

# Appendix C

## Impact Assessment Ysgol Nebo

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**ASSESSMENT OF THE LIKELY IMPACT ON THE QUALITY  
AND STANDARDS OF EDUCATION –  
YSGOL NEBO**

**May 2026**

## 1. INTRODUCTION

Ysgol Nebo is a community school located in the village of Nebo, which is about three miles from Penygroes, and provides education for learners between the ages of 3-11. There has been a significant reduction in the numbers of learners at Ysgol Nebo over the past few years, from 27 pupils in 2014 to 11 pupils today, which causes uncertainty about the future of the school.

At its meeting on 11 February 2025, Cyngor Gwynedd's Cabinet gave permission to the Education Department to *"Initiate formal discussions with the governing body and other relevant stakeholders of Ysgol Nebo due to concerns about the school's numbers, to enable the formulation of a range of possible options relating to the school's future."*

In accordance with the decision of the Cabinet (11 February 2025), the Nebo School Review Panel (SRP) was established by inviting the Governing Body, parents and staff and the Local Member to join the panel and take part in the discussion. Three SRP meetings were held between March 2025 and July 2025 to discuss a range of options to try to respond to the main challenges facing the school.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

In accordance with the requirements of the School Organisation Code 011/2018, which includes a 'Presumption against the closure of rural schools', an assessment needs to be made on the likely impact on the quality and standards of education on any reasonable option that can resolve the main challenges the school is facing. In accordance with the Code, Ysgol Nebo is designated as a 'Rural School'.

Cyngor Gwynedd is committed to providing education of the best possible quality which will give the children of the County the experiences, skills and confidence to develop to be bilingual, successful and complete citizens.

It remains a high priority to provide the best possible learning experiences - for all learners within the County, ensuring an exciting and broad curriculum, as well as extracurricular activities that stimulate them to learn and understand, which will lead to improving standards.

The consultation was held between 5 December 2025 and 23 January 2026, and 70 responses to the consultation were received.

## 2. SUMMARY

Ysgol Nebo was last inspected by Estyn in 2017 where it was concluded that the school's current performance was 'Good'.

Below is a summary of the latest inspection of Ysgol Nebo, the neighbouring schools, or schools that are subject to any of the options under consideration for the future of Ysgol Nebo.

| School     | Inspection year | Standards                | Well-being and attitudes to learning | Teaching and learning experiences | Care, support and guidance | Leadership and management |
|------------|-----------------|--------------------------|--------------------------------------|-----------------------------------|----------------------------|---------------------------|
| Nebo       | 2017            | Good                     | Good                                 | Good                              | Good                       | Good                      |
| Baladeulyn | 2017            | Good                     | Good                                 | Good                              | Good                       | Good                      |
| Bro Llifon | 2018            | Good                     | Good                                 | Good                              | Good                       | Good                      |
| Bro Lleu   | 2023            | New inspection framework |                                      |                                   |                            |                           |
| Brynaerau  | 2025            | New inspection framework |                                      |                                   |                            |                           |
| Talysarn   | 2025            | New inspection framework |                                      |                                   |                            |                           |
| Llanllyfni | 2025            | New inspection framework |                                      |                                   |                            |                           |

### 3. THE OPTIONS UNDER CONSIDERATION

- *Do nothing - continue with the school's current structure.*

Note that although the case for change has been established, the 'Do nothing' model has been included in the assessment for comparison purposes.

- *Federate with a neighbouring school*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a head or heads and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

- *Federate with a neighbouring school adding a specialist unit for children with additional learning needs at Ysgol Nebo*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a head or heads and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility to federate with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

In addition to federalisation, this option would also mean adding a location for a ALN unit at Ysgol Nebo.

- *Closing Ysgol Nebo and offering the learners a place in a nearby school (Ysgol Llanllyfni)*

This option would mean closing Ysgol Nebo and offering a place to learners from the catchment area at Ysgol Llanllyfni.

- *Ysgol Nebo developing into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)*

This option would mean that Ysgol Nebo would continue and develop into a specialist location for some individual subjects.

- *Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.*

This option would mean adding an area for an ALN unit on the school site in order to offer provision to the children who would need additional support.

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

This option would mean adding a language immersion unit on the school site in order to offer an immersion service in Welsh to new speakers.

- *Establishing a school on more than one site - Multi-site School*

This option would mean merging a number of local schools, by closing the schools and establishing one multi-site school which would include the Nebo school site. The option would enable the possibility of sharing resources, buildings, and expertise.

This model would ensure continuity in the presence of a school site in the village of Nebo by establishing a multi-site school, led by a headteacher and one governing body.

Reasonable alternative options considered following the statutory consultation:

- *"Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity."*

This option would involve retaining Ysgol Nebo and developing it as a site to provide specialist provision for children and young people for whom mainstream education is challenging. The provision would support pupils with Additional Learning Needs, including social, emotional and behavioural needs, as well as young people with mental health needs such as anxiety and neurodiversity.

- *Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education*

This option would involve retaining Ysgol Nebo and developing it as a Transition Unit to provide temporary support for pupils with Additional Learning Needs before or during their integration into mainstream education. The provision would focus on structured support to facilitate an effective transition.

- *Federalisation of Ysgol Nebo and Ysgol Baladeulyn*

This option would ensure the continued presence of Ysgol Nebo through a federation arrangement with Ysgol Baladeulyn. The schools would operate under the leadership of a single headteacher or leadership team and one federal governing body. The identity of each school, including name, ethos and uniform, would remain, with the possibility of sharing staff, resources and expertise.

- *Federal Governing Body across Catchment Area Schools*

This option would involve establishing a federal governing body across the schools in the catchment area to strengthen collaboration and strategic oversight. The arrangement would enable the sharing of expertise and a common strategic direction while maintaining the presence and identity of individual schools.

## 4. ASSESSMENT OF THE LIKELY IMPACT ON EDUCATION STANDARDS AND QUALITY

We have used Estyn's latest inspections on the relevant schools for assessing the different options for the future of education for Ysgol Nebo's catchment area.

### **OPTION 1: DO NOTHING - CONTINUE WITH THE CURRENT SITUATION**

This option would mean no change and Ysgol Nebo will continue as it is.

| Impact Criteria   | Description | Status of the impact and the work |
|---|-------------|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills  | No change.  | Neutral                           |
| Well-being and attitudes to learning  | No change.  | Neutral                           |
| Learning and teaching experiences   | No change.  | Neutral                           |
| Care, support and guidance  | No change.  | Neutral                           |
| Leadership and management   | No change.  | Neutral                           |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | No change.  | Neutral                           |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | No change.  | Neutral                           |

