

Well-being Assessment Report Ysgol Llanaelhaearn

- May 2020

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1. INTRODUCTION

As a Council we are committed to the principles within the Well-being of Future Generations Act (2015) in order to improve the economic, social, environmental and cultural well-being of Gwynedd's communities.

The Council's vision is:

Our vision as a Council is to support all the people of Gwynedd to thrive and live full lives in their community, in a county which is one of the best counties to live in.

The Council has adopted well-being objectives that complement the national well-being goals and ensure that Gwynedd residents:

- Enjoy a happy, healthy and safe life
- Have access to quality homes within their communities
- Earn enough wages to support themselves and their families
- Receive a first class education that will allow them to do what they want to do
- To live with dignity and independence for as long as possible
- Being able to live in a naturally Welsh speaking Society
- Enjoy the beauty of the County's natural environment.

The table below outlines the link between our well-being objectives and the national well-being goals.

We will ensure that the residents of Gwynedd can:	Prosperous	Resilient	Healthier	Equal	Cohesive Communities	A vibrant culture where the Welsh language is thriving	Globally responsible
Enjoy happy, healthy and safe lives							
Live in quality homes within their communities							
Earn a sufficient salary to be able to support themselves and their families							
Receive education of the highest quality which will enable them to do what they want to do							
Live with dignity and independently for as long as possible							
Live in a natural Welsh society							
Take advantage of the beauty of the County's natural environment.							

The Education Department has a role to promote the Act's well-being goals to the county's pupils through its activities and projects. The Act places a duty on public bodies in Wales to improve economic, social, environmental and cultural well-being. As part of the duty the Council has published well-being objectives that outline how it will improve well-being in the "Gwynedd Council Plan 2018-2023".

1. INTRODUCTION

1.1 Ysgol Llanaelhaearn Context

On 4th June 2019, Gwynedd Council's Cabinet allowed the Education Department to hold formal meetings with the Governing Body of Ysgol Llanaelhaearn, and other relevant stakeholders, to discuss a range of possible options for the future of the school.

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn which is between Pwllheli and Caernarfon. The school has a capacity of 53 from Nursery to Year 6, with 8 pupils aged 3-11 attending the school (September 2019). All pupils live in the Llanaelhaearn catchment area. The 8 pupils now attending the school are taught in two classes with 3 in the foundation phase and 5 in key stage 2.

Between June and September 2019, a series of meetings were held to review the school's situation, at which a number of options were proposed and assessed for the future.

Having considered and evaluated the 8 options, the Education Department considered in more detail two options, which would offer advantages over the current situation, which are to federalise with another school or schools, or closing the school and pupils to be educated at an alternative school. Those models, in addition to doing nothing and continuing the status quo, are detailed below.

- *Do nothing - continue with existing school structure.*

Maintaining the current system would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Head at Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend 1 day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be taught by a full-time teacher and a senior assistant.

- *To federalise with other school (s)*

Ysgol Llanaelhaearn would form a formal, legal federal model with a neighbouring school or other schools. Geographically, the schools that would be reasonable to consider would be one or more of the following; Yr Eifl, Llangybi, Bro Plenydd, Chwilog, or Pentreuchaf.

This means that the schools remain separate but the Governing Bodies are abolished, and a single Governing Body is elected for the Federation. Schools budgets would remain as they are.

Forming a formal federation with another school or schools would strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

- *Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn is closing, and current pupils transfer to Ysgol Bro Plenydd (the alternative school).

Following detailed consideration of those options, a recommendation was presented to Gwynedd Council's Cabinet on the 5th of November 2019, and they agreed to begin a statutory consultation period in accordance with section 48 of the Schools Standards and Organisation Act (Wales) 2013 on the proposal to close Ysgol Llanaelhaearn on 31 August 2020 and offer a place for pupils to Ysgol Bro Plenydd, Y Ffôr from 1 September 2020.

A statutory consultation period was held between 16 December 2019 and 29 January 2020. Eight responses to the consultation were received. Gwynedd Council's Cabinet considered the consultation report at its meeting on 18 February 2020 and resolved to issue a statutory notice on the proposal. The statutory notice was issued on 5 March 2020 with a 28 day objection period. No objections to the proposal were received.

