submitted to the Cabinet for consideration.

### 8.1 Equality Impact Assessment (draft)

#### i) Brecon

The assessment concluded that:

- All pupils at Brecon High School and catchment primary schools fall within the protected characteristic groups of **sex and/or age**. The main impact on these pupils may be due to the need to integrate with a new cohort of learners. There are no additional travel implications for English-medium pupils.
- Learners with statement of special needs/additional learning needs may be affected emotionally due to the transition to a much larger school.
- Pupils on low income from the current Brecon catchment would not be adversely affected as provision would remain within the area.
- As this recommendation is to establish an English medium secondary school in Brecon, replacing the current Brecon High School, which is a dual-stream school, the Proposal would impact on Welsh speakers. However, this aspect is assessed in a separate Welsh Language Impact Assessment, as required by the Welsh Government's School Organisation Code (2013). It may be argued that the removal of Welsh-medium secondary education may have an adverse impact on Welsh speakers and Welsh-medium pupils in the Brecon area, however the Council's view is that Welsh speakers and Welsh-medium pupils in the Brecon area are not being treated equally under the current arrangement due to the limited Welsh-medium curriculum available to them.

#### ii) Gwernyfed

The assessment concluded that:

- All pupils at the High School and catchment primary schools fall within the protected characteristic groups of **sex and/or age**. The main impact on these pupils would be due to the additional travel required to attend a school in Brecon, rather than attend a school in Gwernyfed. This would mean a longer school day and longer journeys for these pupils than that currently required. This could have a detrimental impact on the performance and well-being of pupils – particularly those of a younger age. It would also be more difficult for these pupils to access after-school activities due to their reliance on home-to-school transport, and it would be more difficult for parents to arrange their own transport due to the distance from their homes.
- Pupils who are within the protected characteristic groups of **disability** may also experience a negative impact due to the additional travel requirements. Learners with

statement of special needs/additional learning needs may be affected due to the transition to a much larger school that is unfamiliar to them.

- The percentage of pupils eligible for FSM in the catchment is relatively low, compared to the Powys average. However, should Gwernyfed High School close, free home to school transport would be provided to all qualifying pupils, regardless of income. However, it is acknowledged that it may be more difficult for the parents of pupils from low income families, due to the additional travel required of parents in order to attend activities at the alternative school, or to collect pupils from after school activities.
- Gwernyfed High School and the catchment primaries are all English-medium schools and the numbers of pupils who are fluent in Welsh is very low, therefore it is not anticipated that the draft recommendation would have an adverse impact on Welsh speakers in this catchment area.

## **7.2 Community Impact Assessment (draft)**

### **i) Brecon**

This assessment concluded the following:

- It is clear that the community of Brecon makes use of the high school's facilities for a range of activities. However, the draft recommendation would involve retaining secondary provision in Brecon, therefore school facilities would continue to be available. It is likely that the proposed new building for the school would provide additional opportunities for the community to make use of the school's facilities.
- The school provides a range of extra-curricular activities for pupils. The expectation is that a similar range of activities would be provided in the New School, and the proposed New School could offer opportunities to offer additional activities.
- As the proposed New School Building would be located on the current high school site, there would be no impact on travel for English-medium pupils currently attending Brecon High School. However, the Proposal to centralise Welsh-medium provision in the Mid Powys area means that there would be additional travel for Welsh-medium pupils from the Brecon area. Whilst free home to school transport would be provided for Welsh-medium pupils, the Council accepts that it would be more difficult for them to access after school activities due to their reliance on home to school transport.

### **ii) Gwernyfed**

The assessment came to the following conclusion:

- From the evidence supplied by the school, it is clear that the communities served by Gwernyfed High School make significant use of the school's facilities for a wide range of activities and events. The Council received a grant of £345,403 in 2004 from the New Opportunities Fund (operating as the Big Lottery Fund) for the development of Playing Fields at Gwernyfed High School. There are no similar facilities in the area that would meet the needs of the users – the centre is extremely popular with local groups, with at least 34 different user groups. The sports centre transferred to the School in 2015;
- Due to the fact that there is no other suitable location to hold these activities in the area. It is currently unclear where these activities could take place within the catchment area,

should Gwernyfed High School close. This would be taken into consideration by the Cabinet when making a decision in relation how to proceed;

- If these facilities were removed from the area, then it may be more difficult for clubs/groups to meet, leading to a reduction in the number of clubs/groups – this would have a detrimental impact on people’s ability to contribute to the community, and could potentially have a negative impact on people’s health and wellbeing, as well as the social cohesion of the community;
- School journey times would be longer therefore may impact on the ability of pupils to access out-of-school activities and clubs;
- Brecon Leisure Centre may not be a feasible alternative for these clubs/groups due its geographic location. If the usage of Brecon Leisure Centre increases due to these recommendations, then it may be more difficult for groups/clubs to book slots at the Centre, leading ultimately to the demise of groups/clubs;
- In terms of extra-curricular activities for pupils, it would be expected that the New School Building in Brecon would have a range of different activities. If these were provided after school hours, then it would be more difficult for those pupils for whom Gwernyfed High School is their nearest school to access these activities if they were reliant on home to school transport;
- Gwernyfed High School has a drama studio that is well used as a venue for local arts activities, and without this facility, it may be difficult for arts societies to operate. For example, there is a strong linkage between Glasbury Arts, a community-based charity, and Gwernyfed High School. This manifests itself in arts-based partnership work with pupils of the school and also as a centre for the promotion of visual and performing arts within the community. There are no other non-commercial facilities that would be a suitable alternative within the community.

Based on information supplied by Gwernyfed High School, the following implications for the communities within the Gwernyfed catchment have been identified:

- Removing a secondary school from a rural area would impact negatively on the future housing market – people would not want to move to the area if there isn’t a local, medium sized secondary school that they can access;
- There may be a possibility that families move away from the area to be closer to secondary provision. In the Gwernyfed area, many families live closer to secondary schools in England, and may prefer to transport their children to these schools. This may lead to a loss of skilled, educated and experienced workers in the area;
- Without a local secondary school, the area may not be attractive to young families, and the demographic of the area becomes unbalanced, with more of an ageing population. This could have an impact on pupil numbers in the primary schools;
- Local rural businesses would be negatively affected. Businesses in the vicinity of Three Cocks and other areas would be particularly affected through the removal of over 400 pupils from the area – loss of sales from shops, loss of fuel sales to parents - parents

also use these businesses when they pick-up or drop-off their children, and therefore are critical to supporting the local rural economy;

- The future social interaction of pupils would become Brecon-centred, which would have an impact on businesses within the communities served by Gwernyfed High School. There would also be a further impact on the current supply chain that serves the school;
- Many local people are employed by Gwernyfed High School, or in the supply chain that supports the high school – leading to a loss of employment which would affect the local economy;
- Impact on the agricultural sector. In a traditional farming area such as Gwernyfed, many children offer a valuable additional resource for family farms. The impact of a longer school day, due to additional travel requirements, could have a detrimental effect on the industry.

### **7.3 Welsh Language Impact Assessment (draft)**

The assessment concluded the following:

- The Proposal provides positive benefits for the Welsh Language and Welsh-medium education through improved linguistic progression and opportunities for pupils through all key stages of education;
- The Council's view is that the Proposal may provide additional opportunities for Welsh-medium pupils to use their Welsh. The Welsh-medium subject provision at the current Builth Wells High School is greater than that at Brecon High School, and, should both Proposals relating to South and Mid Powys be implemented, the Council's view is that accessing a greater level of subjects through the medium of Welsh would enable the learners to become more confident Welsh speakers;
- In addition, more Welsh-medium extra-curricular activities take place currently at Builth Wells High School, and, should both Proposals for South and Mid Powys be implemented, it is the Council's view that a larger Welsh-medium stream would enable the school to provide more Welsh-medium activities. This may provide even more opportunities for pupils to use their Welsh outside the classroom, further strengthening their confidence in using the language. However, the Council accepts that it might be more difficult for pupils from the Brecon area to access after school activities in Mid Powys due to their reliance on home to school transport;
- Establishing an English-medium secondary school in Brecon may be perceived by some to be detrimental to the Welsh language in the area. However, the continued presence of Ysgol y Bannau in Brecon, with clear partnership links with the proposed new dual-sited dual-stream school in Mid Powys, along with the Welsh-medium stream at Sennybridge C.P. School, would provide local access to Welsh-medium primary provision in the Brecon area;
- Whilst Welsh-medium pupils would be leaving Brecon to access Welsh-medium secondary provision, they would continue to live in the town and surrounding areas, and would continue to be able to participate in Welsh language activities in the local community. The Council's view is that the increased level of Welsh-medium provision available to them would enable all Welsh-medium pupils to become more confident Welsh speakers, who would be able to play a greater role in terms of the Welsh language in the community;



- The Proposal provides positive benefits for the Welsh Language and Welsh-medium education through improved linguistic progression and opportunities for pupils through all key stages of education;
- The Authority's view is that the Proposal may provide additional opportunities for Welsh-medium pupils to use their Welsh. The Welsh-medium subject provision at the current Builth Wells High School is greater than that at Brecon High School, and, should both Proposals relating to South and Mid Powys be implemented, the Authority's view is that accessing a greater level of subjects through the medium of Welsh would enable the learners to become more confident Welsh speakers;
- In addition, more Welsh-medium extra-curricular activities take place currently at Builth Wells High School, and, should both Proposals for South and Mid Powys be implemented, it is the Authority's view that a larger Welsh-medium stream would enable the school to provide more Welsh-medium activities. This may provide even more opportunities for pupils to use their Welsh outside the classroom, further strengthening their confidence in using the language. However, the Authority accepts that it might be more difficult for pupils from the Brecon area to access after school activities in Mid Powys due to their reliance on home to school transport;
- Establishing an English-medium secondary school in Brecon may be perceived by some to be detrimental to the Welsh language in the area. However, the continued presence of Ysgol y Bannau in Brecon, with clear partnership links with the proposed new dual-sited dual-stream school in Mid Powys, along with the Welsh-medium stream at Sennybridge C.P. School, would provide local access to Welsh-medium primary provision in the Brecon area;
- Whilst Welsh-medium pupils would be leaving Brecon to access Welsh-medium secondary provision, they would continue to live in the town and surrounding areas, and would continue to be able to participate in Welsh language activities in the local community. The Authority's view is that the increased level of Welsh-medium provision available to them would enable all Welsh-medium pupils to become more confident Welsh speakers, who would be able to play a greater role in terms of the Welsh language in the community.

## 9. POTENTIAL IMPLEMENTATION TIMESCALES

Formal Consultation	6 <sup>th</sup> April – 23 <sup>rd</sup> May 2016
Consultation Report to be considered by Cabinet	6 <sup>th</sup> September 2016
<b>If Cabinet decides to proceed with the Proposal:</b>	
Objection Period (28 days)	September-October 2016
Objection Report considered by Cabinet	November 2016
<b>If Cabinet decides to approve the Proposal:</b>	
Establish shadow governing body	December 2016
Recruit headteacher	January/February 2017
Develop and appoint to new staffing structure	February – May 2017
Schools close	31 <sup>st</sup> August 2017
New dual-sited 11 – 16 school opens	1 <sup>st</sup> September 2017
Construction period for New School Building in Brecon	2017 - 2019
New School Building opens in Brecon	2019/20

## Appendix A Key Data

### Part A: Current Situation

#### 1. Overview of current situation

This section provides information relating to both schools. The majority of the data is based on the Welsh Government's Pupil Level Annual School Census (PLASC). Every January, all maintained schools are required to provide the Welsh Government with pupil and school level data to ensure more accurate targeting of funding and to help the Government to develop and monitor policy. The PLASC return is mandatory for all sectors including nursery, primary, middle, secondary and special. All pupils on roll on the census date must be included in the return.

Analysis of the data from PLASC, in conjunction with pupils' Key Stage and examination results, provides schools, local authorities and central agencies with a range of information and supports the drive to raise school standards.

January 2016 data is currently provisional until it is confirmed and released by the Welsh Government, therefore the data used in this section is based on January 2015 PLASC data, unless otherwise stated.