## OPTION 2: FEDERATE WITH A NEARBY SCHOOL

| Impact Criteria  | Description   | Status of the impact and the work |
|--|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills | A negative impact on these criteria is not foreseen through federalisation with a nearby school. The result of the latest Estyn inspection for the indicators of Ysgol Nebo's standards was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>good progress in developing knowledge, understanding and skills that are appropriate to their age and stage of development stage</i> ". The latest Estyn inspection of Ysgol Bro Lleu stated that " <i>educational standards are sound across the school</i> " As a result, it is concluded that the effect on standards of federating Ysgol Nebo with a nearby school such as Ysgol Llanllyfni or Ysgol Bro Lleu would be neutral.   | Neutral                           |
| Well-being and attitudes to learning                                     | The result of Ysgol Nebo's latest Estyn inspection for the inspection area 'Well-being and attitudes to learning' was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>the school is an inclusive learning community that fosters the values of Welshness, courtesy and respect successfully, by supporting pupils to achieve well</i> ".<br>Ysgol Bro Lleu's latest Estyn survey stated that " <i>Pupils praise the positive relationship between themselves and the school's staff. As a result, nearly all pupils have firm trust in the school's inclusive ethos.</i> " As a result, it is concluded that the effect on well-being and attitudes to learning from federating Ysgol Nebo with a nearby school such as Ysgol Llanllyfni or Ysgol Bro Lleu would be neutral.  | Neutral                           |
| Learning and teaching experiences  | The result of the indicator 'Learning experiences'/'Teaching and learning experiences' for Ysgol Nebo was 'Good', in addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that the school " <i>collaborative projects, contributing ideas and building on each other's work confidently. In general, teachers offer regular opportunities for pupils to work independently and work together</i> ". Ysgol Bro Lleu's latest Estyn inspection stated that the school " <i>provide learning experiences that inspire pupils and this has a positive effect on pupils' attitudes to learning</i> " As a result, it is anticipated that the implementation of this option would have a neutral effect on learning and teaching experiences.   | Neutral                           |
| Care, support and guidance   | The result of the 'Care, support and guidance' indicator for Nebo School was good, in addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>staff are committed to maintaining high standards of care and wellbeing in a homely and supportive learning environment</i> "<br>The latest Estyn inspection of Ysgol Bro Lleu stated that the school " <i>provide learning experiences that inspire pupils and this has a positive effect on pupils' attitudes to learning</i> ". As a result, it is anticipated that the implementation of this option would have a neutral effect on care, support and guidance.  | Neutral                           |
| Leadership and management  | Ysgol Nebo has been assessed as 'Good' in Estyn's latest inspection for 'Leadership and management'. It was noted in the main findings of Ysgol Llanllyfni's extension survey that " <i>the headteacher provides clear and wise guidance, valuing everyone's contribution. Arrangements for self-evaluation and ensuring the quality of leaders are thorough and effective</i> "<br>In addition, Ysgol Bro Lleu's most recent Estyn survey stated that " <i>The headteacher's strong, intelligent and effective leadership sets a clear strategic direction for the school</i> ". Based on the findings of these surveys, and as the federating model with nearby school/schools would offer opportunities to strengthen Ysgol Nebo's leadership position, it is concluded that leadership and management would have a positive or at least neutral effect from implementing the federating option. | Positive/Neutral                  |

|  |  |                |
|--|--|----------------|
| <p>Vulnerable groups, including children with Additional Learning Needs (ALN)</p>  | <p>Support is provided to vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs (Wales) Act 2018 in all schools in Gwynedd. As a result, it is predicted that the effect of this option on this criterion would be neutral.</p>         | <p>Neutral</p> |
| <p>Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)</p> | <p>It is anticipated that the impact would be neutral as Ysgol Nebo would continue. In addition, the result of the Estyn inspection for Ysgol Nebo's 'Standards' was 'Good', as were the main findings of Ysgol Llanllyfni's inspection. Based on this information, no impact on learners' standards is anticipated from implementing this option.</p> | <p>Neutral</p> |

**OPTION 3: FEDERATE WITH A NEARBY SCHOOL ADDING A SPECIALIST UNIT FOR CHILDREN WITH ADDITIONAL LEARNING NEEDS AT YSGOL NEBO**

| Impact Criteria  | Description   | Status of the impact and the work |
|--|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills | A negative impact on these criteria is not foreseen through federalisation with a nearby school. The result of the latest Estyn inspection for the indicators of Ysgol Nebo's standards was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>Most pupils make good progress in developing knowledge, understanding and skills that are appropriate to their ages and development stage</i> ". Ysgol Bro Lleu's latest Estyn inspection stated that " <i>standards of teaching are sound across the school</i> ". As a result, it is concluded that the effect on standards of implementing this option would be neutral.   | Neutral                           |
| Well-being and attitudes to learning                                     | The result of Ysgol Nebo's latest Estyn inspection for the inspection area 'Well-being and attitudes to learning' was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>the school is an inclusive learning community that fosters the values of Welshness, courtesy and respect. Pupils are happy to attend the school and feel safe there</i> ". Ysgol Bro Lleu's latest Estyn survey stated that " <i>Pupils praise the positive relationship that exists between them and the school staff. As a result, almost every pupil has firm trust in the school's inclusive atmosphere</i> ". As a result, it is concluded that the effect on well-being and attitudes to learning from implementing this option would be neutral. | Neutral                           |
| Learning and teaching experiences  | The result of the indicator 'Learning experiences'/'Teaching and learning experiences' for Ysgol Nebo was 'Good', in addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>effective collaboration between staff leads to the planning of stimulating learning and play experiences... In general, teachers offer regular opportunities for pupils to work independently and work together</i> ". Ysgol Bro Lleu's latest Estyn inspection stated that the school " <i>provide learning experiences that inspire pupils and this has a positive effect on pupils' attitudes to learning</i> ". As a result, it is anticipated that the implementation of this option would have a neutral effect on learning and teaching experiences.         | Neutral                           |
| Care, support and guidance   | The result of the 'Care, support and guidance' indicator for Nebo School was 'Good', in addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>staff are committed to maintaining high standards of care and wellbeing in a homely and supportive learning environment</i> ". The latest Estyn inspection of Ysgol Bro Lleu found that the school is " <i>an inclusive and homely community. Staff promote the importance of good behaviour, courtesy and respect successfully.</i> " As a result, it is anticipated that implementing this option would have a neutral impact on care, support, and guidance.  | Neutral                           |
| Leadership and management  | Ysgol Nebo has been assessed as 'Good' in Estyn's latest inspection for 'Leadership and management'. It was noted in the main findings of Ysgol Llanllyfni's extension survey that " <i>the headteacher provides clear and wise guidance, valuing everyone's contribution. Arrangements for self-evaluation and ensuring the quality of leaders are thorough and effective</i> ".<br>Based on the findings of these surveys, it is concluded that leadership and management would have a neutral effect from teaching learners in the Nebo catchment area at Ysgol Llanllyfni.  | Positive/<br>Neutral              |

|  |  |                              |
|--|--|------------------------------|
| <p>Vulnerable groups, including children with Additional Learning Needs (ALN)</p>  | <p>Support is provided to vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs Act (Wales) 2018 in all schools in Gwynedd. It is anticipated that the option would have a positive effect on this criterion as it would extend ALN provision in the area.</p>  | <p>Positive</p>              |
| <p>Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)</p> | <p>It is anticipated that the impact would be neutral as Ysgol Nebo would continue. In addition, the result of the Estyn inspection for Ysgol Nebo's 'Standards' was 'Good', as were the main findings of Ysgol Llanllyfni's inspection. Based on information here, no impact on learners' standards is anticipated from implementing this option. In addition, it is anticipated that the option would have a positive effect on this criterion as it would extend the ALN provision in the area.</p> | <p>Positive/<br/>Neutral</p> |

**OPTION 4: CLOSE YSGOL NEBO AND OFFER THE LEARNERS A PLACE IN A NEARBY SCHOOL (YSGOL LLANLLYFNI)**

| Impact Criteria  | Description   | Status of the impact and the work |
|--|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills | The result of the latest Estyn inspection for the Ysgol Nebo standards indicators was 'Good', In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>Most pupils make good progress in developing knowledge, understanding and skills that are appropriate to their ages and development stage</i> ". Based on this, it is concluded that there would be a neutral effect on this criterion by teaching the learners at Llanllyfni school. During the statutory consultation, some respondents indicated concern that closing the school could mean the loss of good quality educational provision, drawing attention to the fact that Ysgol Nebo has been assessed as 'Good' by Estyn. When assessing the likely impact, the relevant inspection evidence for both schools is considered, and it is not anticipated that learners' standards or progress would decline as a result of teaching at Ysgol Llanllyfni.   | Neutral                           |
| Well-being and attitudes to learning                                     | The result of Ysgol Nebo's latest Estyn inspection for the inspection area 'Well-being and attitudes to learning' was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>the school is an inclusive learning community that fosters the values of Welshness, courtesy and respect. Pupils are happy to attend the school and feel safe there</i> ". Based on the findings of these surveys, it is concluded that there would be a neutral effect on this area by teaching the learners at Ysgol Llanllyfni. Concerns were expressed during the consultation about the possible negative impact of changing schools on the well-being, confidence and attitudes to learning of some learners. The Council recognizes that transition is a sensitive period, however, it is anticipated that carefully planned transition arrangements, with appropriate support, can mitigate any potential negative effects on well-being and learning.  | Neutral                           |
| Learning and teaching experiences  | The result of the indicator 'Learning experiences'/'Teaching and learning experiences' for Ysgol Nebo was 'Good', in addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that " <i>effective collaboration between staff leads to the planning of stimulating learning and play experiences. In general, teachers offer regular opportunities for pupils to work independently and work together</i> ". However, as there are more learners at Ysgol Llanllyfni it is anticipated that there will be an opportunity to teach children in larger groups and with age-related peers to expand on their experiences. Based on this, it is concluded that there would be a positive impact on teaching and learning experiences from teaching learners in the Nebo catchment area at Ysgol Llanllyfni. During the statutory consultation, the benefits of small classes were noted, including individual attention and close relationships between staff and learners. Although the Council notes these advantages, it is also noted that larger schools can offer a wider range of learning experiences, access to staff resources and expertise, and opportunities to learn with age-appropriate peers, which supports the assessment of a positive impact on this area. | Positive                          |
| Care, support and guidance   | The outcome for "Care, support and guidance" at Ysgol Nebo was 'Good', in addition, the main findings of the latest Estyn inspection report for Ysgol Llanllyfni noted that " <i>staff are committed to maintaining high standards of care and wellbeing in a homely and supportive environment.</i> "<br>As a result, it is considered that the option would have a neutral impact.  | Neutral                           |