2. HOW DOES THE PROPOSAL MEET GWYNEDD COUNCIL'S WELL-BEING OBJECTIVES?

Gwynedd Council's well-being objectives were considered when evaluating the options.

Do nothing - continue with the status quo.	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Federation with other School (s)	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	No effect
Receive education of the highest quality that will allow them to do what they want to do	No effect. Federalisation would be a process of formalising the current arrangement of collaboration, and although there will be minor changes such as a single Governing Body, and reducing the administrative burden on the Headteacher, it is presumed that the school would continue with the arrangement of collaborating with Ysgol Chwilog and Garndolbenmaen, or another school if they formed a federation with them.
To live with dignity and independently for as long as possible	No effect
Live in a naturally Welsh society	No effect
Take advantage beauty of the County's natural environment	No effect

Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school	
Objectives	Details:
Enjoy a happy, healthy and safe life	No effect
Live in quality homes within their communities	No effect
Earn a sufficient wage to support themselves and their families	Introducing this option could result in staff redundancy. A detailed staffing policy has been developed by Gwynedd Council in conjunction with Trade Unions and head teachers. The policy will form the basis of any redundancies arising from any proposal. Clear and open communication will be essential to the successful implementation of any proposals.
Receive education of the highest quality that will allow them to do what they want to do	Ensuring that the pupils receive a first class education will be at the heart of the proposal, ensuring that they receive at least the same quality and standard in the alternative school.
To live with dignity and independently for as long as possible	No effect

<p>Live in a naturally Welsh society</p>	<p>A language impact assessment has been undertaken. Pupils at Ysgol Llanaelhaearn live in a Welsh community and are educated through the medium of Welsh, as Ysgol Bro Plenydd. The linguistic impact assessment notes that the position of the alternative school is very strong, with 83% of pupils coming from Welsh-speaking homes. By comparison, 54% of Ysgol Llanaelhaearn's pupils come from Welsh-speaking homes.</p>
<p>Take advantage beauty of the County's natural environment</p>	<p>No effect</p>

3. DOES THE PROPOSAL MEET THE GOALS OF THE WELL-BEING ACT?

Aim	Does the proposal contribute to this aim?	Measures to mitigate negative impacts on this aim:
<p>A prosperous Wales An innovative society using resources efficiently and proportionately, educated people, creating wealth and work.</p>	<p>Implementing the proposal to close Ysgol Llanaelhaearn and educate the children at Ysgol Bro Plenydd means that the pupils develop experiences through socialising with other children and will receive a quality education using resources efficiently.</p> <p>This proposal could result in staff losing their jobs.</p>	<p>Staff and Union representatives will be consulted specifically as part of the statutory consultation period. Gwynedd Council has developed a detailed staffing policy, in conjunction with Trade Unions and head teachers. Any redundancies as a result of this proposal will have to be in line with that policy. Clear and open communication will play a central role in implementing any proposals.</p>
<p>A resilient Wales A nation that maintains and enhances biodiversity and healthy ecosystems that support resilience and the ability to adapt to change (for example climate change).</p>	<p>The proposal is unlikely to have an impact on this aim.</p>	<p>No effect</p>
<p>A healthier Wales A society where people's physical and mental well-being is as good as possible and people understand what affects their health.</p>	<p>The proposal is unlikely to have an impact on this aim.</p>	<p>No effect</p>
<p>A more equal Wales A society that enables people to fulfil their potential irrespective of background or circumstances (including their socio-economic background and circumstances).</p>	<p>The education and experiences of the catchment area pupils are at the forefront of the proposal. Our aim is to ensure that pupils achieve their potential regardless of their background.</p>	<p>An equality assessment has been undertaken and it is concluded that implementation of the proposal would not impact on equality, and that all pupils and families have equal opportunity irrespective of their background or socio-economic circumstances. The alternative school operates a robust equality and anti-bullying policy.</p>
<p>A Wales of cohesive communities Attractive, viable and safe communities with good connections</p>	<p>The community of Llanaelhaearn is strong and active and it is recognised that closing the school would have some negative impact on the community.</p>	<p>An assessment of the likely impact on the community has been undertaken where it is noted that although there is some negative impact on the community, but 7 pupils living in the Llanaelhaearn catchment area already attend Ysgol Bro Plenydd, and therefore there is already contact between the school and the wider area. The assessment also notes that discussions would be held to discuss the possibility that Ysgol Bro Plenydd's community activities includes the community of Llanaelhaearn.</p>