School	School Type	Language Category	Admission Number	Capacity	Pupil numbers PLASC Jan 2016 <sup>12</sup>	Age Range
Brecon High School	Community	Bilingual (Cat. 2C)	148	872	556	11-18
Gwernyfed High School	Community	English Medium (Cat. 4)	98	569	450	11-18

#### 2. Pupil Numbers

Historical and Current Pupil numbers	2010	2011	2012	2013	2014	2015	2016 <sup>13</sup>
Brecon High School	795	763	767	761	714	647	556
Gwernyfed High School	567	537	513	506	487	462	450
Total Combined	1362	1300	1280	1267	1201	1109	1006

<sup>12</sup> Provisional data

<sup>13</sup> Provisional PLASC 2016 data

<b>Forecast Pupil numbers<sup>14</sup></b>					
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Brecon High School	534	543	544	541	572
Gwernyfed High School	455	458	483	489	520
Total Combined	989	1001	1027	1030	1092

<b>PLASC 2016</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>	<b>Year 12</b>	<b>Year 13</b>	<b>Total Pupils (excluding subsidiary)</b>	<b>Year 7-11 Total</b>	<b>6th Form Total</b>
Brecon High School	72	96	86	95	124	44	39	<b>556</b>	473	83
Gwernyfed High School	81	66	68	83	73	36	43	<b>450</b>	371	79
Total Combined	153	162	154	178	197	80	82	1006	844	162

Based on PLASC information, the number of pupils in Years 12 and 13 in each of the schools over the last 5 years has been as follows:

<b>School</b>	<b>January 2016</b>	<b>January 2015</b>	<b>January 2014</b>	<b>January 2013</b>	<b>January 2012</b>	<b>January 2011</b>	<b>January 2010</b>
<b>Brecon High School</b>	83	89	96	114	127	119	123
<b>Gwernyfed High School</b>	79	82	83	87	70	75	85

The following table provides information about the number of primary aged pupils in each secondary catchment area – these figures include nursery aged pupils<sup>15</sup>

<b>Primary pupil numbers</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Brecon catchment</b>	1105	1152	1170	1215	1250	1253
<b>Gwernyfed catchment</b>	646	695	720	740	770	765

<sup>14</sup> Partial update to the secondary forecasting model based on provisional PLASC 2016 NOR – this will be updated later in the year to include the final new year 7 figures for September 2016

<sup>15</sup> These do not take account of parental preference or any changes to primary schools as a result of reorganisation

There may be an impact on pupil numbers from proposed housing developments within the Local Development Plan. The Council estimates one child for every five houses within any new proposed developments – if implemented, these will need to be factored into any future projections.

	Number of dwellings	of proposed	Maximum additional number of primary aged children on a 1:5 basis (estimated)
<b>Brecon</b>	405		81
<b>Gwernyfed</b>	518		104

### 3. Quality and Standards in Education

#### i) Estyn profiles

Details of the outcomes of the most recent Estyn inspection of each of the schools is provided below:

School	Date of Inspection	School's Current Performance	Prospects for Improvement	Follow-up activity
<b>Brecon High School</b>	2012	Adequate	Adequate	The school was judged to be 'in need of significant improvement'. Following a monitoring visit by Estyn in 2013, the school was placed in the category of 'in need of special measures'.
<b>Gwernyfed High School</b>	2013	Adequate	Adequate	Estyn monitoring  Following a monitoring visit in February 2016, the school was deemed to have made sufficient progress and was removed from the category.

#### ii) National School Categorisation System

The National School Categorisation system gives a clear and fair picture of standards in a school and how much support the school requires to improve

The system has been developed collectively between regional education consortia and Welsh Government. Its primary function is to identify, the schools that need the most support. The

colour category of support allocated to a school will trigger a bespoke, tailored support programme.

The system is based on three steps. It is not purely data-driven and takes into account the quality of leadership, teaching and learning in schools.

- **Step one – Standards group:** A range of information is used to make a judgement about the school's standards, resulting in a standards group
- **Step two – Improvement capacity:** An evaluation of the school's capacity to improve further, taking account of the evidence about the standards and the quality of leadership, teaching and learning, resulting in an improvement capacity
- **Step three – Support category:** Bringing the judgement on the standards group and improvement capacity together to decide on the school's support category, colour coded either green, yellow, amber or red.

The affected schools were categorised as follows during 2015/16:

School	Standards Group	Improvement Group	Support Category
Brecon High School	3	C	Amber
Gwernyfed High School	3	B	Yellow

#### 4. Post-16 Provision

Post-16 education is delivered via the South Powys Post-16 Partnership, which includes all six secondary schools and NPTC Group of Colleges – there is a single collaborative timetable, and learners are able to travel to other schools if they wish to study a subject that is unavailable to them at their home school/institution.

Due to the year-on-year reduction in funding, all schools have reduced their curriculum offer over the last few years. Some schools are now only able to offer a core curriculum. The following table shows the number of funded Year 12 subjects at both schools:

	2013/14	2014/15	2015/16
Brecon High School	14	12	12
Gwernyfed High School	12	10.5	10.5

The Council's optimum model for post-16 education is for sixth forms to be able to provide 25 subjects, with a minimum class size of 12 or above. This would enable the Council and schools to meet the requirements of the Learning and Skills (Wales) Measure 2009 whilst minimising the need for inter-school travel. On this basis, the ideal size of a sixth form would be at least a 150 pupils.

The A level results at both schools over the last three years are shown below<sup>16</sup>:

<sup>16</sup> Data supplied by schools

A-Level Results only:		2013			2014			2015		
		% A* - B	% A* - C	% A* - E	% A* - B	% A* - C	% A* - E	% A* - B	% A* - C	% A* - E
	<b>Brecon</b>	38.5%	69.2%	99.1%	53.0%	77.4%	96.5%	50.6%	77.5%	97.8%
	<b>Gwernyfed</b>	41.8%	71.6%	97.0%	54.8%	81.7%	97.6%	67.6%	86.8%	97.1%
	<b>Powys</b>	50.5%	76.5%	98.5%	52.4%	77.8%	98.1%	49.5%	76.9%	98.0%
	<b>Wales</b>	49.3%	75.2%	97.6%	49.7%	75.2%	97.5%	49.0%	74.3%	97.3%

The main provider of vocational post-16 provision in Powys is NPTC Group of Colleges, (following the merger of Neath Port Talbot College and Coleg Powys) which has a campus in Brecon and Newtown, as well as in Neath Port Talbot and other areas. The College is also a partner within the South Powys Post-16 Partnership, and offers five vocational subjects within the collaborative timetable. Since September 2015, the College has also been offering a range of AS/A level provision from its Brecon campus.

In terms of performance at A levels, the College is performing at a comparable level with the Powys average, and above the Wales average, as shown below:

A-level Measure	2013			2014			2015		
	Powys	Wales	NPTC	Powys	Wales	NPTC	Powys	Wales	NPTC
% Grades A*-B	50.5%	49.3%	53.0%	52.4%	49.7%	51.4%	49.5%	49.0%	50.2%
% Grades A*-C	76.5%	75.2%	77.8%	77.8%	75.2%	76.8%	76.9%	74.3%	77.0%
% Grades A*-E	98.5%	97.6%	99.0%	98.1%	97.5%	99.0%	98.0%	97.3%	99.6%

It must be noted, however, that percentage of pupils eligible for free schools meals is far higher in Neath Port Talbot (21.6%) than it is in Powys (9.4%).

## 5. Welsh-medium Provision

In the area covered by this review, Welsh-medium education is currently provided by two dual-stream secondary schools – Brecon High School and Builth Wells High School. In addition, there are a number of Welsh-medium secondary schools located in neighbouring local authorities which are accessed by Powys pupils. In particular, this includes Ysgol Gyfun Ystalyfera, located in Neath Port Talbot County Borough, which provides Welsh-medium secondary provision for an increasing proportion of Welsh-medium pupils from the Sennybridge area as well as some from the Brecon area, however this also includes Ysgol Gyfun Gwynllyw, located in Torfaen, and Ysgol Gyfun Rhydywaun, located in Rhondda Cynon Taff.

Pupils transferring to Welsh-medium secondary provision in Brecon High School and Builth Wells High School have usually attended Welsh-medium primary provision in one of the following schools:

- Builth Wells CP School – Dual-stream
- Llandrindod C in W School, Trefonnen – Dual-stream
- Rhayader C in W School – Dual-stream
- Sennybridge CP School – Dual-stream
- Ysgol Dolafon, Llanwrtyd – Dual-stream
- Ysgol y Bannau, Brecon – Welsh-medium

**i) Pupil Numbers in the Welsh-medium stream**

<b>Brecon High School</b>	<b>2014/15</b>	<b>2015/16</b>
Year 7	14	3
Year 8	13	7
Year 9	9	4
Year 10	8	8
Year 11	13	8
<b>Total</b>	<b>57</b>	<b>30</b>

<b>Builth Wells High School</b>	<b>2014/15</b>	<b>2015/16</b>
Year 7	18	28
Year 8	23	23
Year 9	28	31
Year 10	21	27
Year 11	17	20
<b>Total</b>	<b>107</b>	<b>129</b>

**ii) Subject Provision – Key Stage 3 and Key Stage 4**

**2014/15**

During the 2014/15 academic year, the Welsh-medium provision at Brecon High School and Builth Wells High School in years 7 to 11 was as follows:



<b>Brecon High School</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>
<b>Number of Welsh-medium subjects</b>	9	9	9	3	3
<b>Number of English-medium subjects</b>	14	14	14	16	19
<b>Number of bilingual subjects</b>	0	0	0	0	0
<b>Total number of subjects</b>	14	14	14	16	19
<b>% Welsh-medium subjects</b>	64%	64%	64%	19%	16%
<b>Language category</b>	2C	2C	2C	4	4

<b>Builth Wells High School</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>
<b>Number of Welsh-medium subjects</b>	12	12	12	10	10
<b>Number of English-medium subjects</b>	15	15	15	20	23
<b>Number of bilingual subjects</b>	0	0	0	2	2
<b>Total number of subjects</b>	15	15	15	22	25
<b>% Welsh-medium subjects</b>	80%	80%	80%	46%	40%
<b>Language category</b>	2B	2B	2B	3	3

**2015/16**

During the 2015/16 academic year, the Welsh-medium provision at Brecon High School and Builth Wells High School in years 7 to 11 is as follows:

<b>Brecon High School</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>
<b>Number of Welsh-medium subjects</b>	7	6	6	2	2
<b>Number of English-medium subjects</b>	14	14	14	17	18
<b>Number of bilingual subjects</b>	0	0	0	0	0
<b>Total number of subjects</b>	14	14	14	17	18
<b>% Welsh-medium subjects</b>	50%	43%	43%	12%	11%
<b>Language category</b>	2C	3	3	4	4

<b>Builth Wells High School</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>	<b>Year 10</b>	<b>Year 11</b>
<b>Number of Welsh-medium subjects</b>	12	12	13	9	9
<b>Number of English-medium subjects</b>	16	16	16	24	20
<b>Number of bilingual subjects</b>	0	0	0	0	0
<b>Total number of subjects</b>	16	16	16	24	20
<b>% Welsh-medium subjects</b>	75%	75%	81%	38%	45%
<b>Language category</b>	2C	2C	2B	3	3

Based on this information, the current language category of each school was as follows during 2014/15 and 2015/16:

	2014/15			2015/16		
	KS3	KS4	Overall	KS3	KS4	Overall
<b>Brecon High School</b>	2C	4	3	3	4	3
<b>Builth Wells High School</b>	2B	3	2C	2C	3	2C

### iii) Subject Provision – Post-16

No Welsh-medium post-16 provision is offered at Brecon High School, and only a limited number of subjects are offered at Builth Wells High School.

During 2014/15 and 2015/16, the following Welsh-medium post-16 subjects were provided at Builth Wells High School:

2014/15		2015/16	
Welsh-medium	Bilingual	Welsh-medium	Bilingual
Biology	Art	DT	Welsh Bacc.
Cymraeg		Geography	
DT		History	
Geography		Music	
History		Cymraeg	
Music			
PSE			
Welsh Bacc.			

## 5. Need for places and the impact on accessibility of schools

There is a high percentage of surplus places at Brecon High School, and the percentage at Gwernyfed High School is above the Welsh Government's requirements for Powys, which is no more than 15% surplus places across schools. The following table shows the number and percentage of surplus places currently in each of the schools<sup>17</sup>:

School	Total number of available places	Number of surplus places 2014/15	Number of surplus places 2015/16
<b>Brecon High School</b>	872	227 (26%)	316 (36%)
<b>Gwernyfed High School</b>	569	110 (19%)	119 (20%)

<sup>17</sup> Powys Annual School Places Return to Welsh Government 2015.

## 6. Resourcing of education and other financial implications

### i) Revenue costs

As stated previously, the financial situation facing schools in Powys is of serious concern to the Council. The budget plans below have been received directly from the two schools over the course of the last year. They indicate that Brecon High School is forecasting a significant deficit over the next three years. The Council is currently compiling the final budget allocations for 2016/17 whilst also providing updated indicative funding for the next three year. Once this information has been provided, schools will update their budget plans accordingly.

In order to manage this challenging financial situation, schools will have to consider ways of protecting curriculum delivery, which could include reducing the number of staff or increasing class sizes. Ultimately, this will impact on the schools' ability to deliver the curriculum.

	<u>2015/16</u> <u>Budget</u> <u>Year 1</u>	<u>2016/17</u> <u>Budget</u> <u>Year 2</u>	<u>2017/18</u> <u>Budget</u> <u>Year 3</u>	<u>2018/19</u> <u>Budget</u> <u>Year 4</u>
Brecon High School				
SURPLUS/(DEFICIT)	(194,949)	(443,156)	(514,568)	(493,625)
BALANCE B/F AS AT 1ST APRIL	209,846	14,897	(428,259)	(942,827)
CUMULATIVE SURPLUS/(DEFICIT) AS AT 31ST MARCH	<b>14,897</b>	<b>(428,259)</b>	<b>(942,827)</b>	<b>(1,436,452)</b>
Gwernyfed High School				
SURPLUS/(DEFICIT)	(23,284)	(70,868)	(57,155)	(5,513)
BALANCE B/F AS AT 1ST APRIL	157,928	134,644	63,776	6,621
CUMULATIVE SURPLUS/(DEFICIT) AS AT 31ST MARCH	<b>134,644</b>	<b>63,776</b>	<b>6,621</b>	<b>1,108</b>

The following table shows the schools' share of the overall education budget<sup>18</sup> and funding per pupil:

School	Schools Budget Share 2015-16	Funding per pupil 2015-16	Powys average funding per pupil 2015-16
Brecon High School	£2.749M	£4,140	£4,155
Gwernyfed High School	£1.929M	£4,248	£4,155

## ii) Property-related costs

Backlog maintenance costs within the current school stock is also a concern. In 2010, the Welsh Government surveyed all schools in Wales<sup>19</sup>, and graded each on condition, suitability, sustainability and compliance with disability regulations. The grades are defined as follows:

Grade A	Good. Performing as intended and operating efficiently.
Grade B	Satisfactory. Performing as intended but exhibiting minor deterioration.
Grade C	Poor. Exhibiting major defects and/ or not operating as intended.
Grade D	Bad. Life expired and/or serious risk of imminent failure.