|   |   |          |
|---|---|----------|
| Leadership and management   | It was noted in the last Estyn report that the leadership and management of Ysgol Nebo and Ysgol Llanllyfni were 'Good'. Based on the findings of these inspections, it is concluded that there would be a neutral effect on leadership and management from teaching learners from the Nebo catchment area at Ysgol Llanllyfni.   | Neutral  |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | <p>Support is provided to vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs (Wales) Act 2018 in all schools in Gwynedd.</p> <p>When planning staffing (e.g. the role of the ALN co-ordinator) and the provision map, the demand on schools is challenging, and that becomes more evident when considering the demand on smaller schools. In larger schools the conditions of the additional needs coordinator are better, and meeting the statutory requirement is easier as a result. In addition, responding to the needs of the learners is also easier in larger schools as they could perhaps host an intervention group to target specific needs. The provision map is more extensive in larger schools in order to respond to demand.</p> <p>As a result, as the learners would be offered a place in a school with a higher number of learners, it is anticipated that the effect of this option on this criterion would be positive. Specific concerns were raised during the consultation regarding the impact of transferring to a larger school on vulnerable learners, including learners with Additional Learning Needs or emotional needs. The Council recognizes these concerns. As noted in the Gwynedd Parents' Handbook 2025/26, learners with Additional Learning Needs (ALN) have the right to continue receiving the support set out in their Individual Development Plan, and it is the Authority's duty to ensure that this provision continues even when school arrangements change. If Ysgol Nebo were to close, the authority and the alternative school would work closely with the closing school, with the learners and their families, to ensure a smooth transition and to support learners as they settle into their new schools. The Council is committed to ensuring that any transition arrangements prioritise individual needs, including those of vulnerable learners and learners with additional learning needs, and to continuously monitor the impact of the change on protected groups, should the school close.</p> | Positive |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | The result of the Estyn inspection for Ysgol Nebo's 'Standards' was 'Good', as were the main findings of Ysgol Llanllyfni's inspection. Based on the information from these surveys, no impact on learners' standards is anticipated from teaching learners from the catchment area of Ysgol Nebo at Ysgol Llanllyfni. As a result, it is anticipated that the provision in the alternative school would correspond to what is currently available to the learners at Ysgol Nebo, at least. Although some respondents have expressed concerns about the loss of quality educational provision, the latest inspection evidence for both schools shows that strong standards and educational provision are in place, with positive findings in the latest inspection of Ysgol Nebo and in the inspection of Ysgol Llanllyfni. Based on this, it is assessed that the provision at Ysgol Llanllyfni would at least be equivalent to what is currently being offered to Ysgol Nebo learners.  | Neutral  |

**OPTION 5: YSGOL NEBO DEVELOPING INTO A SPECIALIST LOCATION FOR SOME INDIVIDUAL SUBJECTS  
(UNIQUE OPPORTUNITIES TO CARRY OUT FIELD WORK)**

| Impact Criteria   | Description   | Status of the impact and the work |
|---|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills  | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |
| Well-being and attitudes to learning  | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |
| Learning and teaching experiences   | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |
| Care, support and guidance  | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |
| Leadership and management   | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated. | Neutral                           |

**OPTION 6: YSGOL NEBO TO OFFER A SPECIALIST UNIT FOR SUPPORTING CHILDREN WITH ADDITIONAL LEARNING NEEDS, WHERE MAINSTREAM EDUCATION IS CHALLENGING FOR THEM**

| Impact Criteria   | Description   | Status of the impact and the work |
|---|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills  | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Well-being and attitudes to learning  | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Learning and teaching experiences   | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Care, support and guidance  | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Leadership and management   | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral. However, although it is not anticipated that the specialist unit would affect the school, it is anticipated that the new resource could have a positive impact on the provision available to ALN learners in the area. | Positive                          |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral. However, although it is not anticipated that the specialist unit would affect the school, it is anticipated that the new resource could have a positive impact on the provision available to ALN learners in the area.    | Positive                          |

**OPTION 7: YSGOL NEBO TO OFFER A LANGUAGE UNIT FOR DYFFFRYN NANTLLE CATCHMENT AREA**

| <b>Impact Criteria</b>  | <b>Description</b>   | <b>Status of the impact and the work</b> |
|---|--|--|
| Standards and general progress of specific groups and in terms of skills  | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |
| Well-being and attitudes to learning  | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |
| Learning and teaching experiences   | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |
| Care, support and guidance  | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |
| Leadership and management   | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. | Neutral                                  |

## OPTION 8: ESTABLISH A MULTI-SITE SCHOOL

| Impact Criteria  | Description   | Status of the impact and the work |
|--|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills | <p>The result of the latest Estyn inspection for the Ysgol Nebo standards indicators was 'Good', while the result of the latest Estyn inspections for other nearby primary schools (Dyffryn Nantlle catchment area primary schools) were 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that "<i>good progress in developing knowledge, understanding and skills that are appropriate to their ages and development stage</i>". The main findings of Ysgol Brynaerau and Ysgol Talysarn (Talaerau federation) were noted that "<i>provides purposeful opportunities for almost all to apply their literacy, numeracy and digital skills in meaningful ways</i>". Ysgol Bro Llew's main findings noted that "<i>most pupils speak confidently, listen well to each other and adults and respond enthusiastically to their work</i>". Based on this, it is concluded that there would be a neutral effect on this criterion. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are foreseen to share good practices between the school's sites and possibilities of making better use of resources.</p>  | Neutral/Positive                  |
| Well-being and attitudes to learning                                     | <p>The result of the latest Estyn survey for the indicators of well-being and attitudes to learning at Ysgol Nebo was 'Good', while the result of the latest Estyn inspections for the nearby schools (Dyffryn Nantlle catchment area) were also 'Good'. In addition, the main findings of the Ysgol Llanllyfni inspection were noted that "<i>The school is an inclusive learning community that fosters the values of Welshness, courtesy and respect successfully. Pupils are happy to attend the school and feel safe there</i>" with the main findings of the Ysgol Brynaerau and Ysgol Talysarn (Talaerau federation) being "<i>a warm and caring community in which pupils' wellbeing and progress is at the core of its ethos</i>". Ysgol Bro Llew's main findings were noted "<i>Across the school, most pupils develop into ambitious learners and show maturity in the way they overcome challenges and develop resilience</i>". Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for the majority of the schools. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are foreseen to share good practices between the school's sites and possibilities of making better use of resources.</p> | Neutral/Positive                  |
| Learning and teaching experiences  | <p>The result of the latest Estyn survey for the indicators of Ysgol Nebo's teaching and learning experiences was 'Good', while the result of the latest Estyn inspections for the nearby schools (Dyffryn Nantlle catchment area) were also 'Good'. In addition, the main findings of the Ysgol Llanllyfni inspection noted that "<i>effective collaboration between staff leads to the planning of stimulating learning and play experiences. In general, teachers offer regular opportunities for pupils to work independently and work together</i>" with the main findings of Ysgol Brynaerau and Ysgol Talysarn (Talaerau federation) stating "<i>Teachers provide a broad and rich curriculum that engages with the pupils' interests</i>". Ysgol Bro Llew's main findings were noted "<i>provides a rich curriculum that reflects its local nature and context. Teachers gather ideas from pupils, parents and the local community in creating a relevant curriculum for pupils</i>". Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for the majority of the schools. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this</p>   | Neutral/Positive                  |