<p>A vibrant Wales and culture where the Welsh language thrives A society that promotes and protects culture, heritage and the Welsh language and encourages people to participate in the arts, sports and leisure activities.</p>	<p>Implementing this proposal will mean that pupils at Ysgol Llanaelhaearn will continue to be educated in a Welsh medium school.</p>	<p>The language impact assessment notes that there would be no change to this aim by realising the proposal as a result of the Welshness of the Llanaelhaearn area and other nearby areas.</p>
<p>Wales is globally responsible. A nation that, in doing anything to improve the economic, social, environmental and cultural well-being of Wales, is considering whether doing such a thing could contribute positively to global well-being.</p>	<p>The proposal is unlikely to have an impact on this aim.</p>	<p>No effect</p>

4. SUSTAINABLE DEVELOPMENT PRINCIPLES

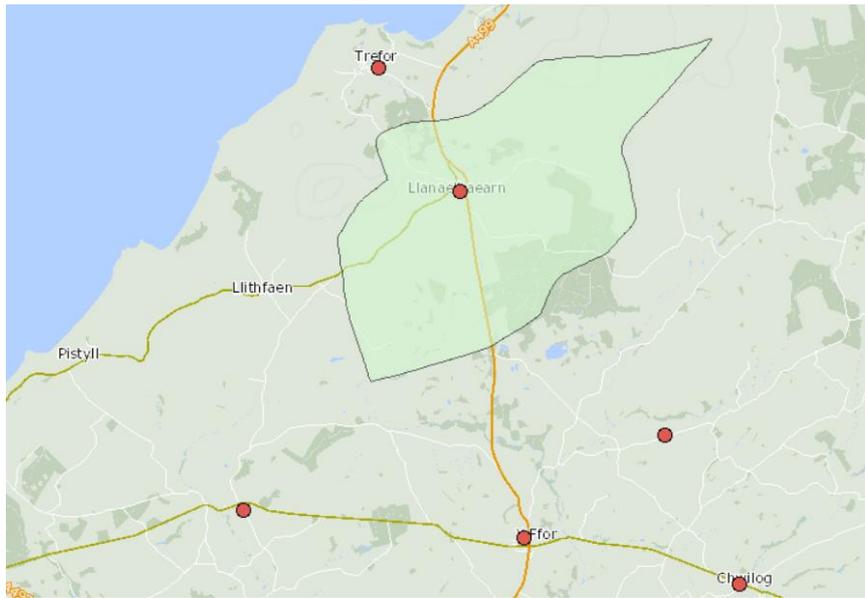
Sustainable Development Principles	Does the proposal consider the principle?
<p>Long term The importance of balancing short-term needs with the need to safeguard the ability to meet long-term needs is also important.</p>	<p>There has been a pattern of declining numbers since 2012, with projections showing that numbers will reduce further, and so it shows that the current challenging situation facing the school will be long-term and need to be reviewed as soon as possible.</p>
<p>Suspension How action to prevent problems from occurring or escalating can help public bodies achieve their objectives.</p>	<p>Pupils' needs will be prioritised at all stages of the process.</p>
<p>Integration Consider how the public body's well-being objectives may affect each of the well-being goals, all of its other objectives, or the objectives of other public bodies.</p>	<p>A critical situation of low numbers at Ysgol Llanaelhaearn has led to a review of the school's position for the future.</p>
<p>Collaboration Collaboration with any other person (or different departments within the organisation itself) could help the organization meet its well-being goals.</p>	<p>A number of other departments have had input during the process and whilst evaluating the possible options. In addition, relevant stakeholders of the school have been involved in the process.</p>
<p>Contents The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area they serve.</p>	<p>The proposal has been subject to public consultation, and consultation for children. The process to date has included local review meetings to engage with the relevant stakeholders of the school. These meetings have involved the Governing Body, staff, and parents of Ysgol Llanaelhaearn.</p>