The schools were recently re-surveyed by the Council's Property Service, which confirmed that the original grading remained the same. The re-survey also confirmed that there has been significant deterioration in the condition of certain blocks.

The following table shows the grades given to the condition, suitability, sustainability and compliance with disability legislation of each school building:

School	Condition	Suitability	Sustainability	DDA
Brecon High School	D	B/C	D	C
Gwernyfed High School	C	B/C	C	C

<sup>18</sup> Section 52 Statement June 2015

<sup>19</sup> EC Harries Survey 2010

Maintaining the current school building stock adds further financial pressures for the Council. The following table provides an estimate of current backlog maintenance costs, supplied by the Council's Property Service:

<b>School</b>	<b>Estimated backlog maintenance costs</b>
<b>Brecon High School</b>	£15,581,541
<b>Gwernyfed High School</b>	£3,721,200

## PART B: DETAILS OF OTHER AFFECTED SCHOOLS

### 1. Secondary Schools - Overview

The Welsh Government's School Organisation Code 2013 defines affected schools as 'all existing schools likely to be affected by the Proposals (for example, in the case of a Proposal to close a school information should be provided about all the surrounding schools to which it might reasonably be considered that pupils may wish to transfer'. Information about these schools is provided below.

School	School Type	Language Category	Admission Number	Capacity	Pupil numbers Jan 2015	Pupil Numbers Jan 2016	Age Range
<b>Builth Wells High School</b>	Community	Dual Stream (Cat. 2C)	110	659	546	554	11-18
<b>Crickhowell High School</b>	Community	English Medium (Cat. 4)	120	782	764	768	11-18
<b>Newtown High school</b>	Community	English Medium (Cat.4)	153	1453	1144	1091	11 - 18

School	School Type	Language Category	Admission Number	Capacity	Pupil numbers Jan 2015	Age Range
<b>Fairfields High School</b>	Academy	English Medium	90	450	478	11-16
<b>Ysgol Gyfun Gwynllyw</b>	Community	Welsh Medium	183	1100	972	11-18
<b>Lady Hawkins High School</b>	Academy	English Medium	80	460	342	11-18
<b>Ysgol Gyfun Rhydywaun</b>	Community	Welsh Medium	164	1022	998	11-18
<b>King Henry VIII School</b>	Community	English Medium	215	1293	971	11-18
<b>Ysgol Gyfun Ystalyfera</b>	Community	Welsh Medium	206	1285	1046	11-18

School	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Builth Wells High School	546	564	578	585	632	678
Crickhowell High School	764	753	736	713	700	716
Newtown High School	1144	850	859	859	836	818

School	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Fairfield High School	478	458	450	419	418	400
Ysgol Gyfun Gwynllyw	972	998	999	987	977	971
Lady Hawkins High School	297	307	330	347	368	384
Ysgol Gyfun Rhydywaun	998	986	1007	988	944	968
King Henry 8th						
Ysgol Gyfun Ystalyfera	1022	1026	993	996	975	1008

Based on PLASC and other information, the number of pupils in Years 12 and 13 in each of the schools over the last 5 years has been as follows:

	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Builth Wells High School	129	115	116	104	111	123
Crickhowell High School	185	188	188	158	132	130
Newtown High School	108	95	107	105	96	97

	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Fairfield High School	N/A	N/A	N/A	N/A	N/A	N/A
Ysgol Gyfun Gwynllyw	189	185	182	175	159	148
Lady Hawkins High School	45	47	44	40	51	59
Ysgol Gyfun Rhydywaun	222	201	189	177	169	196
King Henry 8th						
Ysgol Gyfun Ystalyfera	192	177	171	188	169	179



The current projected total pupil numbers for each of the schools (including 6<sup>th</sup> form) is as follows:

School	January 2016	January 2017	January 2018	January 2019	January 2020	January 2021
Builth Wells High School	554	559	561	557	569	575
Crickhowell High School	768	782	804	810	814	819
Newtown High School	1091	1116	1125	1142	1166	1206

School	January 2016	January 2017	January 2018	January 2019	January 2020
Fairfield High School	444	480	493	493	497
Ysgol Gyfun Gwynllyw	927	935	951	966	948
Lady Hawkins High School	300	322	312	323	326
Ysgol Gyfun Rhydywaun	982	975	993	1018	1036*
King Henry 8th	969	971	953	970	977
Ysgol Gyfun Ystalyfera	1087	1164	1245	1355	1440

\*Ysgol Gyfun Rhydywaun will exceed capacity, priority is given to students in the catchment area. Many students starting in year 7 out of catchment area have been refused a place due to the rising pupil numbers.

### 3. School Building Condition

School	Condition	Suitability	Sustainability
Builth Wells High School	B	B	B
Crickhowell High School	B	C/B	B
Newtown High School	C	B	B

School	Condition	Suitability	Sustainability
Fairfield High School	N/A	N/A	N/A
Ysgol Gyfun Gwynllyw	A/B	A/B	A/B
Lady Hawkins High School	N/A	N/A	N/A
Ysgol Gyfun Rhydywaun	B	B	B
King Henry 8 <sup>th</sup> School	C	C	C

<b>Ysgol Gyfun Ystalyfera *</b>	D	D	D
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\*Ysgol Gyfun Ystalyfera is currently undergoing a £17.5 million redevelopment.

#### 4. Quality of the Current Provision

##### i) Estyn

	<b>Builth Wells High School</b>	<b>Crickhowell High School</b>	<b>Newtown High School</b>	<b>Ysgol Gyfun Gwynllyw</b>	<b>Ysgol Gyfun Ystalyfera</b>
<b>Date of Inspection</b>	Oct-2015	Sep-2012	May-2015	Mar-2014	Mar-2013
<b>School's Current Performance</b>	Unsatisfactory	Good	Adequate	Good	Good
<b>Prospects for Improvement</b>	Unsatisfactory	Good	Adequate	Good	Good
<b>Follow up activity</b>	Special Measures	Local Council Monitoring	Estyn Monitoring	Local Council Monitoring	

	<b>Ysgol Gyfun Rhydywaun</b>
<b>How well do learners achieve?</b>	2
<b>How well are training, teaching and assessments?</b>	2
<b>How Well do learning experiences meet the needs and interests of learners and the wider community?</b>	1
<b>How well are learners cared for, guided and supported?</b>	1
<b>How effective are leadership and strategic management?</b>	2
<b>How well do leaders and management evaluate and improve quality and standards?</b>	2
<b>How efficient are leaders and management in using resources?</b>	2

	<b>Lady Hawkins High School</b>	<b>Grade</b>	<b>Fairfield High School</b>	<b>Grade</b>
<b>Inspection Date</b>	Nov-2015		Oct-2013	
<b>Overall Effectiveness Previous inspection</b>	Not inspected	n/a	Outstanding	1
<b>Overall Effectiveness This Inspection</b>	Requires Improvement	3	Outstanding	1
<b>Achievement of pupils</b>	Requires Improvement	3	Outstanding	1
<b>Quality of teaching</b>	Requires Improvement	3	Outstanding	1
<b>Behaviour and safety of pupils</b>	Good	2	Outstanding	1
<b>Leadership and management</b>	Requires Improvement	3	Outstanding	1

ii) **National School Categorisation System 2015/16**

<b>School</b>	<b>Standards Group</b>	<b>Improvement Group</b>	<b>Category 2015/16</b>
Builth Wells High School	3	D	Red
Crickhowell High School	2	A	Green
Newtown High School	3	B	Amber

<b>School</b>	<b>Standards Group</b>	<b>Improvement Group</b>	<b>Category 2015/16</b>
Ysgol Gyfun Gwynllyw	2	B	Yellow
Ysgol Gyfun Rhydywaun	2	B	Yellow
Ysgol Gyfun Ystalyfera	2	B	Yellow

## 5. Affected Primary Schools - overview

School	School Type	Language Category	Admission Number	Capacity	Pupil numbers PLASC Jan 2015	Age Range
<b>Ysgol-y-Bannau</b>	Voluntary Aided C in W	Welsh Medium (Cat. 1)	26	182	156	4-11
<b>Cradoc C.P. School</b>	Community	English Medium (Cat. 5)	19	176	139	4-11
<b>Llanfaes C.P. School</b>	Community	English Medium (Cat. 5)	29	205	251	4-11
<b>Mount Street C.P. Junior School</b>	Community	English Medium (Cat. 5)	38	172	124	7-11
<b>Mount Street C.P. Infant School</b>	Community	English Medium (Cat. 5)	45	135	176	4-7
<b>Priory C in W School</b>	Voluntary Aided C in W	English Medium (Cat. 5)	22	140	147	4-11
<b>Senny Bridge C.P. School</b>	Community	Dual Stream (Cat. 2)	14	102	112	4-11

School	School Type	Language Category	Admission Number	Capacity	Pupil numbers PLASC Jan 2015	Age Range
<b>Archdeacon Griffiths C in W School</b>	Voluntary Aided C in W	English Medium (Cat. 5)	17	120	111	4-11
<b>Bronllys C.P. School</b>	Community	English Medium (Cat. 5)	7	54	44	4-11
<b>Clyro C in W Controlled School</b>	Voluntary Controlled	English Medium (Cat. 5)	13	110	114	4-11
<b>Hay-on-Wye C.P. School</b>	Community	English Medium (Cat. 5)	24	172	157	4-11
<b>Llangors C in W School</b>	Voluntary Controlled	English Medium (Cat. 5)	19	138	146	4-11

Talgarth C.P. School	Community	English Medium (Cat. 5)	14	93	74	4-11
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## 6. Pupil Numbers

School	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Ysgol-y-Bannau	156	161	159	169	162	161
Cradoc C.P. School	139	141	141	126	127	125
Llanfaes C.P. School	251	250	248	250	240	224
Mount Street C.P. Junior School	124	153	149	141	140	150
Mount Street C.P. Infant School	176	159	156	158	160	155
Priory C in W School	147	161	157	127	143	121
Senny Bridge C.P. School	112	110	102	103	106	104

School	January 2015	January 2014	January 2013	January 2012	January 2011	January 2010
Archdeacon Griffiths C in W School	111	131	127	112	118	120
Bronllys C.P. School	44	45	35	24	26	30
Clyro C in W Controlled School	114	104	94	73	72	81
Hay-on-Wye C.P. School	157	165	175	177	185	171
Llangors C in W School	146	142	145	128	127	129
Talgarth C.P. School	74	80	78	65	61	54

School	January 2016	January 2017	January 2018	January 2019	January 2020
Ysgol-y-Bannau	158	157	158	166	158
Cradoc C.P. School	153	156	166	164	172
Llanfaes C.P. School	259	265	274	279	279
Mount Street C.P. Junior School	128	128	137	150	150
Mount Street C.P. Infant School	176	175	169	164	167
Priory C in W School	157	165	173	175	177
Senny Bridge C.P. School	121	126	139	152	150

School	January 2016	January 2017	January 2018	January 2019	January 2020
Archdeacon Griffiths C in W School	139	147	155	156	152
Bronllys C.P. School	47	50	57	59	55
Clyro C in W Controlled School	113	110	116	122	117
Hay-on-Wye C.P. School	167	169	160	158	160
Llangors C in W School	148	154	155	160	160
Talgarth C.P. School	82	90	98	114	122

## 7. School Building Conditions

School	Condition	Suitability	Sustainability
Ysgol-y-Bannau	A	A	B
Cradoc C.P. School	B	B/C	D
Llanfaes C.P. School	A	A	B
Mount Street C.P. Junior School	B	B/C	B
Mount Street C.P. Infant School	B	A	C
Priory C in W School	A	B/C	A
Senny Bridge C.P. School	B	B/C	C

School	Condition	Suitability	Sustainability
Archdeacon Griffiths C in W School	B	B/C	B
Bronllys C.P. School	B	B/C	C
Clyro C in W Controlled School	B	C	C
Hay-on-Wye C.P. School	B	B	C
Llangors C in W School	B	B/C	C
Talgarth C.P. School	C	B/C	D

## 8. Quality Profiles

School	Date of Inspection	Current Performance	Prospects for Improvement	Category
Mount Street Junior	Jun-11	Good	Good	
Mount Street Infants	Jun-13	Good	Good	
Sennybridge	Oct-10	Good	Good	
Cradoc	Feb-12	Good	Good	
Llanfaes	Feb-12	Good	Good	
Ysgol Y Bannau	May-11	Adequate	Adequate	Estyn Monitoring (Removed summer 2012)
Priory C in W	Oct-10	Adequate	Adequate	Significant Improvement (Removed Jan 12)

School	Date of Inspection	Current Performance	Prospects for Improvement	Category
Hay-on-Wye CP School	Sep-12	Adequate	Adequate	Estyn Monitoring (removed from Category in 2013)
Talgarth	Not inspected under new framework			
Bronllys	Nov-13	Good	Good	
Clyro	May-12	Good	Good	
Llangors C in W	Not inspected under new framework			
Archdeacon Griffiths	Mar-13	Adequate	Adequate	Estyn Monitoring (removed from Category in 2013)

## Appendix B: Options Appraisal

This appendix sets out the wide range of options that have been considered. This largely replicates sections 4 - 8 of the business case that was considered by Cabinet on 23<sup>rd</sup> February 2016, but has been amended to reflect issues raised during the decision-making process.