|   |  |                  |
|---|--|------------------|
|   | <p>criterion. Opportunities are foreseen to share good practices between the school's sites and possibilities of making better use of resources.</p>   |                  |
| Care, support and guidance  | <p>The result of the latest Estyn inspection for the guidance and care support indicators of Ysgol Nebo was 'Good', while the result of the latest Estyn inspection for nearby schools (Dyffryn Nantlle catchment area) was also 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that "<i>staff are dedicated to maintaining high standards of care and well-being in a homely and supportive learning environment.</i>" With the inspection of Brynaerau school and Talysarn school (Talaerau federation) stating "<i>The relationship of respect and kindness between staff and pupils is strong, which contributes to a safe and stimulating environment in which pupils are ready to learn</i>". The main findings of Ysgol Bro Lleu were noted "<i>The school is an inclusive and homely community. Staff promote the importance of good behaviour, courtesy and respect successfully</i>". Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for the majority of the schools. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are foreseen to share good practices between the school's sites and possibilities of making better use of resources.</p> | Neutral/Positive |
| Leadership and management   | <p>The result of the latest Estyn survey for the leadership and management indicators of Ysgol Nebo was 'Good', while the result of the latest Estyn inspection for nearby schools (Dyffryn Nantlle Catchment) was also 'Good'. In addition, it was noted in the main findings of the Ysgol Llanllyfni report that "<i>The headteacher provides clear and wise leadership, appreciating everyone's contribution to providing a complete education for pupils... Self-evaluation and quality assurance arrangements are thorough</i>" with the Ysgol Brynaerau and Ysgol Talysarn survey (Talaerau federation) stating, "<i>The headteacher provides clear and inspiring leadership, and staff share and implement her vision effectively</i>". Ysgol Bro Lleu's main findings were noted "<i>The headteacher's strong, intelligent and effective leadership sets a clear strategic direction for the school</i>". Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for the majority of the schools. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are foreseen to share good practices between the school's sites and possibilities of making better use of resources.</p>  | Neutral/Positive |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | <p>Support is provided for vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs Act (Wales) 2018 as in all schools in Gwynedd. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are foreseen to share good practices, expertise and experiences between the school's sites and possibilities of making better use of resources.</p>   | Neutral/Positive |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | <p>The result of the Estyn inspection for Ysgol Nebo's 'Standards' was 'Good', and the result of the inspections of the nearby schools in the Dyffryn Nantlle Catchment Area also corresponded to Ysgol Nebo's standards. Based on the information from these surveys, no impact on learners' standards is anticipated from the implementation of this option. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve provision in relation to this criteria. Opportunities are foreseen to share good practices between the school's sites and possibilities of making better use of resources.</p>   | Neutral/Positive |

**OPTION 15.1: “Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.”**

| Impact Criteria   | Description   | Status of the impact and the work |
|---|---|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills  | It is anticipated that this option could have a neutral or partially positive impact on the standards of provision, as a result of the specialist provision that the school would offer.                        | Neutral/Positive                  |
| Well-being and attitudes to learning  | A neutral or partially positive impact on the quality of provision is anticipated in terms of supporting wellbeing and attitudes to learning, as a result of developing specialist provision within the school. | Neutral/Positive                  |
| Learning and teaching experiences   | It is anticipated that this option could strengthen teaching and learning experiences within the provision by introducing specialist approaches to complement mainstream provision.                             | Neutral/Positive                  |
| Care, support and guidance  | A neutral impact is anticipated on this criterion.  | Neutral/Positive                  |
| Leadership and management   | A neutral impact is anticipated on this criterion.  | Neutral/Positive                  |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | A neutral or partially positive impact on provision for vulnerable groups is anticipated, as a result of the specialist provision that would be offered as part of the school’s operation.                      | Neutral/Positive                  |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | It is anticipated that this option would ensure provision at least equivalent to current arrangements, with potential benefits in terms of the proposed specialist provision.                                   | Neutral/Positive                  |

**OPTION 15.2: Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills  | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Well-being and attitudes to learning  | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Learning and teaching experiences   | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Care, support and guidance  | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Leadership and management   | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.  | Neutral                           |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. However, although it is not anticipated that the unit would affect the school, it is anticipated that the new resource could have a positive impact on the provision available to learners with ALN in the area. | Positive                          |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | As the unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral. However, although it is not anticipated that the unit would affect the school, it is anticipated that the new resource could have a positive impact on the provision available to learners with ALN in the area. | Positive                          |

**OPTION 15.5: Federalisation of Ysgol Nebo and Ysgol Baladeulyn**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills  | No negative impact is foreseen on this criterion through federating with Ysgol Baladeulyn. The result of the latest Estyn inspection for the indicators of Ysgol Nebo's standards was 'Good'. In addition, the result of the latest Estyn inspection for Ysgol Baladeulyn's indicators of standards was also 'Good'. As a result, it is concluded that the effect on standards of the federation of Ysgol Nebo with Ysgol Baladeulyn would be neutral.   | Neutral                           |
| Well-being and attitudes to learning  | The result of Ysgol Nebo's latest Estyn inspection for 'Well-being and attitudes to learning' was 'Good'. In addition, the result of the latest Estyn inspection for Ysgol Baladeulyn was also 'Good'. Based on the findings of this inspection, and as Ysgol Nebo would continue as a separate entity under this option, it is concluded that there is a predicted neutral effect on this area from the federating of Ysgol Nebo with Ysgol Baladeulyn.   | Neutral                           |
| Learning and teaching experiences   | 'Good' was the result of the 'Teaching and learning experiences' indicator for Nebo School. In addition, the result of the latest Estyn inspection for Ysgol Baladeulyn was also 'Good'. As a result, it is anticipated that the implementation of this option would have a neutral effect on learning and teaching experiences.   | Neutral                           |
| Care, support and guidance  | The result of the 'Care, support and guidance' indicator at Ysgol Nebo was 'Good' in their last inspection. The Estyn inspection result of Ysgol Baladeulyn was also 'Good' under the same indicator. Based on the findings of these reports, and as Ysgol Nebo would continue as a separate entity under this option, it is concluded that there is a predicted neutral effect on this area of federating with Ysgol Baladeulyn.  | Neutral                           |
| Leadership and management   | It was noted in Ysgol Nebo's last Estyn report that the leadership in the school was 'Good'. The result of Ysgol Baladeulyn's latest Estyn inspection was also 'Good' under the same indicator. Based on the findings of these reports, and as the federating option with Ysgol Baladeulyn would offer opportunities to strengthen the leadership position of Ysgol Nebo, such as non-contact time for the headteacher, it is concluded that leadership and management would have a partially positive or at least neutral effect from implementing the federating option. | Neutral / Positive                |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | Support is provided to vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs (Wales) Act 2018 in all schools in Gwynedd. As a result, it is predicted that the effect of this option on this criterion would be neutral.  | Neutral                           |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | It is anticipated that the impact would be neutral as Ysgol Nebo would continue. In addition, the result of the Estyn inspection for the 'Standards' of Ysgol Nebo and Ysgol Baladeulyn was 'Good'. Based on information here, no impact on learners' standards is anticipated from implementing this option.  | Neutral                           |