5. CONCLUSION

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 well-being goals of the Act, together with the Council's well-being objectives were considered and it was concluded that the proposal meets the requirements. This proposal will allow us to respond to and meet the needs of the children today, and also strengthen their future well-being.

It is acknowledged that this proposal leads to the loss of a school in the Llanaelhaearn community, however a large number of the children living within the school catchment area already attend other schools, including the alternative school and therefore some engagement between both communities already exists. Every effort will be made to mitigate the effects on the community by encouraging engagement between the communities. Should the proposal be approved, discussions will be facilitated to discuss the possibility for Ysgol Bro Plenydd's community activities extend to the community of Llanaelhaearn, where appropriate.

The proposal will ensure that the children of the area are educated on a suitable site and in a naturally Welsh society, increasing opportunities for socialising and working with others and giving them a fair chance to flourish among their peers.



Equality Assessment Report Ysgol Llanaelhaearn

- May 2020

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1. INTRODUCTION

1.1 Ysgol Llanaelhaearn Context

On 4th June 2019, Gwynedd Council's Cabinet allowed the Education Department to hold formal meetings with the Governing Body of Ysgol Llanaelhaearn, and other relevant stakeholders, to discuss a range of possible options for the future of the school.

Ysgol Llanaelhaearn is located in the centre of the village of Llanaelhaearn which is between Pwllheli and Caernarfon. The school has a capacity from Nursery to Year 6 of 53, with 8 pupils aged 3-11 attending the school (September 2019). All pupils live in the Llanaelhaearn catchment area. The 8 pupils attending the school are taught in two classes with 3 in the foundation phase and 5 in key stage 2.

Between June and September 2019, meetings were held with the Governing Body and other relevant stakeholders to review the school's position, where a number of options were put forward to consider the future of the school.

On November 5th 2019, Gwynedd Council's Cabinet agreed to begin a period of statutory consultation in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013 on the proposed proposal to close Ysgol Llanaelhaearn on 31 August 2020 and to provide places for pupils at Ysgol Bro Plenydd, Y Ffôr, on 1 September 2020.

The statutory consultation was held between 16 December 2019 and 29 January 2020. Eight responses received during the consultation. Gwynedd Council's Cabinet considered the consultation report at its meeting on 18 February 2020 and resolved to issue a statutory notice on the proposal. The statutory notice was issued on 5 March 2020 with a 28 day objection period. No objections to the proposal were received.

2. OPTIONS

2.1 Options

During the local meetings, a range of options were presented and evaluated for the future of the school.

Following a detailed assessment of 8 options, it was concluded that two options offered advantages compared to the school's current situation.

Those models in addition to doing nothing and continuing the status quo, are detailed below:

- *Do nothing - continue with the current structure of the school.*

Retaining the current system would mean that Ysgol Llanaelhaearn would continue in the same way, with the same staffing structure. There would be a Strategic Head at Ysgol Llanaelhaearn, Garndolbenmaen and Chwilog who would spend one day a week leading Ysgol Llanaelhaearn.

The pupils would continue to be taught by a full-time teacher and a senior assistant.

- *To federalise with other School(s)*

Ysgol Llanaelhaearn would form a formal, legal Federation with one or more neighbouring Schools. This means that the schools remain separate but the Governing Bodies are abolished, and a single Governing Body is elected for the Federation. Geographically, the schools that would be reasonable to consider would be one or more of Yr Eifl, Llangybi, Bro Plenydd, Chwilog and Pentreuchaf schools. The schools budgets would remain separate. Forming a formal federation with another school or schools would strengthen the school's leadership and increase opportunities for pupils to collaborate and socialise with peers.