### 1. Scope

The delivery models within scope, in addition to the status quo, are outlined below. The method by which these delivery models could be implemented can include amalgamation, closure or federation, however these are not considered on their own merit within this report, as they are the means of achieving the solution rather than the solution itself.

- **Secondary schools on multi-sites**

A Secondary School could operate on more than one site. An example of this in Powys is Newtown High School, which has a campus in Newtown and in Presteigne, following the closure of John Beddoes High School. The school has one governing body, headteacher and senior leadership team. Key Stage 3 and Key Stage 4 curriculum is provided at both sites. Post-16 is provided at one site.

The school is funded as if it was a single school in terms of staffing, and the square meterage and grounds area are included as a total figure.

- **'All Through Schools'**

'All Through Schools' (ATS) are defined as 'a school that comprises multiple phases of Education provision (usually primary and secondary) in a single institution'. They can operate from a single site or from multi-sites. They have been in existence in the independent sector for a number of years, and there is an increasing interest in the model. In Wales, a number of local authorities have established or are in the process of establishing 'All Through Schools'.

Pupils enrol at an All Through School at the age of 4 and remain in the same school until they leave at the age of 16 or 18. The model is designed to address the traditional dip in pupil performance between primary and secondary level when large numbers of children struggle to adapt to a new environment.

The ATS is currently funded in accordance with primary and secondary formula.

Within this business case, 'All Through Schools' will only be considered if there are specific local conditions related to primary schools in a particular area e.g. poor building condition, capacity issues, leadership issues or stakeholder support.

- **Post-16 education delivered via a school Sixth Form model**

This is the traditional model that is already established in Powys, where the Sixth Form is part of the school, and delivers mainly academic (AS/A level) provision. Schools collaborate with each other to extend choice and also with other providers, particularly for vocational or Welsh-medium provision. Schools receive funding for the delivery of post-16 subjects based on an agreed funding formula.

- **Post-16 education delivered via a Further Education College model – 'tertiary'**

A tertiary model offers further education through a full range of courses, both vocational and academic, primarily to the 16-19 age group.



There are 14 further education (FE) colleges or institutions in Wales. Most may be described as general FE colleges. Many are part-tertiary; one is a Catholic Sixth Form college; one – WEA YMCA Community College Cymru - is an FE institutions. In addition, three are merged with universities: one with the University of South Wales (USW) and two with University of Wales Trinity St David's (UWTSD). The largest colleges offer over 1,000 different qualifications across a wide range of levels of difficulty.

Colleges are classified as 'not for profit institutions serving households' (NPISH). The Welsh Government retains powers of intervention in colleges where there are mismanagement or wrongdoing, and they also have to comply with requirements associated with receipt of Government funding (around 80% of college funding is from Government).

- **Welsh-medium delivery models**

Whilst Welsh-medium secondary provision in Powys has traditionally been delivered via a dual-stream model, a range of different models are used across Wales. The term 'bilingual education' is used to refer to a wide range of provision, which includes varying amounts of Welsh language in the delivery. Bilingual schools can include those where a large proportion of the curriculum is delivered through the medium of Welsh, dual-stream schools where Welsh-medium and English-medium courses are taught separately, schools where only a few elements of the curriculum or only a small number of pupils are taught through the medium of Welsh or schools where Welsh-medium and English-medium pupils are taught in the same class using both languages.

In 2007, the Welsh Government published the document *Defining schools according to Welsh medium provision (2007)*, which outlines definitions and categories of schools according to the amount of Welsh used in teaching and learning and in the daily life of the school.

The two delivery models that are considered in this section are:

- **Bilingual Secondary School – Category 2A (Often referred to as a Welsh-medium Secondary School)**

There are currently no Category 2A schools in Powys, although it is a well-established model in other authorities, and some pupils from Powys already attend these schools e.g. Ysgol Gyfun Ystalyfera; Ysgol Gyfun Gwynllyw; Ysgol Gyfun Penweddig.

- **Curriculum** – At least 80% of subjects apart from English and Welsh are taught only through the medium of Welsh to all pupils. One or two subjects are taught to some pupils in English or in both languages.
- **Language of the School** – The day to day language or languages of the school will be determined by its linguistic context. Both languages are used to communicate with pupils and for the school's administration. A high priority is given to creating a Welsh ethos. The school communicates with parents in both languages.
- **Outcomes** – For pupils following the maximum number of courses through the medium of Welsh, the normal expectation is that assessment at Key Stage 3 and Key Stage 4 would be through the medium of Welsh in those subjects and that they would be able to progress easily to post-16 provision through the medium of Welsh in chosen subjects.

- **Bilingual Secondary School – Category 2B / 2C (dual-stream)**

This is the current model of delivery in Powys. Funding is based on a full curriculum being delivered in both languages and schools receive a 0.5 uplift per year group based on the average teacher cost for the sector. The additionality is based on the percentage of the curriculum time/subjects delivered through both languages.

- **Curriculum** – At least 80% of subjects (Category 2B) or 50 – 79% of subjects (Category 2C) are taught through the medium of Welsh but are also taught through the medium of English.
- **Language of the School** – The day to day language or languages of the school will be determined by its linguistic context. Both languages are used to communicate with pupils and for the school's administration. A high priority is given to creating a Welsh ethos. The school communicates with parents in both languages.
- **Outcomes** – For pupils following the maximum number of courses through the medium of Welsh, the normal expectation is that assessment at Key Stage 3 and Key Stage 4 would be through the medium of Welsh in those subjects and that they would be able to progress easily to post-16 provision through the medium of Welsh in chosen subjects.

## 2. Appraisal Methodology

All options identified are reviewed against specific investment objectives and critical success factors which are set out below. The following method for assessing each option has been used:

- Any option considered to meet any individual investment objective or critical success factor is provided with a tick against this individual assessment factor;
- Any option considered to exceed any individual investment objective or critical success factor is provided with a double tick against this individual assessment factor;
- Any option considered to fail any individual investment objective or critical success factor is provided with a cross against this individual assessment factor;
- Any ambiguity in the assessment is identified with a question mark.

## 3. Investment Objectives

- To significantly improve the learning outcomes for learners across the ability range;
- To maximise the curriculum benefits at Key Stage 3 and Key Stage 4 for learners who study through the medium of Welsh or English;
- To provide post-16 provision that improves access to, and participation in, both academic and vocational courses and which meets the requirements of the Learning & Skills Measure, whilst minimising the need for additional travel during the school day;
- To reduce surplus places in schools;
- To provide robust linguistic continuity of Welsh-medium provision across all key phases of education;
- To achieve efficiencies through economies of scale, reduced management, premises and running costs.

#### 4. Critical Success Factors

In addition to the above stated investment objectives five critical success factors have also been agreed to assess forthcoming solutions, aligned with the School Organisation Code's key factors. The agreed critical success factors (CSFs) are as follows:

<b>CSF1: Strategic Fit</b>	<ul style="list-style-type: none"><li>• Does the option fit with local / national strategies?</li></ul>
<b>CSF2: Potential Value for Money (VFM)</b>	<ul style="list-style-type: none"><li>• Does the option provide good value for money?</li></ul>
<b>CSF 3: Benefits Optimisation</b>	<ul style="list-style-type: none"><li>• Does the option provide better outcomes for learners?</li></ul>
<b>CSF 4– Potential Achievability</b>	<ul style="list-style-type: none"><li>• The option must be:</li><li>• Politically acceptable at local, county and national level;</li><li>• Achievable within current legislation;</li><li>• Operationally achievable /physically achievable</li></ul>
<b>CSF 5 – Supply Side Capacity and Capability</b>	<ul style="list-style-type: none"><li>• Is the option deliverable?</li></ul>
<b>CSF 6 – Potential Affordability</b>	<ul style="list-style-type: none"><li>• Is the option affordable?</li></ul>

## 5. Options appraisal for Welsh-medium secondary education across South and Mid Powys

### 5.1 Welsh-medium Long-list

The options that have been considered are as follows:

<b>Options for Welsh medium education across South and Mid Powys</b>	
<b>Option 1</b>	Status Quo. Maintain two Bilingual Category 2B/C <sup>20</sup> (“dual-stream”) Secondary Schools in South Powys and Mid Powys
<b>Option 2</b>	Maintain a single Bilingual Category 2B/C (“dual-stream”) Secondary School in South Powys and transfer Welsh-medium learners from Mid Powys to South Powys
<b>Option 3</b>	Maintain a single Bilingual Category 2B/C (“dual-stream”) Secondary School in Mid Powys and transfer Welsh-medium learners from South Powys to Mid Powys
<b>Option 4</b>	Create two Bilingual Category 2A (“Welsh-medium”) Secondary Schools, in South Powys and in Mid Powys, and transfer all Welsh-medium learners to these new schools
<b>Option 5</b>	Create a single Bilingual Category 2A (“Welsh-medium”) Secondary School in South Powys and transfer all Welsh-medium learners to this new school
<b>Option 6</b>	Create a single Bilingual Category 2A (“Welsh-medium”) Secondary School in Mid Powys and transfer all Welsh-medium learners to this new school
<b>Option 7</b>	Create a dual sited Bilingual Category 2A (“Welsh-medium”) Secondary School in Mid and South Powys and transfer all Welsh-medium learners to this new school

<sup>20</sup> <http://gov.wales/topics/educationandskills/publications/guidance/defining-schools-welsh-medium/?lang=en>

## 5.2 Options Appraisal Framework – Welsh-medium Options

Each of the options listed above have been appraised against the investment objectives and the overall critical success factors for this review.

	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7
To significantly improve the learning outcomes for learners across the ability range;	✓	✓	✓	✓	✓	✓	✓
To maximise the curriculum benefits at Key Stage 3 and Key Stage 4 for learners who study through the medium of Welsh or English	x	✓	✓	x	✓✓	✓✓	✓
To provide post-16 provision that improves access to, and participation in, both academic and vocational courses and which meets the requirements of the Learning & Skills Measure, whilst minimising the need for additional travel during the school day;	x	?	✓	✓	✓✓	✓✓	✓
To reduce surplus places in schools;	n/a	n/a	n/a	n/a	n/a	n/a	n/a
To provide robust linguistic continuity of Welsh-medium provision across all key phases of education	x	✓	✓	✓✓	✓	✓	✓✓
To achieve efficiencies through economies of scale, reduced management, premises and running costs, whilst maximising the percentage of the budget available for teaching and learning.	x	✓	✓	x	✓✓	✓✓	✓
Strategic Fit	x	✓	✓	✓	✓	✓✓	✓
Potential VFM	x	✓	✓	x	x	✓	?
Benefits optimisation	x	✓	✓	x	✓	✓✓	✓
Potential achievability	x	x	✓	x	x	✓	x
Potential supply side capacity and capability	x	✓	✓✓	x	✓	✓✓	?
Affordability	x	✓	✓✓	x	x	?	?
<b>Score</b>	<b>1</b>	<b>9</b>	<b>13</b>	<b>5</b>	<b>11</b>	<b>16</b>	<b>8</b>

The maximum score any option can achieve is 24 ticks. All options that score more than 12 ticks are automatically taken forward. The options carried forward for further analysis are:

- Option 6 - Establish a Bilingual Category 2A Secondary School in Mid Powys and transfer all Welsh-medium learners to this new school
- Option 3 - Maintain a dual-stream (Category 2B/C) Secondary School in Mid Powys and transfer Welsh-medium learners from South Powys to Mid Powys
- Option 5 has also been carried forward for further assessment, although not meeting the threshold.
- Option 1 – Status Quo – is automatically taken forward for comparative purposes.