**OPTION 15.6: Federal Governing Body across Catchment Area Schools**

| Impact Criteria  | Description  | Status of the impact and the work |
|--|--|-----------------------------------|
| Standards and general progress of specific groups and in terms of skills | <p>The result of the latest Estyn inspection for the Ysgol Nebo standards indicators was 'Good', while the result of the latest Estyn inspections for other nearby primary schools (Dyffryn Nantlle catchment area primary schools) were 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that "<i>good progress in developing knowledge, understanding and skills that are appropriate to their ages and development stage</i>". The main findings of Ysgol Brynaerau and Ysgol Talysarn (Talaerau federation) were noted that "<i>provides purposeful opportunities for almost all to apply their literacy, numeracy and digital skills in meaningful ways</i>". Ysgol Bro Lleu's main findings noted that "<i>most pupils speak confidently, listen well to each other and adults and respond enthusiastically to their work</i>". As a result, it is concluded that establishing a Federated Governing Body across the catchment schools would have a neutral impact on standards.</p>  | Neutral                           |
| Well-being and attitudes to learning                                     | <p>The result of the latest Estyn survey for the indicators of well-being and attitudes to learning at Ysgol Nebo was 'Good', while the result of the latest Estyn inspections for the nearby schools (Dyffryn Nantlle catchment area) were also 'Good'. In addition, the main findings of the Ysgol Llanllyfni inspection were noted that "<i>The school is an inclusive learning community that fosters the values of Welshness, courtesy and respect successfully. Pupils are happy to attend the school and feel safe there</i>" with the main findings of the Ysgol Brynaerau and Ysgol Talysarn (Talaerau federation) being "<i>a warm and caring community in which pupils' wellbeing and progress is at the core of its ethos</i>". Ysgol Bro Lleu's main findings were noted "<i>Across the school, most pupils develop into ambitious learners and show maturity in the way they overcome challenges and develop resilience</i>". As a result, it is concluded that establishing a Federated Governing Board across the catchment schools would have a neutral impact on wellbeing and attitudes to learning.</p>      | Neutral                           |
| Learning and teaching experiences  | <p>The result of the latest Estyn survey for the indicators of Ysgol Nebo's teaching and learning experiences was 'Good', while the result of the latest Estyn inspections for the nearby schools (Dyffryn Nantlle catchment area) were also 'Good'. In addition, the main findings of the Ysgol Llanllyfni inspection noted that "<i>effective collaboration between staff leads to the planning of stimulating learning and play experiences. In general, teachers offer regular opportunities for pupils to work independently and work together</i>" with the main findings of Ysgol Brynaerau and Ysgol Talysarn (Talaerau federation) stating "<i>Teachers provide a broad and rich curriculum that engages with the pupils' interests</i>". Ysgol Bro Lleu's main findings were noted "<i>provides a rich curriculum that reflects its local nature and context. Teachers gather ideas from pupils, parents and the local community in creating a relevant curriculum for pupils</i>". As a result, it is anticipated that implementing this option would have a neutral impact on learning and teaching experiences.</p> | Neutral                           |

|   |   |                    |
|---|---|--------------------|
| Care, support and guidance  | <p>The result of the latest Estyn inspection for the guidance and care support indicators of Ysgol Nebo was 'Good', while the result of the latest Estyn inspection for nearby schools (Dyffryn Nantlle catchment area) was also 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that "<i>staff are dedicated to maintaining high standards of care and well-being in a homely and supportive learning environment.</i>" With the inspection of Brynaerau school and Talysarn school (Talaerau federation) stating "<i>The relationship of respect and kindness between staff and pupils is strong, which contributes to a safe and stimulating environment in which pupils are ready to learn</i>". The main findings of Ysgol Bro Lleu were noted "<i>The school is an inclusive and homely community. Staff promote the importance of good behaviour, courtesy and respect successfully</i>". Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for the majority of the schools. As a result, it is anticipated that implementing this option would have a neutral impact on care, support and guidance.</p>                                   | Neutral            |
| Leadership and management   | <p>The result of the latest Estyn survey for the leadership and management indicators of Ysgol Nebo was 'Good', while the result of the latest Estyn inspection for nearby schools (Dyffryn Nantlle Catchment) was also 'Good'. In addition, it was noted in the main findings of the Ysgol Llanllyfni report that "<i>The headteacher provides clear and wise leadership, appreciating everyone's contribution to providing a complete education for pupils... Self-evaluation and quality assurance arrangements are thorough</i>" with the Ysgol Brynaerau and Ysgol Talysarn survey (Talaerau federation) stating, "<i>The headteacher provides clear and inspiring leadership, and staff share and implement her vision effectively</i>". Ysgol Bro Lleu's main findings were noted "<i>The headteacher's strong, intelligent and effective leadership sets a clear strategic direction for the school</i>". Based on the findings of these inspections, and as this federation option would offer opportunities to strengthen the leadership position at Ysgol Nebo, such as providing non-contact time for the headteacher, it is concluded that leadership and management would experience a partially positive or at least neutral impact from implementing this option.</p> | Neutral / Positive |
| Vulnerable groups, including children with Additional Learning Needs (ALN)  | <p>Support is provided for vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs Act (Wales) 2018 as in all schools in Gwynedd. As a result, it is anticipated that the impact of this option on this criterion would be neutral.</p>  | Neutral            |
| Provision that is at least equivalent to what is available to the learners at the time (including those with ALN) | <p>The result of the Estyn inspection for Ysgol Nebo's 'Standards' was 'Good', and the result of the inspections of the nearby schools in the Dyffryn Nantlle Catchment Area also corresponded to Ysgol Nebo's standards. Based on the information from these surveys, no impact on learners' standards is anticipated from the implementation of this option.</p>  | Neutral            |

## 4. CONCLUSION

The latest assessment of the likely impact on the quality and standards of education has considered the comments raised during the statutory consultation, together with an assessment of the full range of reasonable alternative options, including the additional options proposed by consultees. The Council notes the concerns expressed regarding the current strengths of Ysgol Nebo, the advantages of small class sizes, and the support provided to some vulnerable learners.

When considering reasonable alternative options such as developing specialist or transition provision for learners with Additional Learning Needs, federation arrangements, and alternative approaches to the use of the site, the assessment shows that these could have a neutral or partially positive impact on the quality and standards of education in specific contexts.

Based on a comparison of Estyn inspection findings and the evidence presented through the assessment, it is concluded that the educational provision offered at Ysgol Llanllyfni is at least equivalent to the standard of education currently provided at Ysgol Nebo. In addition, it is noted that the school's learner numbers enable wider opportunities to teach learners in age-appropriate groups, with peers, thereby broadening learning experiences and offering potential benefits to teaching and learning experiences.

As a result, the assessment indicates that the likely impact on the quality and standards of education of implementing the proposed option to close Ysgol Nebo and provide education for the learners at Ysgol Llanllyfni is neutral or partially positive.

**ASSESSMENT OF THE LIKELY IMPACT ON TRAVEL  
ARRANGEMENTS –  
YSGOL NEBO**

**May 2026**

# 1. INTRODUCTION

## 1.1 Background

Ysgol Nebo is a community school located in the village of Nebo, about three miles from Penygroes, providing education for learners aged 3-11. There has been a decline in the number of learners at Ysgol Nebo over recent years. By January 2026, there were 11 learners from Reception to Year 6 and 1 nursery pupil attending the school.

At their meeting on 11 February 2025, the Cabinet supported a recommendation to begin formal discussions with stakeholders of Ysgol Nebo to consider options for the future. Between March and July 2025, three local meetings were held with Ysgol Nebo School where a number of options were proposed and discussed.

On 14 October 2025, Cyngor Gwynedd's Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

The consultation was held between 5 December 2025 and 23 January 2026, and 70 responses to the consultation were received.

## 1.2 Cyngor Gwynedd Transport Policy

The *'Excellent Primary Education for the Children of Gwynedd' Strategy* aims to limit travel from home to school to a one-way journey that is no longer than 30 minutes.