By introducing a federal model with another school to Ysgol Llanaelhaearn, it is not envisaged that the change would have an impact on equality characteristics, mainly as the school would remain in Llanaelhaearn, implementing the same equality and anti-bullying policies.

- *Close Ysgol Llanaelhaearn and pupils to be educated at an alternative school*

This means that Ysgol Llanaelhaearn is closing, and current pupils transfer to Ysgol Bro Plenydd (the alternative school).

Following a more detailed assessment of these options, it is concluded that the proposal to close Ysgol Llanaelhaearn and transfer the pupils to Ysgol Bro Plenydd responded to the main challenges facing the school, namely low numbers of pupils and small classes.

2.2 Statutory Consultation

Eight responses were received during the consultation period, including Estyn's comments. In their response, they noted:

"The proposer notes that Ysgol Bro Plenydd has similar facilities to Ysgol Llanaelhaearn to provide specialist provision that is suitable for pupils with additional learning needs. However, it does not identify clearly enough the effect on SEN pupils and the proposal does not consider accessibility arrangements for disabled pupils."

"On the whole, the proposer has given sufficient consideration to the effect and cost of the proposals on pupils' travel arrangements, but not to the accessibility of transport provision for pupils with special needs."

The Authority notes, in response to the observation about lack of consideration for accessibility arrangements for disabled pupils, that as is currently the case, the School would be required to review the plans of pupils with ALN and then map the needs on the school provision map. The Moderation Panel would consider the provision of pupils with a Statement or Individual Development Plan to ensure suitable provision in the new school. The forum would discuss the ILAs of children open to the forum, ensuring continuity of service from the Integrated Team.

Both sites fall into the same category in terms of accessibility, but should an individual with disabilities make an application for admission or to transfer to Ysgol Bro Plenydd in the future, the Authority would deal with the application as would any school other in Gwynedd.

In response to the comment about the consideration of travel provision for pupils with special needs, the Authority notes that any additional transport would be discussed by the Moderation Panel on an individual basis (ie if a pupil was unable to use normal transport).

In considering the equality impact of the proposal, Estyn notes:

"The proposer has conducted an equality impact assessment and asserts reasonably that the proposal should not have a detrimental effect on any particular group. However, the proposer has not given appropriate consideration to the possible disruption for existing pupils."

In response to the above comment, the Education Department supports a request for transport to Ysgol Chwilog, which would reduce the potential disruption to the current pupils of Ysgol Llanaelhaearn.

3. IMPACT OF ANY CHANGE

The Council must have due regard to the impact any changes will have on people with equality characteristics below. What impact will the new policy / service or proposed changes have on these features?

Features	What kind of impact? *	In what way? What is the evidence?
Race (including nationality)	None	<p>It is anticipated that implementing the proposal would not affect people on racial grounds. Implementing the option will mean that everyone of any race is treated according to their need. Ysgol Llanaelhaearn, and its neighbouring schools operate an equalities policy which states that they:</p> <p><i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>
The Welsh language	None	<p>The children of Ysgol Llanaelhaearn are educated through the medium of Welsh, and this would not change by implementing the proposed option.</p> <p>A Welsh Language impact assessment has been conducted on the proposal.</p>
Disability	None	<p>Change is not anticipated for disabled people.</p> <p>Should the proposal to close Llanaelhaearn school and educate the pupils at Ysgol Bro Plenydd be approved, the number of disabled pupils attending the schools will need to be monitored. Depending on the disability the schools will have to adapt their plans for giving access to pupils with specific disabilities. As a result, the authority will also need to ensure that relevant departments are aware of changes and obtain the necessary input. An assessment of the accessibility of the proposed site would be undertaken in accordance with specific situations.</p> <p>Both sites fall into the same category in terms of accessibility, but should an individual with disabilities make an application for admission or transfer to Ysgol Bro Plenydd in the future, the Authority would deal with the application as would any school other in Gwynedd.</p>
Gender	None	<p>It is anticipated that implementing the proposal would not affect people on the grounds of gender. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school:</p> <p><i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>
Age	Any effect would be minimal (positive or negative)	<p>It is anticipated that implementing the proposal would not affect people on the basis of age. Implementing the option would mean that everyone of any age is treated the same. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school:</p> <p><i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>