### 5.3 Welsh-medium Short-listed Options – SWOT (Strengths, weaknesses, opportunities and threats)

<b>Option 1: Status Quo. Maintain two Bilingual Category 2B/C<sup>21</sup> (“dual-stream”) Secondary Schools in South Powys and Mid Powys</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Provides access to Welsh-medium secondary provision in Brecon and Builth Wells</li> <li>• No additional transport costs</li> <li>• Likely to be more acceptable to local stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Does not create a larger mass of Welsh-medium pupils</li> <li>• Does not provide more robust linguistic progression</li> <li>• Does not provide opportunities to offer enhanced Welsh-medium opportunities at post-16 level</li> <li>• Does not ensure more cost effective delivery of Welsh-medium secondary provision</li> <li>• Unlikely that both schools will be able to achieve Category 2B categorisation based on current pupil numbers</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• None identified</li> </ul>	<ul style="list-style-type: none"> <li>• Pupils may continue drift of pupils away from Powys secondary Welsh-medium providers due to continued inequality compared with pupils across Wales and English-medium pupils</li> </ul>

<sup>21</sup> <http://gov.wales/topics/educationandskills/publications/guidance/defining-schools-welsh-medium/?lang=en>

**Option 3:** Maintain a single Bilingual Category 2B/C (“dual-stream”) Secondary School in Mid Powys and transfer Welsh-medium learners from South Powys to Mid Powys

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Creation of a greater mass of Welsh-medium secondary learners</li> <li>• More cost effective delivery of Welsh-medium provision</li> <li>• More appropriate location for Welsh-medium pupils in Mid and South Powys, taking into account the location of other Welsh-medium secondary providers within Powys and outside Powys</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of Welsh-medium secondary provision in south Powys, which may impact on Welsh-medium primary pupil numbers in the area</li> <li>• Possible reduction in transfer rates from Welsh-medium primary provision to Welsh-medium secondary provision in the short term</li> <li>• Increased travel time for Welsh-medium learners from the Brecon catchments</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Would enable the current staff at Builth Wells High School to offer additional Welsh-medium subjects</li> <li>• Would enable Builth Wells High School to build on the Welsh-medium provision currently offered at post-16 level</li> </ul>	<ul style="list-style-type: none"> <li>• Pupils from the Brecon area continue to drift to out-of-county Welsh-medium Secondary Schools due to lack of access to designated Welsh-medium secondary provision within Powys</li> </ul>



**Option 5:** Create a single Bilingual Category 2A (“Welsh-medium”) Secondary School in South Powys and transfer all Welsh-medium learners to this new school

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Creation of a greater mass of Welsh-medium secondary learners</li> <li>• More cost effective delivery of Welsh-medium provision</li> <li>• Would create more robust linguistic progression for Welsh-medium learners as part of a designated Welsh-medium school</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of Welsh-medium secondary provision in mid Powys, which may impact on Welsh-medium primary pupil numbers in the area</li> <li>• Possible reduction in transfer rates from Welsh-medium primary provision to Welsh-medium secondary provision in the short term</li> <li>• Increased travel time for Welsh-medium learners from the Llandrindod Wells and Builth Wells catchments</li> <li>• Not the best location for a new Welsh-medium school, given the location of alternative provision located outside Powys</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Opportunity to stimulate growth in Welsh-medium pupil numbers in Mid and South Powys</li> <li>• Brecon is a larger centre of population, therefore transferring provision to Brecon could provide additional opportunities for growth in Welsh-medium pupil numbers in the future</li> <li>• Opportunity to develop Welsh-medium post-16 provision in South Powys, and to work with NPTC College to offer vocational options</li> <li>• Opportunity to include primary provision in Brecon as part of an all-through school arrangement</li> </ul>	<ul style="list-style-type: none"> <li>• Brecon High School do not currently have sufficient Welsh speaking staff to offer additional subjects through the medium of Welsh</li> <li>• Brecon High School has not offered any Welsh-medium provision at post-16 level for a number of years, therefore the school’s current staff do not have any recent experience of delivering post-16 subjects through the medium of Welsh</li> </ul>

**Option 6:** Create a single Bilingual Category 2A (“Welsh-medium”) Secondary School in Mid Powys and transfer all Welsh-medium learners to this new school

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Creation of a greater mass of Welsh-medium secondary learners</li> <li>• More cost effective delivery of Welsh-medium provision</li> <li>• More appropriate location for Welsh-medium pupils in Mid and South Powys, taking into account the location of other Welsh-medium secondary providers within Powys and outside Powys</li> <li>• Would provide more robust linguistic continuity as part of a designated Welsh-medium provision</li> <li>• Would enable the development of Welsh-medium provision at post-16 level</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of Welsh-medium secondary provision in south Powys, which may impact on Welsh-medium primary pupil numbers in the area</li> <li>• Possible reduction in transfer rates from Welsh-medium primary provision to Welsh-medium secondary provision in the short term</li> <li>• Increased travel time for Welsh-medium learners from the Brecon catchments</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Would enable the current staff at Builth Wells High School to offer additional Welsh-medium subjects</li> <li>• Would enable Builth Wells High School to build on the Welsh-medium provision currently offered at post-16 level</li> <li>• Opportunity to include primary provision in Builth Wells to create an all-through school, which would address the lack of designated Welsh-medium primary provision in mid Powys</li> <li>• Opportunity to stimulate growth in Welsh-medium pupil numbers in Mid and South Powys</li> </ul>	<ul style="list-style-type: none"> <li>• Pupils from the Brecon area continue to drift to out-of-county Welsh-medium Secondary Schools</li> <li>• Welsh-medium pupil numbers do not grow as expected, and the new school does not grow</li> </ul>

#### **5.4 Overall Conclusion of Option Appraisal for Welsh-medium education across South and Mid Powys**

Based on this analysis, there are two possible options:

- **Option 6** - Establish a Bilingual Category 2A Secondary School in Mid Powys and transfer all Welsh-medium learners to this new school
- **Option 3** - Maintain a dual-stream (Category 2B/C) Secondary School in Mid Powys and transfer Welsh-medium learners from South Powys to Mid Powys

As both of these options involve centralising Welsh-medium provision in the Mid Powys area, further evaluation will be taken forward in section 6 below where costings will be included.

## 6. Option Appraisal Mid Powys Schools – Builth Wells High School and Llandrindod High School

### 6.1 Mid Powys Scope

The delivery models under consideration in this section include the following:

- Secondary schools model
- Bilingual Secondary School – Category 2A (Often referred to as a Welsh-medium Secondary School)
- dual-stream Secondary school – Category 2B/C
- Post-16 Delivered via a School Sixth Form model
- Post-16 Delivered via a Further Education College Model – ‘tertiary’

### 6.2 Mid Powys Long-list option

<b>Options for Builth Wells High School and Llandrindod High School</b>	
<b>Option 1</b>	Status Quo – Maintain Builth Wells and Llandrindod High Schools as separate schools
<b>Option 2</b>	Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School operating across two sites
<b>Option 3</b>	Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School in the Builth Wells area
<b>Option 4</b>	Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School in the Llandrindod Wells area
<b>Option 5</b>	Establish a Bilingual Category 2A (“Welsh-medium”) in Builth Wells. Llandrindod High School would continue to provide English-medium secondary education
<b>Options for Post-16 education</b>	
<b>Option A</b>	Post-16 education delivered via a school Sixth Form model (Schools are 11 – 18)
<b>Option B</b>	Post-16 education delivered via a Further Education college-led tertiary model (schools are 11 – 16)

### 6.3 Mid Powys Option Appraisal Framework

	Option 1	Option 2	Option 3	Option 4	Option 5	Option A	Option B
To significantly improve the learning outcomes for learners across the ability range;	✓	✓	✓	✓	✓	✓	✓
To maximise the curriculum benefits at Key Stage 3 and Key Stage 4 for learners who study through the medium of Welsh or English	✓	✓	✓✓	x	✓	✓	x
To provide post-16 provision that improves access to, and participation in, both academic and vocational courses and which meets the requirements of the Learning & Skills Measure, whilst minimising the need for additional travel during the school day;	x	x	✓	✓	✓	✓	✓✓
To reduce surplus places in schools;	x	x	✓✓	✓✓	✓	✓	x
To provide robust linguistic continuity of Welsh-medium provision across all key phases of education	✓	✓	✓	x	✓✓	✓✓	x
To achieve efficiencies through economies of scale, reduced management, premises and running costs, whilst maximising the percentage of the budget available for teaching and learning.	x	✓	✓✓	✓✓	✓	✓	✓
Strategic Fit	x	x	✓	x	✓✓	✓	✓
Potential VFM	x	x	✓	✓	✓	✓	✘
Benefits optimisation	x	x	✓	✓	✓✓	✓	✓
Potential achievability	✓	✓	?	✓	✓	✓	✓
Potential supply side capacity and capability	✓	✓	✓	✓	✓	✓	✓
Affordability	✓	✓	✓	✓	✓	✓	✓
<b>Scores</b>	<b>6</b>	<b>7</b>	<b>14</b>	<b>11</b>	<b>14</b>	<b>13</b>	<b>9</b>

The maximum amount of ticks that could be achieved is 24. All options that score 12 or more ticks will be automatically taken forward to the short-list for further evaluation.

On this basis, the options carried forward to the short-list are:

- **Option 5:** Establish a Bilingual Category 2A (“Welsh-medium”) in Builth Wells. Llandrindod High School would continue to provide English-medium secondary education
- **Option 3:** Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School in the Builth Wells area
- **Option 4:** Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School in the Llandrindod Wells area

In addition to the above short listed options, the Options 1 and 2 are also taken forward for comparative purposes, although they have been discounted as not meeting enough of the investment objectives and CSFs.

**Post-16 Option A** is also carried forward and will be assessed as part of Options 1-5.

## 6.4 Mid Powys Short-listed options SWOT

<b>Option 1: Status Quo – Maintain Builth Wells and Llandrindod High Schools as separate schools</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Provides access to separate Secondary Schools within two communities</li> <li>• No additional transport costs</li> <li>• More acceptable to local stakeholders</li> <li>• No instability due to reorganisation</li> <li>• Schools can build on their current plans towards improving standards</li> <li>• No negative impact on local communities due to removal of secondary provision</li> <li>• Schools able to build on current good practices</li> <li>• Welsh-medium provision available in the area</li> </ul>	<ul style="list-style-type: none"> <li>• Will still require some capital investment in Llandrindod High School</li> <li>• Does not generate any financial efficiencies</li> <li>• Does not reduce surplus places in both schools</li> <li>• Small Sixth Forms in both schools - Model does not optimise the Learning Skills Measure</li> <li>• Llandrindod High School continues to be condition C, with significant backlog maintenance costs</li> <li>• Does not create a critical mass of pupils at post-16, and does not enable more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Does not meet the requirements of the Learning and Skills Measure in a single location</li> <li>• Does not create a sustainable, resilient infrastructure for secondary education in the current and forecasted financial climate;</li> <li>• Does not enable a broad ranging curriculum to be provided</li> <li>• Vocational provision is mainly accessed through a collaborative arrangement with NPTC Group of Colleges, and is limited in range due to timetabling restrictions.</li> <li>• Learners will still need to travel between schools/college to access subjects if they choose an offer that is not available at a specific school.</li> <li>• Small number of Welsh-medium post-16 subjects available</li> </ul>
<b>Opportunities</b>	<b>Threats</b>

<ul style="list-style-type: none"> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> <li>• opportunities to collaborate between both schools</li> </ul>	<ul style="list-style-type: none"> <li>• Challenging financial climate</li> <li>• Llandrindod High School forecasting a significant deficit budget situation</li> </ul>
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**Option 2: Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School operating across two sites**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Provides access to separate Secondary Schools within two communities</li> <li>• No additional transport costs</li> <li>• More acceptable to local stakeholders</li> <li>• No instability due to reorganisation</li> <li>• Schools can build on their current plans towards improving standards</li> <li>• No negative impact on local communities due to removal of secondary provision</li> </ul>	<ul style="list-style-type: none"> <li>• Will still require capital investment in both schools</li> <li>• Does not reduce surplus places in both schools</li> <li>• Marginal economies of scale and financial efficiencies (still significant duplicated overheads)</li> <li>• May still require post-16 learners to travel between school/college sites to access subjects</li> <li>• Continued costs of inter-school transport at post-16</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Opportunities to provide a single management/governance team which can focus on streamlining policies, procedures and schemes of work</li> <li>• Opportunities to generate some efficiencies in terms of economies of scale</li> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> </ul>	<ul style="list-style-type: none"> <li>• Transition process for pupils, staff and parents may cause uncertainty</li> </ul>

**Option 3: Establish a single Bilingual Category 2B/C (“dual-stream”) Secondary School in the Builth Wells area**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4</li> <li>• Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Meets the requirements of the Learning and Skills Measure in a single location.</li> <li>• Delivers a broad Welsh-medium curriculum in a central location for both Mid and South Powys</li> <li>• Builth Wells is the most central single location for the majority of Welsh-medium primary providers in Mid/South Powys.</li> <li>• Enhanced Secondary School in Builth may provide additional community, social and economic benefits to Builth Wells and the wider area</li> <li>• The Council may benefit from a capital receipt from the Llandrindod High School site;</li> <li>• Improves cost-effectiveness and efficiency;</li> <li>• Eliminates current maintenance costs on Llandrindod High School;</li> <li>• Reduces overall surplus places.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential constraints on the site of the current Builth Wells High School Site if it requires re-development or remodelling to incorporate additional learners, which may require additional land/property and therefore greater capital costs</li> <li>• Loss of secondary education within the current Llandrindod Wells catchment</li> <li>• Negative social and economic impact on communities within the Llandrindod catchment</li> <li>• Significant capital investment required</li> <li>• Increased transport mileage</li> <li>• Additional travel requirements for Llandrindod pupils</li> <li>• Pupils living in the Llandrindod catchment may find it more difficult to access after-school activities due to living further away from the school, and the reliance on home-to-school transport;</li> <li>• Welsh-medium stream becomes a smaller percentage of the overall school numbers, making it more difficult to promote a Welsh-medium ethos than currently happens at Builth High School.</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> </ul>	<ul style="list-style-type: none"> <li>• Transition process for pupils, staff and parents may cause uncertainty</li> </ul>