Cyngor Gwynedd provides free transport for learners who live two or more miles from the school in their catchment area, or the nearest school (not including nursery pupils). Learners who receive primary education are expected (with the exception of learners with additional learning needs or disabilities), to walk up to two miles to meet any modes of transport provided by Cyngor Gwynedd. The transport policy can be seen in the parents' handbook: [Information for parents](#)

## 2. ASSESSMENT OF THE POTENTIAL IMPACT OF ALL OPTIONS ON TRAVEL ARRANGEMENTS

2.1 The potential impact of each option on travel arrangements is set out below:

- No change - continue with the current situation

This model would mean no change to the existing provision in the Ysgol Nebo catchment area.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.**

- Federalisation with a nearby school

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a head or head teachers and one governing body. The governing bodies of the individual schools would be dissolved, and a (new) federal governing body would be formed.

The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo, and the learners' travel arrangements would continue in the same way. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.**

- Federalisation with a nearby school adding a specialist unit for children with additional learning needs at Ysgol Nebo.

This option would ensure the continuation of the school's presence in the village of Nebo through a collaborative arrangement with a neighbouring school or schools, under the leadership of a headteacher or headteachers and a single governing body. The governing bodies of the individual schools would be dissolved, and a (new) federal governing body would be formed. The identity of the school in question (including its name, ethos, and school uniform) would continue, and it would allow the possibility of sharing staff, resources, buildings, and expertise.

In addition to federalisation, this option would also mean adding a location for an ALN unit at Ysgol Nebo.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo, and the learners' travel arrangements would continue as they are. No learner in the Nebo catchment area will need to travel an unreasonable distance to school. The authority would need to provide transport for the ALN unit learners.**

- Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)

This option would mean closing Ysgol Nebo and offering the learners a place at Ysgol Llanllyfni.

Ysgol Llanllyfni is located 1.6 miles from Ysgol Nebo. This is the geographically closest school to Ysgol Nebo.

This option would have an impact on travel arrangements, as the learners would be educated at Ysgol Llanllyfni. It would be necessary to provide transport for learners from the catchment area of Ysgol Nebo to Ysgol Llanllyfni, in accordance with Cyngor Gwynedd's transport policy. Additional transport costs are anticipated - estimated cost, approximately between £17,000-£30,000 per year. Some learners will travel further to school than they would currently. No learner in the Nebo catchment area would need to travel an unreasonable distance to school

- Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)

This option would not have an impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.

- Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.

This option would mean continuing with Ysgol Nebo and adding an area for an ALN unit on the school site to offer provision for children who would need additional support. There would be no change to the school element.

This option would not have an impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way. The authority would need to provide transport for the ALN unit learners. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.

- Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area

This option would mean adding a language unit on the school site in order to offer the children a Welsh language immersion service that is needed before joining their chosen school full time. There would be no change to the school element.

This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way. No learner in the Nebo catchment area would need to travel an unreasonable distance to school. The local authority would need to provide transport for the learners of the language unit.

- Establishing a School on more than one site (Multi-site School)

This option would mean merging a number of local schools, by closing the schools and establishing one multi-site school which would include the Ysgol Nebo site.

This option would not have an impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at the Ysgol Nebo school site. The learners would continue to be taught at the Ysgol Nebo site and the learners' travel arrangements would continue in the same way. No learner in the Nebo catchment area would need to travel an unreasonable distance to school. Depending on the structure of the new school, there is a possibility that it would be necessary to organise transport between school sites.

## Reasonable alternative options considered following the statutory consultation:

- *"Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity."*

This option would mean retaining Ysgol Nebo and developing it as a site offering specialist provision for children and young people for whom mainstream education is challenging. The provision would support pupils with Additional Learning Needs, including social, emotional and behavioural needs, as well as young people with mental health needs such as anxiety and neurodiversity.

**This option would not have any effect on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way, and no learner would be expected to travel an unreasonable distance to the school. Given that the admissions procedure would remain unchanged, the normal transport arrangements would continue to apply, in accordance with the County's School Transport Policy. Transport arrangements linked to ALN provision would also be provided and considered in accordance with the same policy, where appropriate.**

- *Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education*

This option would mean retaining Ysgol Nebo and developing it as a Transition Unit to provide temporary support for pupils with Additional Learning Needs before or during their integration into mainstream education. The provision would focus on structured support to facilitate an effective transition.

**This option would not have any effect on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way, and no learner would be expected to travel an unreasonable distance to the school. Depending on the nature of the specialist provision, the authority may need to consider transport arrangements for learners who attend the provision from other catchment areas.**

- *Federalisation of Ysgol Nebo and Ysgol Baladeulyn*

This option would ensure the continued presence of Ysgol Nebo through a federation arrangement with Ysgol Baladeulyn. The schools would operate under the leadership of a single headteacher or headteachers and one federal governing body. The identity of each school, including name, ethos and uniform, would remain, with the possibility of sharing staff, resources and expertise.

**This option would have no impact on the current travel arrangements of Ysgol Nebo learners, as they would continue to be educated on the Ysgol Nebo site. Travel arrangements would remain the same, and no learner from the Nebo catchment would need to travel an unreasonable distance to school.**

- *Federal Governing Body across Catchment Area Schools*

This option would involve establishing a federal governing body across the schools in the catchment to strengthen collaboration and strategic oversight. The arrangement would enable the sharing of expertise and a common strategic direction while maintaining the presence and identity of individual schools.

**This option would have no impact on current learner travel arrangements, as it would not lead to changes in the location of school provision. Learners would continue to attend their current schools and no changes to transport arrangements would be required.**

## 2.2 Free transport options

In accordance with Cyngor Gwynedd’s transport policy, learners receiving primary education (excluding learners with additional learning needs or disabilities) are expected to walk up to 2 miles to meet any transport provided by Cyngor Gwynedd along the shortest route.

The shortest route available is the one that the Council does not consider particularly dangerous, after assessing the other routes that could be used, and these routes would be assessed in accordance with Cyngor Gwynedd’s transport policy.

It is noted that a number of school buses operate in the area. It is noted that there is currently no primary school bus operating between Nebo and Llanllyfni; however, a secondary school bus does travel between Nebo and Dyffryn Nantlle, and possible options for sharing transport could be considered, in line with arrangements that exist in other parts of the County.

## 2.3. Summary of the likely impact on travel arrangements

Below is a summary of the impact on travel arrangements of the options under consideration:

| Options   | The likely impact on travel arrangements for learners   | The likely annual financial impact on travel arrangements for the Authority               |
|---|---|---|
| No change - Continue with the current situation   | Neutral – No change<br><br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.   | £0  |
| Federating with a nearby school (Ysgol Llanllyfni)  | Neutral<br><br>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.<br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.   | £0  |
| Federating with a nearby school and adding a specialist unit for children with additional learning needs at Ysgol Nebo. | Neutral<br><br>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.<br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.<br><br>The authority would need to provide transport for the ALN unit learners. | £0<br><br>The authority would need to provide transport for the learners of the ALN unit. |
| Close Ysgol Nebo and offer the learners a   | Negative<br><br>Ysgol Llanllyfni is located 1.6 miles from Ysgol Nebo, the authority would need to provide transport for learners in the current catchment area of  | £17,000 - £30,000   |