Sexual orientation	None	It is anticipated that implementing the proposal would not affect people on the grounds of sexual orientation. Implementing the option would mean that everyone of any sexual orientation is treated according to their need. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school: <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i>
Religion or belief (or lack of belief)	None	It is anticipated that implementing the proposal would not affect people on the grounds of religion or belief. Implementing the option would mean that everyone of any religion or belief is treated according to their need. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school: <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i> Ysgol Llanaelhaearn and all surrounding schools (Yr Eifl, Llangybi, Pentreuchaf, Bro Plenydd, Chwilog) are community schools, and there is no intention to change this.
Gender Reassignment	None	It is anticipated that implementing the proposal would not affect people on the grounds of gender reassignment. Implementing the option would mean that everyone is treated fairly. Ysgol Llanaelhaearn and its neighbouring schools operate an equalities policy which states that the school: <i>"...opposes to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i>
Pregnancy and maternity	None	Implementing the proposal would not affect any pregnant person, whether staff or parent, as both schools implement the same policy.
Marriage and civil partnership	None	The implementation of the proposal would not affect anyone married or in a civil partnership, as both schools implement the same policy.

The Council has a duty under the Equality Act 2010 to make a positive contribution to a fairer society by promoting equality and good relations in its activities in the areas of age, gender, sexual orientation, religion, race, transgender, disability and pregnancy and maternity.

General Duties of the Equality Act	Does it make an impact? *	In what way? What is the evidence?
Remove illegal discrimination, harassment and victimisation	No	Implement the alternative school's equality and anti-bullying policies to eliminate unlawful discrimination and harassment. The Education Department's standard policies are implemented by both schools.
Promote equal opportunities	No	The aim is to promote equal opportunities and promote the alternative school to continue to follow equality policies and procedures.
Encouraging good relationships	Yes	The aim is to promote equal opportunities and promote the alternative school to continue to follow equality policies and procedures. As some children living in the Llanaelhaearn catchment area already attend Ysgol Bro Plenydd, a link between the school and the Llanaelhaearn community already exists. However, opportunities are promoted for the school to build on links with the Llanaelhaearn community.

4. ANALYSING THE RESULTS

4.1 Is the proposal therefore likely to have a significant, positive impact on any of the equality characteristics or the General Duty? What is the reason for this?

The proposal is unlikely to have a significant impact on any of the equality characteristics or the General Duty. The alternative school has equalities and anti-bullying policies, as Ysgol Llanaelhaearn currently has.

4.2 Is the proposal therefore likely to have a significant, negative impact on any of the equality characteristics or the General Duty? What is the reason for this?

The proposal is unlikely to have a significant impact on any of the equality characteristics or the General Duty. The alternative school has equalities and anti-bullying policies, as Ysgol Llanaelhaearn currently has.

4.3 What should be done?

Choose one of the following:

Continue with policy / service as it is sound	✓
Adjust the policy to remove any barriers	
Prevent and remove the policy as the adverse effects are too great	
Continue with policy as any adverse impact can be justified	

4.4 If continuing with the plan, what steps will you take to reduce or mitigate any negative impacts?

Although the loss of a local school could have a negative impact on community cohesion, this will need to be mitigated by encouraging links between the alternative school and the local community of Llanaelhaearn.

4.5 Monitoring - what action will you take to monitor the impact and effectiveness of the policy or service (action plan)?

The school (and their Governing Body) is responsible for implementing its equality policy and the Authority, through its usual support and monitoring procedures, will ensure compliance.

5. CONCLUSION

It is concluded that implementing the proposal to close Ysgol Llanaelhaearn and transfer the pupils to Ysgol Bro Plenydd would not affect equality, whether as a characteristic or a general duty. Robust equality and anti-bullying policies are implemented by the alternative school which would extend to Llanaelhaearn pupils and parents. Should some be identified in the future, then the Council will consider the necessary actions.