<ul style="list-style-type: none"> <li>• Opportunity to develop a single culture and ethos across the school, where previously they had been two schools</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop resilient leadership and management arrangements;</li> <li>• Opportunities to develop a school that has buildings and blocks that are assessed as condition A or B;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> </ul>	
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<b>Option 4: Establish a single Bilingual Category 2B/C<sup>22</sup> (“dual-stream”) Secondary School in the Llandrindod Wells area</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• There is sufficient capacity at the current Llandrindod Wells High School site to accommodate the additional pupils</li> <li>• Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4</li> <li>• Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Meets the requirements of the Learning and Skills Measure in a single location.</li> <li>• Keeps secondary education within the current Llandrindod catchment</li> <li>• Enhanced Secondary School in Llandrindod may provide additional community, social and economic benefits to Llandrindod and the wider area</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of secondary education within the current Builth Wells High School catchment</li> <li>• Negative social and economic impact on communities within the Builth Wells High School catchment</li> <li>• Significant capital investment required</li> <li>• Increased transport mileage</li> <li>• Additional travel requirements for Llandrindod pupils</li> <li>• Pupils living in the Builth Wells High School catchment may find it more difficult to access after-school activities due to living further away from the school, and the reliance on home-to-school transport;</li> <li>• Welsh-medium stream becomes a smaller percentage of the overall school numbers, making it more difficult to promote a Welsh-medium ethos than currently happens at Builth High School;</li> </ul>

<sup>22</sup> <http://gov.wales/topics/educationandskills/publications/guidance/defining-schools-welsh-medium/?lang=en>

<ul style="list-style-type: none"> <li>• The Council may benefit from a capital receipt from the Builth High School site</li> <li>• Improves cost-effectiveness and efficiency;</li> <li>• Eliminates current maintenance costs on Builth High School;</li> <li>• Reduces overall surplus places</li> </ul>	<ul style="list-style-type: none"> <li>• Welsh-medium stream is not located in a central location for South and Mid Powys – learners from the Brecon area will have additional travel to Llandrindod. Out-of-county Welsh-medium schools are closer to Brecon, and pupils may choose to travel to these schools for secondary Welsh-medium education, making the provision in Mid Powys unviable.</li> </ul>
<p><b>Opportunities</b></p>	<p><b>Threats</b></p>
<ul style="list-style-type: none"> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunity to develop a single culture and ethos across the school, where previously they had been two schools</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop resilient leadership and management arrangements;</li> <li>• Opportunities to develop a school that has buildings and blocks that are assessed as condition A or B;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> </ul>	<ul style="list-style-type: none"> <li>• Potential for Welsh-medium secondary education to become unviable due to the location not being appropriate for learners from the Brecon area, who may choose to go out-of-county for their provision.</li> <li>• Transition process for pupils and parents may cause uncertainty</li> </ul>

**Option 5:** Establish a Bilingual Category 2A (“Welsh-medium”) in Builth Wells. Llandrindod High School would continue to provide English-medium secondary education

<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• Provides access to separate Secondary Schools within two communities</li> <li>• Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4 in the English-medium school</li> <li>• Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location in the English-medium school</li> <li>• Creation of a larger mass of Welsh-medium secondary learners in Mid/South Powys</li> <li>• More cost-effective</li> <li>• Increased linguistic continuity</li> <li>• Provision of a full range of Welsh-medium subjects;</li> <li>• Increased opportunities for participation in extracurricular activities through the medium of Welsh</li> <li>• More staff able to teach through the medium of Welsh</li> <li>• Builth Wells is the most central single location for the majority of Welsh-medium primary providers in Mid/South Powys.</li> <li>• Welsh-medium school acts as a catalyst for growth in the demand for Welsh-medium education, as evidenced in other areas of Wales</li> <li>• Significant strategic investment by PCC in Welsh-medium education</li> <li>• Meets parental demand for a Welsh-medium Secondary School</li> </ul>	<ul style="list-style-type: none"> <li>• Increase learner travel time for English Medium learners from the Builth catchment</li> <li>• Will still require capital investment in Llandrindod High School</li> <li>• Does not generate significant financial savings for the Council</li> <li>• Welsh-medium school will be below the Council’s threshold for size of school in the short-term;</li> <li>• Welsh-medium school will be below the Council’s threshold for size of Sixth Form in the first instance, and may need to collaborate with the English medium school to meet the Learning and Skills Measure</li> <li>• Increased level of surplus placed in the Category A School</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Opportunity to increase the numbers of pupils entering WM primary education significantly, because they will see clear progression opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• More complicated transport arrangements and potentially higher transport costs</li> <li>• Transition process for pupils and parents may cause uncertainty</li> </ul>

<ul style="list-style-type: none"> <li>• Opportunity to expand governance arrangements to include primary Welsh-medium provision</li> <li>• Greater opportunities for specialisation for Welsh-medium school staff</li> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop resilient leadership and management arrangements;</li> <li>• Opportunities to develop a school that has buildings and blocks that are assessed as condition A or B;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> </ul>	
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## 6.5 Mid Powys Financial appraisals

The figures shown below have been based on the current fair funding formula with the addition of a change to the formula that will be required for 2017/18 to reflect the funding of a split-site school, which is based on an additional .25 FTE teachers for each year group in Years 7 – 11, and an additional assistant head on leadership scale point 12. These changes are subject to full consultation as required under the Fair Funding Formula and Scheme for Financing Schools.

Premises costs have been calculated using the anticipated gross internal floor area and the condition factor for a new school.

We are unable to establish the rateable values of these new schools at this time, so have therefore assumed that the rates currently being paid for both schools will be sufficient to cover the new charge for the new school.

<b>Component of Cost</b>	<b>Option1 Status Quo: Maintain Builth Wells and Llandrindod High Schools as separate schools</b>	<b>Option 2:</b> Establish a single Bilingual Category 2B/C ("dual-stream") Secondary School operating across two sites	<b>Option 3:</b> Establish a single Bilingual Category 2B/C ("dual-stream") Secondary School in the Builth Wells area	<b>Option 4:</b> Establish a single Bilingual Category 2B/C <sup>23</sup> ("dual-stream") Secondary School in the Llandrindod Wells area	<b>Option 5:</b> Establish a Bilingual Category 2A ("Welsh-medium") in Builth Wells. Llandrindod High School would continue to provide English-medium secondary education
Builth High School	£2,346,315	£2,346,315	£2,346,315	£2,346,315	£2,346,315
Llandrindod High School	£2,327,878	£2,327,878	£2,327,878	£2,327,878	£2,327,878
Dual site Secondary Merger saving	£0	(£133,181)	£0	£0	£0
Single site Secondary Merger saving	£0	£0	(£404,926)	(£404,926)	
2 x Single Language School additional costs	£0	£0	£0	£0	£17,845
Existing travel costs	£552,207	£552,207	£552,207	£552,207	£552,207
New travel costs	£0	£0	£238,366	£306,318	£267,318
<b>Net Cost to Council</b>	<b>£5,226,400</b>	<b>£5,093,219</b>	<b>£5,059,840</b>	<b>£5,127,792</b>	<b>£5,511,563</b>
<b>Net Reduction from Current</b>	<b>£0</b>	<b>£133,181</b>	<b>£166,560</b>	<b>£98,608</b>	<b>(£285,163)</b>
<b>Rank</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>5</b>

<sup>23</sup> <http://gov.wales/topics/educationandskills/publications/guidance/defining-schools-welsh-medium/?lang=en>

## 6.6 Overall Conclusion of Option Appraisal – Mid Powys

Following this assessment, it is clear that the option that scores highest against both the option and financial appraisal is

**Option 3A: Establish a single Bilingual Category 2B/C (“dual-stream”) 11 - 18 Secondary School in the Builth Wells area;**

However, the following option also scored highly against the option appraisal, and therefore merited further consideration, but scored the lowest on the financial appraisal:

**Option 5A: Establish a Bilingual Category 2A (“Welsh-medium”) 11- 18 Secondary school in Builth Wells. Llandrindod High School would continue to provide English-medium secondary education for 11- 18 year olds.**

**Option 5A** would enable the Council to make a firm commitment to the development of Welsh-medium education in South and Mid Powys and this would see the establishment of the first Bilingual Category 2A school in the county.

**Option 5A would deliver the following benefits:**

- Provides access to separate Secondary Schools within two communities
- Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4 in the English-medium school
- Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location in the English-medium school
- More efficient delivery as schools would be funded for single-streams rather than dual-stream
- Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4
- Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.
- Meets the requirements of the Learning and Skills Measure in a single location-collaboration will need to take place with NPTC Group of Colleges to broaden the vocational offer for learners
- Reduces overall surplus places.
- Improved learning environment.
- More cost-effective delivery of learning
- Removes/reduces backlog maintenance costs
- Provides an opportunity to develop an infrastructure that is resilient to future demographic or financial challenges
- Provides a net saving to the Council which can be reinvested in the education sector
- Provides a capital receipt to the Council which can be reinvested in the education sector
- Enables Welsh-medium education to be delivered in a more cost – effective way, providing improved linguistic progression and more subject choice for learners
- Creation of a greater mass of Welsh-medium secondary learners in a single school which will enable the Council to build on the linguistic continuity already present



- Social and educational benefits to Welsh-medium pupils from being part of a larger group of Welsh-medium pupils
- Additional Welsh-medium opportunities would be provided to Welsh-medium pupils from Brecon through access to the wider range of Welsh-medium subjects than the offer currently provided
- More opportunity for pupils to take part in extra-curricular activities through the medium of Welsh
- An increased number of Welsh-medium pupils would enable the school to further develop its Welsh ethos
- Given the location of Ysgol Gyfun Ystalyfera, Ysgol Gyfun Gwynllyw and Ysgol Gyfun Rhydywaun, Builth Wells is in a more central location for the majority of Welsh-medium primary providers in mid / south Powys
- Significant strategic investment by PCC in Welsh-medium education.

Whilst a Category 2A school in Builth Wells has a strong strategic fit and clear educational benefits, it is questionable whether the size of the school is feasible at this point in time.

According to PLASC 2014/15, there were 164 pupils in Welsh-medium secondary education in Builth Wells High School and Brecon High School. In the primary sector, there were 411 pupils in Welsh-medium education (Reception to Year 6) in both catchment areas.

Based on the numbers of pupils in the primary sector, with the assumption that all pupils in Welsh streams/ schools in both catchments would transfer to the Category 2A school in Builth Wells, it is estimated that, with an average cohort of 45 pupils, a Category 2A school would have around 250 pupils in Years 7 – 11. This is comparable with the Council's smallest secondary phase Welsh-medium setting – Ysgol Bro Hyddgen, Machynlleth, (an All Through School). There are currently 259 pupils at Ysgol Bro Hyddgen, and the school is forecasted to have an average Year 7 intake of 47 pupils over the next five years.

It could be argued that a Bilingual Category 2A School in Builth Wells would act as a catalyst for growth in the primary Welsh-medium sector, leading to a growth in the numbers in the Secondary School over time. Evidence from other parts of Wales indicates significant growth in the size of Category 2A schools from their initial establishment.

**Option 3A:** In contrast, a clear benefit of this option is that it delivers a saving to the Council whilst viding a centralised Welsh-medium model in a dual-stream school. The option would deliver the following benefits.

- Creates a critical mass of pupils that meets the Council's agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4
- Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.
- Meets the requirements of the Learning and Skills Measure in a single location-collaboration will need to take place with NPTC Group of Colleges or other vocational providers to broaden the vocational offer for learners
- Reduces overall surplus places.
- Improved learning environment.
- More cost-effective delivery of learning

- Removes backlog maintenance costs
- Provides an opportunity to develop an infrastructure that is resilient to future demographic or financial challenges
- Provides a net saving to the Council which can be reinvested in the education sector
- Provides a capital receipt to the Council which can be reinvested in the education sector
- Creates a critical mass of pupils that meets the Council's agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4
- Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.
- Meets the requirements of the Learning and Skills Measure in a single location-collaboration will need to take place with NPTC Group of Colleges to broaden the vocational offer for learners
- Reduces overall surplus places.
- Improved learning environment.
- More cost-effective delivery of learning
- Removes/reduces backlog maintenance costs
- Provides an opportunity to develop an infrastructure that is resilient to future demographic or financial challenges
- Provides a net saving to the Council which can be reinvested in the education sector
- Provides a capital receipt to the Council which can be reinvested in the education sector
- Enables Welsh-medium education to be delivered in a more cost – effective way, providing improved linguistic progression and more subject choice for learners
- Creation of a greater mass of Welsh-medium secondary learners in a single school which will enable the Council to build on the linguistic continuity already present
- Social and educational benefits to Welsh-medium pupils from being part of a larger group of Welsh-medium pupils
- Additional Welsh-medium opportunities would be provided to Welsh-medium pupils from Brecon through access to the wider range of Welsh-medium subjects than the offer currently provided
- More opportunity for pupils to take part in extra-curricular activities through the medium of Welsh
- An increased number of Welsh-medium pupils would enable the school to further develop its Welsh ethos
- Given the location of Ysgol Gyfun Ystalyfera, Ysgol Gyfun Gwynllyw and Ysgol Gyfun Rhydywaun, Builth Wells is in a more central location for the majority of Welsh-medium primary providers in mid / south Powys

The disadvantages of Option 3A would be the fact that there would be no secondary provision in Llandrindod Wells, with additional travel and transport implications.

Whilst Option 3A provides a significant revenue saving, there would be a capital cost to this option if the current site of Builth Wells High School were to be remodelled to incorporate the additional pupils. There are other constraints on the current Builth Wells High School site, including access,

which would suggest that a new-build school would be a more attractive option. Again, further feasibility work is required to identify the capital cost.