|  |  |  |
|--|--|--|
| <p>place in a nearby school (Ysgol Llanllyfni)</p> | <p>Ysgol Nebo who attend Ysgol Llanllyfni and live more than 2 miles from the school, in accordance with the Authority's Transport Policy.</p> <p>Having considered current numbers (September 2025), it is anticipated that an 8-seater bus would need to be arranged to transport learners of the catchment area of Ysgol Nebo (that would be eligible for transport in accordance with Cyngor Gwynedd's transport policy) to Ysgol Llanllyfni. It is anticipated that this would be at a cost of up to £17,000 per year.</p> <p>If there was an increase in the numbers of learners in the catchment area in the future, then it may mean that it would be necessary to provide a school bus in order to transport the learners of the current catchment area of Ysgol Nebo which would be eligible for transport (in accordance with Cyngor Gwynedd's transport policy). It is anticipated that this would be at a cost of up to £30,000 per year.</p> <p>Some learners will travel further to school than they would at the moment.</p> <p>No learner in the Nebo catchment area will need to travel an unreasonable distance to school.</p> <p><i>During the statutory consultation, concerns were raised regarding the potential impact of the proposal on travel arrangements should the proposal be implemented, particularly in terms of traffic safety and parking around Ysgol Llanllyfni at peak times. It was noted that drop-off arrangements and traffic flow are already challenging at certain times, and that there is concern that an increase in pupil numbers could exacerbate these risks. Cyngor Gwynedd notes these concerns and acknowledges that there have been historic challenges in relation to drop-off arrangements at the site; however, it is also noted that appropriate arrangements have now been put in place, including organised transport arrangements, and that any further implications would continue to be considered as part of the planning of transport arrangements should the proposal be implemented.</i></p> <p><i>Concerns were also raised regarding the suitability and safety of walking routes between Nebo and Llanllyfni, particularly in respect of the lack of pavements and the potential risks to primary-aged children. Cyngor Gwynedd notes these concerns and confirms that, should the proposal be implemented, the suitability of walking routes is assessed in accordance with Cyngor Gwynedd's Education Transport Policy. Under this Policy, free home-to-school transport is provided for primary pupils who live 2 miles or more from their catchment school, or the nearest school, ensuring that no pupil would be required to use unsafe walking routes.</i></p> <p><i>Concerns were also expressed regarding the suitability of bus transport for young children, including four-year-old learners, in terms of wellbeing and safety. Cyngor Gwynedd notes these comments and confirms that all school transport arrangements are provided in accordance with Cyngor Gwynedd's Education Transport Policy, and that appropriate transport arrangements would be considered based on the individual needs of eligible learners, in line with the same criteria applied to all other learners across the county, should the proposal be implemented. It is noted that nursery class pupils are not eligible for free home-to-school transport under the Policy.</i></p> <p><i>A call was also made for greater clarity and reassurance regarding transport arrangements should the proposal be implemented. Cyngor Gwynedd notes this need and confirms that, should the proposal be implemented, school transport would be provided in accordance with Cyngor Gwynedd's Education Transport Policy, which provides free home-</i></p> |  |
|--|--|--|

|   |  |  |
|---|--|--|
|   | <i>to-school transport for eligible primary learners who live 2 miles or more from their catchment school or the nearest school. It is noted that the Policy does not include transport for the purpose of accessing additional services, such as breakfast clubs.</i>   |  |
| Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)                       | Neutral<br>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.<br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.  | £0   |
| Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them. | Neutral<br>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.<br>The authority would need to provide transport for the ALN unit learners.<br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school   | £0<br><br>The authority would need to provide transport for the learners of the ALN unit.      |
| Ysgol Nebo offers a language unit for the Dyffryn Nantlle catchment area  | Neutral<br>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.<br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.<br>The authority would need to provide transport for the learners of the language unit.  | £0<br><br>The authority would need to provide transport for the learners of the Language unit. |
| Establishing a School on more than one site   | Neutral<br>The learners would continue to be taught at Ysgol Nebo site and the learners' travel arrangements would continue in the same way.<br>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.<br>Depending on the structure of the new school, there is a possibility that it would be necessary to arrange transport between school sites. | £0   |

#### 2.4 Reasonable alternative options considered following the consultation:

| Options   | The likely impact on learner travel arrangements   | The likely annual financial impact on the Authority's travel arrangements |
|---|--|---|
| "Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is | Neutral. The provision would continue on the Ysgol Nebo site, and there would be no impact on the current travel arrangements of learners in the Nebo catchment. | £0  |

|   |  |   |
|---|--|---|
| <p>challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity."</p> |  |   |
| <p><b>Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education</b></p>  | <p>Neutral. There would be no change to the current travel arrangements of Ysgol Nebo learners. Learners attending the Transition Unit may come from wider areas, and transport may need to be provided for them</p> | <p>£0 for learners in the Nebo catchment.</p> <p>Possible costs depending on the need to provide transport for Transition Unit learners from other areas.</p> |
| <p><b>Federalisation of Ysgol Nebo and Ysgol Baladeulyn</b></p>   | <p>Neutral. Learners would continue to be educated at Ysgol Nebo and travel arrangements would remain the same. No learner from the Nebo catchment would need to travel an unreasonable distance to school.</p>      | <p>£0</p>   |
| <p><b>Federal Governing Body across Catchment Area Schools</b></p>  | <p>Neutral. Learners would continue to be educated at Ysgol Nebo and travel arrangements would remain the same. No learner from the Nebo catchment area would need to travel an unreasonable distance to school.</p> | <p>£0</p>   |

### 3. CONCLUSION

When considering all the options under review, the impact assessment concludes that the majority of the options assessed are unlikely to have a negative effect on the current travel arrangements of Ysgol Nebo learners, as the educational provision would continue on the school site, and no learner from the Nebo catchment would be required to travel an unreasonable distance to school.

However, it is clearly acknowledged, as noted in the consultation responses, that the proposal to close Ysgol Nebo and offer places for learners at Ysgol Llanllyfni is different in nature, as it would lead to changes in travel arrangements. Specifically, consultees expressed concerns regarding traffic safety and parking around Ysgol Llanllyfni, the suitability of walking routes for primary-aged children, the suitability of bus transport for young children, school transport costs, and the impact on families in a rural area. These concerns have been considered as part of this impact assessment, which evaluates the effect of the possible changes to travel arrangements if the proposal were implemented.

Should the option of closing Ysgol Nebo and offering education to the pupils at Ysgol Llanllyfni be implemented, then it is anticipated that there would be an impact on travel arrangements for the children. However, it is not anticipated that any learner in the Nebo catchment area would need to travel an unreasonable distance to school. It is noted that school transport to the school would be provided in accordance with Gwynedd Council's Transport Policy where applicable, and it is not anticipated that any learner from the Nebo catchment would be required to travel an unreasonable distance to the school or use routes to the school that are considered unsafe.

When considering the latest pupils numbers' data from January 2026, it is anticipated that 8 seat transport would need to be arranged to transport learners from the current catchment area of Ysgol Nebo who would be eligible for transport (in accordance with Cyngor Gwynedd's transport policy) to Ysgol Llanllyfni. The transport costs are estimated to be around £17,000 per year.

If there was an increase in the number of learners in the catchment area in the future, then it may mean that it would be necessary to provide a school bus to transport learners from the current catchment area of Ysgol Nebo who would be eligible for transport (in accordance with Cyngor Gwynedd transport policy). These transport costs are estimated to be around £30,000 per year.

As a result, it is anticipated that the option to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni would lead to additional transport costs for the Authority. These costs are estimated to be around £17,000 - £30,000 per year to provide transport should all the learners in the Ysgol Nebo catchment area chose to attend Ysgol Llanllyfni.

**ASSESSMENT OF THE LIKELY IMPACT ON THE  
COMMUNITY –**

**YSGOL NEBO**

**May 2025**

## 1. INTRODUCTION

When developing proposals for the organisation of schools, the Authority is required to assess the likely impact on the community, in accordance with the School Organisation Code (011/2018).

### Background

Ysgol Nebo is a community school located in the village of Nebo, which is about three miles from Penygroes, and which provides education for learners between the ages of 3-11. There has been a reduction in the numbers of learners at Ysgol Nebo over the past few years. By now, January 2026, only 11 Reception to Year 6 learners and 1 Nursery learner attend the school.

At their meeting on 11 February 2025, the Cabinet supported a recommendation to begin formal discussions with Ysgol Nebo stakeholders to consider options for the future. Between March and July 2025, 3 local meetings were held with Ysgol Nebo's stakeholders where several options were proposed and discussed.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

## 2. THE OPTIONS

The Authority considered and discussed several options for the future of Ysgol Nebo, including:

- *Do nothing - continue with the school's current structure*
- *Federate with a neighbouring school*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a headteacher or headteachers and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

- *Federating with another school adding a specialist unit for children with additional learning at Ysgol Nebo.*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a headteacher or headteachers and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

In addition to federating, this option would also include adding a location for a ALN unit on the school site.