**In conclusion**, there is strong case that Option 5A should be the preferred option, based on a stronger strategic fit with associated educational and linguistic benefits. However, given the current and future financial challenges faced by the Authority, **Option 3A is the preferred option** based on economic reasons. Further work is required to ascertain the capital costs linked to this option.

It must be noted that Option 3A would still be able to provide the appropriate conditions for the growth of Welsh-medium education in the area, where the possibility of a viable Bilingual Category 2A (Welsh-medium) school could be considered in future.

## 7. Options appraisal for South Powys schools

### 7.1 South Powys Scope

Within scope for consideration within this section are the following delivery models:

- Secondary schools model
- ‘All Through Schools’ model
- Post-16 Delivered via a School Sixth Form model
- Post-16 Delivered via a Further Education College model – “tertiary”
- Following the assessment of Welsh-medium options, it is assumed that all options evaluated in this section are for English-medium provision.

### 7.2 South Powys Long-list

<b>Options for Brecon and Gwernyfed High Schools</b>	
<b>Option 1</b>	Status Quo - Retain separate Brecon and Gwernyfed High Schools
<b>Option 2</b>	Establish a new English-medium Secondary School on two sites
<b>Option 3</b>	Establish a new English-medium Secondary School in Brecon
<b>Option 4</b>	Establish a new English-medium Secondary School in Gwernyfed
<b>Option 5</b>	Establish a new English-medium ‘All Through School’ in Gwernyfed and maintain Brecon High School as a separate English-medium Secondary School
<b>Option 6</b>	Establish a new English-medium ‘All Through School’ in Brecon and maintain Gwernyfed High School as a separate English-medium Secondary School
<b>Option 7</b>	Establish a new English-medium ‘All Through School’ in Brecon, and a new English-medium All Through School in Gwernyfed
<b>Option 8</b>	Establish a new English-medium ‘All Through School’ in Brecon
<b>Option 9</b>	Establish a new ‘All Through School’ in Gwernyfed
<b>Options for Post-16 education</b>	
<b>Option A</b>	Post-16 education delivered via a school Sixth Form model (Schools are either 4 – 18 or 11 – 18)
<b>Option B</b>	Post-16 education delivered via a Further Education college-led tertiary model (schools are either 4 – 16 or 11 – 16)

## Definitions

- **Option 1 - Status Quo - Retain separate Brecon and Gwernyfed High Schools**  
Both schools would continue to operate as separate entities from the current sites
- **Option 2 - Establish a new English-medium Secondary School on two sites**  
A new school would be established which would operate across two sites, governed and managed by a single governing body, headteacher and senior leadership team, replacing Brecon and Gwernyfed High Schools. It would be expected that Key Stage 3 and Key Stage 4 provision would be delivered from both sites and there would be no expectation of additional travel for pupils in these key stages. Welsh-medium provision would be delivered in Mid Powys.
- **Option 3 – Establish a new English-medium Secondary School in Brecon**  
A new school is established which would operate from a single site in Brecon, governed and managed by a single governing body, headteacher and senior leadership team, replacing Brecon and Gwernyfed High Schools. Welsh-medium provision would be delivered in Mid Powys.
- **Option 4 - Establish a new English-medium Secondary School in Gwernyfed**  
A new school is established which would operate from a single site in Brecon, governed and managed by a single governing body, headteacher and senior leadership team. Both Brecon and Gwernyfed High Schools would close. Welsh-medium provision would be delivered in Mid Powys.
- **Option 5 – Establish a new English-medium ‘All Through School’ in Gwernyfed and maintain Brecon High School as a separate English-medium Secondary School**  
The new ‘All Through School’ would operate across multi-sites in the Gwernyfed catchment – due to the fact that there is already a planned capital investment to replace all the primary schools with five new-builds. Gwernyfed High School, along with any primary schools that may be included, would be closed and a new school established. The All Through School would be governed and managed by a single governing body, headteacher and senior leadership team. Brecon High School would remain as a separate Secondary School. Welsh-medium provision would be delivered in Mid Powys
- **Option 6 - Establish a new English-medium ‘All Through School’ in Brecon and maintain Gwernyfed High School as a separate English-medium Secondary School**  
For the purposes of this exercise, the only two schools that have been considered are Mount Street Infant and Mount Street Junior Schools – all other schools in the catchment have been discounted from consideration at this stage. It is also assumed that an All Through School in Brecon would be a single-sited All Through School, given there is already a planned capital investment to replace the current building of Brecon High School. Brecon High School and any primary schools that may be included would be closed and a new school would be established. There would be a single governing body, headteacher and senior leadership team. Gwernyfed High School would remain as a separate Secondary School. Welsh-medium provision would be delivered in Mid Powys
- **Option 7 - Establish a new English-medium ‘All Through School’ in Brecon, and a new English-medium All Through School in Gwernyfed**  
See Option 5 and 6 for description
- **Option 8 - Establish a new English-medium ‘All Through School’ in Brecon**

As Option 6 but Brecon High School, Gwernyfed High School, and any primary schools from the Brecon catchment that may be included, would close and a new school established

- **Option 9 - Establish a new 'All Through School' in Gwernyfed**  
As Option 5, but Brecon High School, Gwernyfed High School, and any primary schools from the Gwernyfed catchment that may be included, would close and a new school established
- **Option A** – Post-16 education delivered via a school Sixth Form model  
Schools are either 4 – 18 or 11 - 18
- **Option B** - Post-16 education delivered via a Further Education college-led tertiary model  
Schools are either 4 – 16 or 11 – 16

### 7.3 Options Appraisal Framework – South Powys options

	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option A – Post-16	Option B – Post-16
To significantly improve the learning outcomes for learners across the ability range;	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
To maximise the curriculum benefits at Key Stage 3 and Key Stage 4 for learners who study through the medium of Welsh or English;	✓	✓	✓✓	✓✓	✓	✓	✓	✓✓	✓✓	?	?
To provide post-16 provision that improves access to, and participation in, both academic and vocational courses and which meets the requirements of the Learning & Skills Measure, whilst minimising the need for additional travel during the school day;	x	?	✓✓	?	?	?	✓	✓✓	✓	✓	✓✓
To reduce surplus places in schools;	x	x	✓✓	✓✓	✓	x	✓	✓✓	✓	✓	X
To achieve efficiencies through economies of scale, reduced management, premises and running costs, to maximise the percentage of the budget available for teaching and learning.	x	✓	✓✓	✓	X	X	✓	✓✓	✓	✓	✓
Strategic Fit	x	x	✓	x	x	x	x	✓	x	✓	✓

	Option 1	Option 2	Option 3	Option 4	Option 5	Option 6	Option 7	Option 8	Option 9	Option A – Post-16	Option B – Post-16
Potential VFM	x	x	✓	x	x	x	✓	✓	x	✓	✓
Benefits optimisation	x	x	✓	✓	x	x	x	✓	x	✓	✓
Potential achievability	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓
Potential supply side capacity and capability	✓	✓	✓	x	✓	✓	✓	✓	✓	✓	✓
Affordability	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>Scores</b>	<b>5</b>	<b>6</b>	<b>16</b>	<b>8</b>	<b>6</b>	<b>5</b>	<b>9</b>	<b>15</b>	<b>9</b>	<b>10</b>	<b>10</b>

The maximum amount of ticks that could be achieved is 22. All options that score 11 or more ticks will be automatically taken forward to the short-list for further evaluation.

On this basis, the options carried forward to the short-list are:

- **Option 3 – Establish a new English-medium Secondary School in Brecon**
- **Option 8 - Establish a new English-medium 'All Through School' in Brecon**

In addition to the above short listed options, Options 1, 2 and 7 have been carried forward for comparative purposes, although they did not meet the required scoring threshold.

Both options for post-16 education met the relevant investment objectives, therefore they will go forward to be modelled as part of the short-listed options.

#### 7.4 South Powys Short-listed options - SWOT

**Option 1 - Status Quo - Retain separate Brecon and Gwernyfed High Schools**

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Provides access to separate Secondary Schools within two communities</li> <li>• No additional transport costs</li> <li>• More acceptable to local stakeholders</li> <li>• No instability due to reorganisation</li> <li>• Schools can build on their current plans towards improving standards</li> <li>• No negative impact on local communities due to removal of secondary provision</li> <li>• Schools able to build on current good practices within both schools</li> </ul>	<ul style="list-style-type: none"> <li>• Will still require capital investment in both schools</li> <li>• Does not generate any financial efficiencies</li> <li>• Does not reduce surplus places in both schools</li> <li>• Small Sixth Forms in both schools - Model does not optimise the Learning Skills Measure</li> <li>• Schools continue to be condition C and D, with significant backlog maintenance costs</li> <li>• Does not create a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Does not meet the requirements of the Learning and Skills Measure in a single location</li> <li>• Does not create a sustainable, resilient infrastructure for secondary education in the current and forecasted financial climate;</li> <li>• Does not enable a broad ranging curriculum to be provided</li> <li>• Vocational provision is mainly accessed through a collaborative arrangement with NPTC Group of Colleges, and is limited in range due to timetabling restrictions.</li> <li>• Learners will still need to travel between schools/college to access subjects if they choose an offer that is not available at a specific school.</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> </ul>	<ul style="list-style-type: none"> <li>• Challenging financial climate</li> </ul>



<ul style="list-style-type: none"> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> <li>• Opportunities to collaborate between both schools</li> </ul>	<ul style="list-style-type: none"> <li>• Brecon High School forecasting a significant deficit budget situation</li> </ul>
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<b>Option 2 - Establish a new English-medium Secondary School on two sites</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Provides access to separate Secondary Schools within two communities</li> <li>• No additional transport costs</li> <li>• More acceptable to local stakeholders</li> <li>• No instability due to reorganisation</li> <li>• Schools can build on their current plans towards improving standards</li> <li>• No negative impact on local communities due to removal of secondary provision</li> </ul>	<ul style="list-style-type: none"> <li>• Will still require capital investment in both schools</li> <li>• Does not reduce surplus places in both schools</li> <li>• Marginal economies of scale and financial efficiencies (still significant duplicated overheads)</li> <li>• May still require post-16 learners to travel between school/college sites to access subjects</li> <li>• Continued costs of inter-school transport at post-16</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Opportunities to provide a single management/governance team which can focus on streamlining policies, procedures and schemes of work</li> <li>• Opportunities to generate some efficiencies in terms of economies of scale</li> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> </ul>	<ul style="list-style-type: none"> <li>• Transition process for pupils, staff and parents may cause uncertainty</li> </ul>

<ul style="list-style-type: none"> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> </ul>	
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<b>Option 3 – Establish a new English-medium Secondary School in Brecon</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• Creates a critical mass of pupils that meets the Council’s agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4</li> <li>• Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Meets the requirements of the Learning and Skills Measure in a single location, with the added bonus of the proximity of NPTC Group of Colleges – opportunities to collaborate and broaden the offer for pupils, both academically and vocationally.</li> <li>• Adequate space for development on current Brecon High School site</li> <li>• The Council may benefit from a capital receipt from the Gwernyfed High School site</li> <li>• Improves cost-effectiveness and efficiency;</li> <li>• Eliminates current maintenance costs on both schools;</li> <li>• Reduces overall surplus places.</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of secondary education within the current Gwernyfed catchment</li> <li>• Negative social and economic impact on communities within the Gwernyfed catchment</li> <li>• Significant capital investment required</li> <li>• Increased transport mileage</li> <li>• Additional travel requirements for Gwernyfed pupils</li> <li>• Pupils living in the Gwernyfed catchment may find it more difficult to access after-school activities due to living further away from the school, and the reliance on home-to-school transport;</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Increased opportunities to extend access to vocational provision due the proximity of NPTC Group of Colleges.</li> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> </ul>	<p>Transition process for pupils, staff and parents may cause uncertainty</p>

<ul style="list-style-type: none"> <li>• Opportunity to develop a single culture and ethos across the school, where previously they had been two schools</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop resilient leadership and management arrangements;</li> <li>• Opportunities to develop a school that has buildings and blocks that are assessed as condition A or B;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> </ul>	
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**Option 7 - Establish a new English-medium 'All Through School' in Brecon, and a new English-medium All Through School in Gwernyfed**

<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Keeps secondary education within the both current catchment areas;</li> <li>• Does not impact adversely on community, social and economic issues in the either catchment area;</li> <li>• Potential mitigation for recruitment of head-teachers, particularly in the primary sector;</li> <li>• Increased economies of scale (admin, cleaning and catering)</li> <li>• Improves linkages between primary and secondary sectors, avoiding the traditional dip in performance during Key Stage 2 and Key Stage 3</li> <li>• Enables Brecon High School to be remodelled to meet pupil projections in the Brecon catchment in both secondary and primary sectors;</li> <li>• Does not need additional travel or transport for pupils.</li> <li>• Brecon High School can be remodelled specifically to include separate areas for primary and secondary pupils;</li> <li>• Addresses issues related to the condition and site issues related to specific primary</li> </ul>	<ul style="list-style-type: none"> <li>• Does not create a critical mass of pupils that meets the Council's agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4</li> <li>• Does not creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Does not meet the requirements of the Learning and Skills Measure in a single location</li> <li>• The Council will not benefit from a capital receipt</li> <li>• Does not eliminate current maintenance costs associated with Gwernyfed High School;</li> <li>• Does not reduce overall surplus places in Gwernyfed High School.</li> <li>• Doesn't address need to seek efficiencies in the secondary sector;</li> <li>• Creating an All Through School that includes a mixture of primary schools and a Secondary School will require all</li> </ul>

<p>schools that may be included in the development;</p> <ul style="list-style-type: none"> <li>• Reduces backlog maintenance costs in the secondary and primary sector in Brecon.</li> </ul>	<p>schools to close and reopen as either a Community School or a Church –in Wales school. This could mean a loss of either community or church provision in the area, dependent on the category of the new All Through School.</p> <ul style="list-style-type: none"> <li>• The inclusion of only some specific primary schools in an All Through School development in Brecon may lead to a perception of a two-tier approach within the catchment</li> <li>•</li> </ul>
<p><b>Opportunities</b></p>	<p><b>Threats</b></p>
<ul style="list-style-type: none"> <li>• Opportunities to enable all learners – primary and secondary - to achieve high standards of achievement and attainment in the Brecon and Gwernyfed catchments by developing a new All Through School model of education;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop resilient leadership and management arrangements in the Brecon and Gwernyfed catchments;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners in the primary and secondary sector in Brecon and Gwernyfed;</li> <li>• Opportunity to streamline policies, procedures and schemes of work'</li> <li>• Potential to share best practice between staff from Primary and Secondary sectors</li> <li>• Opportunity to develop a single culture and ethos</li> </ul>	<ul style="list-style-type: none"> <li>• Transition process for pupils, staff and parents may cause uncertainty</li> </ul>

<p><b>Option 8 - Establish a new English-medium 'All Through School' in Brecon</b></p>	
<p><b>Strengths</b></p>	<p><b>Weaknesses</b></p>
<ul style="list-style-type: none"> <li>• Creates a critical mass of pupils that meets the Council's agreed minimum</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of secondary education within the current Gwernyfed catchment</li> </ul>

<p>threshold of 600 pupils at Key Stage 3 and Key Stage 4</p> <ul style="list-style-type: none"> <li>• Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Meets the requirements of the Learning and Skills Measure in a single location, with the added bonus of the proximity of NPTC Group of Colleges – opportunities to collaborate and broaden the offer for pupils, both academically and vocationally.</li> <li>• Adequate space for development in Brecon</li> <li>• The Council may benefit from a capital receipt from the Gwernyfed High School site</li> <li>• Improves cost-effectiveness and efficiency;</li> <li>• Eliminates current maintenance costs on both Secondary Schools and primary schools that may be included;</li> <li>• Reduces overall surplus places.</li> <li>• Potential mitigation for recruitment of head-teachers, particularly in the primary sector;</li> <li>• Increased economies of scale (admin, cleaning and catering)</li> <li>• improving linkages between primary and secondary sectors;</li> <li>• Reduces backlog maintenance costs</li> </ul>	<ul style="list-style-type: none"> <li>• Negative social and economic impact on communities within the Gwernyfed catchment</li> <li>• Significant capital investment required</li> <li>• Marginally increased transport mileage</li> <li>• Additional travel requirements for Gwernyfed pupils</li> <li>• Increased traffic leads to additional infrastructure as planning condition</li> <li>• Pupils living in the Gwernyfed catchment may find it more difficult to access after-school activities due to living further away from the school, and the reliance on home-to-school transport;</li> <li>• The inclusion of only some specific primary schools in an All Through School development in Brecon may lead to a perception of a two-tier approach within the catchment.</li> </ul>
<p><b>Opportunities</b></p>	<p><b>Threats</b></p>
<ul style="list-style-type: none"> <li>• Opportunities to enable all learners to achieve high standards of achievement and attainment;</li> <li>• Opportunities to provide excellent teaching and learning provision reflecting national, regional and local priorities;</li> <li>• Opportunities to develop resilient leadership and management arrangements;</li> </ul>	<ul style="list-style-type: none"> <li>• Transition process for pupils, staff and parents may cause uncertainty</li> </ul>

<ul style="list-style-type: none"> <li>• Opportunities to develop a school that has buildings and blocks that are assessed as condition A or B;</li> <li>• Opportunities to develop an inclusive education model, meeting the needs of vulnerable learners.</li> <li>• Opportunity to streamline policies, procedures and schemes of work'</li> <li>• Potential to share best practice between staff from Primary and Secondary sectors</li> <li>• Opportunity to develop a single culture and ethos</li> </ul>	
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<b>Option A: Post-16 delivered via a school Sixth Form model</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Provides a clear learning pathway within a school environment</li> <li>• Builds on the expertise of schools in delivering academic provision</li> <li>• Reduces the need for learners to travel further for post-16 education if it is available locally</li> <li>• Provides professional satisfaction for teachers who are able to develop subject expertise.</li> <li>• Schools can benefit from the funding received for post-16 education.</li> <li>• Ability to deliver high-quality A level provision in core subjects</li> </ul>	<ul style="list-style-type: none"> <li>• Generally, the subjects delivered are mainly traditional core subjects</li> <li>• Does not enable a broad and balanced curriculum to be provided with parity of esteem between both academic and vocational provision;</li> <li>• Vocational provision is mainly accessed through a collaborative arrangement with NPTC Group of Colleges, and is limited in range due to timetabling restrictions.</li> <li>• Learners will still need to travel between schools/college to access subjects if they choose an offer that is not available at a specific school.</li> <li>• Inter-school/college transport costs.</li> <li>• Narrow range of provision and need for inter-school travel may not be attractive to some learners who may choose to follow post-16 courses outside of Wales, or in another county.</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Opportunity to develop the curriculum further by delivering vocational courses in schools</li> </ul>	<ul style="list-style-type: none"> <li>• Current financial climate</li> </ul>

<ul style="list-style-type: none"> <li>• Dependent on the size of the Sixth Form, it may be possible to meet the Measure</li> </ul>	<ul style="list-style-type: none"> <li>• Loss of learners out of county leads to further decrease in funding</li> </ul>
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<b>Option B: Post-16 delivered via a Further Education College model ‘tertiary’</b>	
<b>Strengths</b>	<b>Weaknesses</b>
<ul style="list-style-type: none"> <li>• Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.</li> <li>• Meets the requirements of the Learning and Skills Measure in a single location,</li> <li>• Reduces the need for some learners to travel further for post-16 education if it is available locally</li> <li>• Vocational and academic provision can be delivered by a single provider, therefore increasing the range of options available to the learner</li> </ul>	<ul style="list-style-type: none"> <li>• Increased learner transport costs</li> <li>• Increased learner transport time</li> <li>• Does not provides a clear learning pathway within a school environment</li> <li>• Does not utilise the expertise of schools in delivering academic provision</li> <li>• The Council loses its post-16 funding allocation for these pupils, but is still required to fund transport.</li> </ul>
<b>Opportunities</b>	<b>Threats</b>
<ul style="list-style-type: none"> <li>• Increased diversity of learning opportunities</li> </ul>	<ul style="list-style-type: none"> <li>• Learners may choose other Sixth Forms if they wish to have a school-based post-16 education, which may mean pupils drift out-of-county</li> <li>• FE colleges also facing a reduction in funding from Welsh Government – may impact on ability to deliver curriculum</li> </ul>

## 7.5 South Powys financial Appraisal

The figures shown below have been based on the current fair funding formula with the addition of a change to the formula that will be required for 2017/18 to reflect the funding of a split-site school, which is based on an additional .25 FTE teachers for each year group in

Years 7 – 11, and an additional assistant head on leadership scale point 12. These changes are subject to full consultation as required under the Fair Funding Formula and Scheme for Financing Schools.

Premises costs have been calculated using the anticipated gross internal floor area and the condition factor for a new school.

We are unable to establish the rateable values of these new schools at this time, so have therefore assumed that the rates currently being paid for both schools will be sufficient to cover the new charge for the new school.



	<b>Option 1 - Status Quo - Retain separate Brecon and Gwernyfed High Schools</b>	<b>Option 2 - Establish a new English-medium Secondary School on two sites</b>		<b>Option 3 – Establish a new English-medium Secondary School in Brecon</b>		<b>Option 7 - Establish a new English-medium ‘All Through School’ in Brecon, and a new English-medium ‘All Through School’ in Gwernyfed</b>		<b>Option 8 - Establish a new English-medium ‘All Through School’ in Brecon</b>	
<b>Component of Cost</b>	<b>Option1</b>	<b>Option 2a 11 - 18</b>	<b>Option 2b 11 - 16</b>	<b>Option 3a 11- 18</b>	<b>Option 3b 11- 16</b>	<b>Option 7a 4 - 18</b>	<b>Option 7b 4 - 16</b>	<b>Option 8a 4 - 18</b>	<b>Option 8b 4 - 16</b>
Gwernyfed High School	£1,694,971	£1,694,971	£1,694,971	£1,694,971	£1,694,971	£1,694,971	£1,694,971	£1,694,971	£1,694,971
Brecon High School	£2,444,660	£2,444,660	£2,444,660	£2,444,660	£2,444,660	£2,444,660	£2,444,660	£2,444,660	£2,444,660
Gwernyfed 6 <sup>th</sup>	£252,198	£252,198	£0	£0	£0	£252,198	£0	£0	£0
Brecon 6 <sup>th</sup>	£305,221	£305,221	£0	£0	£0	£305,221	£0	£0	£0
Single 6 <sup>th</sup> Form	£0	£0	£0	£583,419	£0	£0	£0	£583,419	£0
Brecon Catchment Infant	£609,780	£609,780	£609,780	£609,780	£609,780	£609,780	£609,780	£609,780	£609,780
Brecon Catchment Junior	£395,042	£395,042	£395,042	£395,042	£395,042	£395,042	£395,042	£395,042	£395,042

Gwernyfed Primaries (H/T/B) Secondary merger saving Brecon and Gwernyfed Primary merger saving Current travel costs New travel costs	£938,786	£938,786	£938,786	£938,786	£938,786	£938,786	£938,786	£938,786	£938,786
	£0	(£241,278)	(£258,278)	(£551,502)	(£577,502)	£0	£0	(£551,502)	(£577,502)
	£0	£0	£0			(£103,351)	(£103,351)	(£68,702)	(£68,702)
	£369,275	£369,275	£369,275	£369,275	£369,275	£369,275	£369,275	£369,275	£369,275
	£0	£0	£37,553	£225,320	£225,320	£225,320	£37,553	£225,320	£225,320
Welsh Government Post-16 Funding	(£592,024)	(£592,024)	£0	(£592,024)	£0	(£592,024)	£0	(£592,024)	£0
<b>Net Cost to Council</b>	<b>£6,417,909</b>	<b>£6,176,631</b>	<b>£6,231,790</b>	<b>£6,117,727</b>	<b>£6,100,332</b>	<b>£6,539,878</b>	<b>£6,386,716</b>	<b>£6,049,025</b>	<b>£6,031,630</b>
<b>Net Reduction from Current</b>	<b>£0</b>	<b>£241,278</b>	<b>£186,119</b>	<b>£300,182</b>	<b>£317,577</b>	<b>N/A</b>	<b>N/A</b>	<b>£368,884</b>	<b>£386,279</b>
<b>Rank</b>	<b>8</b>	<b>5</b>	<b>6</b>	<b>4</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>2</b>	<b>1</b>

net  
reduction  
excluding  
Transport

£6,048,634    £241,278    £223,672    £525,502    £542,897    n/a    n/a    £594,204    £611,599



## 7.6 Overall Conclusion of Option Appraisal – South Powys options

Following this assessment, the options that scored the highest across the option appraisal and financial appraisal exercises are

- **Option 3b – Establish a new English-medium Secondary School in Brecon with post-16 education delivered via a Further Education College model; and**
- **Option 8b - Establish a new English-medium 'All Through School' in Brecon, with post-16 education delivered via a Further Education College model.**

**Both options deliver the following benefits:**

- Creates a critical mass of pupils that meets the Council's agreed minimum threshold of 600 pupils at Key Stage 3 and Key Stage 4
- Creates a critical mass of pupils at post-16, enabling more subjects to be delivered from one location and minimising the requirement for additional inter-school travel and transport.
- Meets the requirements of the Learning and Skills Measure in a single location, with the added bonus of the proximity of NPTC Group of Colleges – opportunities to broaden the offer for pupils, both academically and vocationally.
- Reduces overall surplus places.
- Improved learning environment.
- More cost-effective delivery of learning
- Removes backlog maintenance costs
- Provides an opportunity to develop an infrastructure that is resilient to future demographic or financial challenges
- Provides a net saving to the Council which can be reinvested in the education sector
- Provides a capital receipt to the Council which can be reinvested

**Option 3b** delivers significant revenue savings for the Council, although there are added transport and travel implications.

A clear disadvantage of **Option 3b** is that there would be no secondary provision in the Gwernyfed area, with additional travel for pupils. There would also be a requirement for significant capital investment to build a new school to incorporate additional pupils.

**Option 8b** has the added benefits of improving transition between primary and secondary phases, and provides a greater level of savings to the Council. However, consideration must be given to whether this is an appropriate educational model for an enhanced catchment area which may have 13 primary feeder schools that will join the secondary phase at Year 7 – this could be challenging operationally and educationally, although not insurmountable if appropriate partnerships are made with all the feeder schools.

On this basis, Option 8b is **discounted** and the **preferred option** is

- **Option 3b – Establish a new English-medium Secondary School in Brecon with post-16 education delivered via a Further Education College model.**