- *Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)*

This option would mean that Ysgol Nebo would close, and that learners from the current catchment area of Ysgol Nebo would be offered a place at Ysgol Llanllyfni (the alternative school).

- *Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)*

This option would mean that Ysgol Nebo would continue and develop into a specialist location for some individual subjects.

- *Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.*

This option would mean adding an area for an ALN unit on the school site to offer provision for children with ALN.

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

*This option would mean adding a language immersion unit on the school site in order to offer an immersion service in Welsh to new speakers*

- *Establishing a school on more than one site - Multi-site School*

This option would mean merging a number of local schools, by closing the schools and establishing one multi-site school which would include the Ysgol Nebo site. The option would enable the possibility of sharing resources, buildings, and expertise.

This model would ensure continuity in the presence of a school site in the village of Nebo by establishing a multi-site school, led by a headteacher and one governing body.

#### Reasonable alternative options considered following the statutory consultation:

- *“Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.”*

This option would mean retaining Ysgol Nebo and developing it as a site offering specialist provision for children and young people for whom mainstream education is challenging. The provision would support pupils with Additional Learning Needs, including social, emotional and behavioural needs, as well as young people with mental health needs such as anxiety and neurodiversity.

- *Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education*

This option would mean retaining Ysgol Nebo and developing it as a Transition Unit to provide temporary support for pupils with Additional Learning Needs before or during their integration into mainstream education. The provision would focus on structured support to facilitate an effective transition.

- *Federalisation of Ysgol Nebo and Ysgol Baladeulyn*

This option would ensure the continued presence of Ysgol Nebo through a federation arrangement with Ysgol Baladeulyn. The schools would operate under the leadership of a single headteacher or leadership team and a single federal governing body. The identity of each school—including name, ethos and uniform—would remain, with the possibility of sharing staff, resources and expertise.

- *Federal Governing Body across Catchment Area Schools*

This option would involve establishing a federal governing body across the schools in the catchment to strengthen collaboration and strategic oversight. The arrangement would enable the sharing of expertise and a common strategic direction while maintaining the presence and identity of individual schools.

### 3. SUMMARY OF THE CATCHMENT AREA

#### 3.1 The Area

Ysgol Nebo is located in the rural village of Nebo, which is about three miles from Penygroes in Gwynedd within Clynnog Ward. According to the 2021 census, 1,300 people live in Clynnog ward. The catchment area of Ysgol Nebo includes part of the Clynnog ward as well as part of the Llanllyfni ward.

#### 3.2 The Economy

According to the 2021 census, there are 55.1% of people aged between 16 and 74 within the Clynnog ward are economically active, and 1.1% of these are unemployed. There are 43.4% of people in the same age group are economically inactive with 3.4% of these ill or disabled for a long period.

According to the 2021 census, there are 52.8% of people aged between 16 and 74 within the Llanllyfni ward are economically active, and 3.8% of these are unemployed. There are 43.4% of people in the same age group are economically inactive with 3.4% of these ill or disabled for a long period.

The type of industry in which the population is active is varied in the area, with the highest rate (16.5%) working in the health and social work field. (2021 Census)

According to data from the 'Index of Multiple Deprivation Wales (2025)' the employment rate of Llanllyfni and Clynnog ward compared to other wards in Wales gives a rank of 1152 out of 1917 wards. Therefore, Llanllyfni and Clynnog ward is within the 50% least deprived in Wales.

#### 3.3 Deprivation

Llanllyfni and Chlynnog Ward is ranked within the most deprived 20%-30% in Wales (rank 546 out of 1917 wards).

A number of areas make up this overall index, including income, employment, health, education, access to services, community safety, physical environment, and housing.

It is noted that Llanllyfni and Chlynnog ward is within the 10% most deprived areas in Wales in the 'Housing' field. The indicators in this area are the proportion of people living in overcrowded homes (use of bedrooms), and the proportion of people living in homes without central heating.

In addition, the ward of Llanllyfni and Chlynnog is within the 10% of the most deprived areas in Wales in the area of 'access to services', i.e. deprivation because people are unable to access a variety of services that are considered essential for day-to-day living. The indicators include average public and private travel times to a number of services such as food shops, doctor's surgery, primary and secondary schools, post office, public library, pharmacy, leisure centre and private travel time to a petrol station.

Below is a summary of how the Llanllyfni and Clynnog area is situated in the context of other areas in Wales according to the Welsh Index of Multiple Deprivation (2025):

| Area       | Rank in Wales, out of 1909 areas.<br>(1 = most deprived and 1909 = least deprived) | Most deprived % in Wales     |
|------------|--|------------------------------|
| Employment | 1152   |                              |
| Income     | 778  |                              |
| Health     | 1247   |                              |
| Education  | 835  |                              |
| Housing    | 47   | Within the most deprived 10% |

|                      |     |                              |
|----------------------|-----|------------------------------|
| Physical environment | 448 |                              |
| Access to services   | 86  | Within the most deprived 10% |
| Community safety     | 767 |                              |

### 3.4 The Community

There is no community center in the village of Nebo. The residents of Nebo and Nasareth regularly make use of the 'community room' located at Ysgol Nebo to hold community events and occasions. Here are some of the social events and occasions held in the community room at Ysgol Nebo:

- Monthly meetings of the Nebo and Nasareth Area Committee
- Local Clubs (Monday Club, Knitting and Crochet Club, Social Evenings, Gardening Club)
- First Aid with St John Ambulance: Training on CPR and the use of defibrillators at the School and Nasareth Chapel
- Welsh lessons for learners
- Refreshments after local trips and the Craig Goch Mountain Race
- Remembrance Sunday service
- Protecting the environment: Organising litter-picking sessions and taking action to prevent dog fouling

## 4. YSGOL NEBO AND NEARBY SCHOOLS

### 4.1 The context of the schools according to the Estyn Inspection Reports

As part of Estyn's reports, the schools are placed in context, and their community relations are detailed. This is the context given to Ysgol Nebo, Ysgol Llanllyfni and Ysgol Bro Lleu by Estyn inspectors.

#### Ysgol Nebo

*"Ysgol Nebo is about three miles from Penygroes in Gwynedd. Welsh is the main medium and life of the school."*

*Source: Estyn Report, November 2017*

#### Ysgol Llanllyfni

*"The school is an inclusive learning community that fosters the values of Welshness, courtesy and respect successfully, by supporting pupils to achieve well. Staff use the Welsh language purposefully which has a positive effect on the development of pupils' oral skills from an early age."*

*Source: Estyn Report, October 2025*

#### Ysgol Bro Lleu

*"Ysgol Bro Lleu is a happy, friendly and inclusive school that places a strong emphasis on respecting every member of the community. Its vision of giving every pupil the best opportunity permeates all the school's activities. As a result, the pupils' attitudes to their learning are firm and their behaviour is excellent."*

*Source: Estyn Report, April 2023*

### 4.2 Statistical information

The table below shows the numbers of Ysgol Nebo and the other schools within the catchment area of Ysgol Dyffryn Nantlle. This table also shows the school's capacity and number on the roll in January 2026. All schools teach through the medium of Welsh.

| School     | Full Capacity (N – BI6) | Number on the register January 2026 (N – BI6) | Legal Category   | Language Category        |
|------------|-------------------------|---|------------------|--------------------------|
| Baladeulyn | 62                      | 8   | Community School | Welsh Medium, Category 3 |
| Talysarn   | 104                     | 98  | Community School | Welsh Medium, Category 3 |
| Bro Llieu  | 207                     | 189   | Community School | Welsh Medium, Category 3 |
| Llanllyfni | 117                     | 71  | Community School | Welsh Medium, Category 3 |
| Nebo       | 58                      | 12  | Community School | Welsh Medium, Category 3 |
| Brynaerau  | 81                      | 54  | Community School | Welsh Medium, Category 3 |
| Bro Llifon | 196                     | 149   | Community School | Welsh Medium, Category 3 |

Source: PLASC January 2026 Census

### 4.3 Catchment information and learners' choice of schools

Each school has a specific catchment area which it serves, and which is important in terms of the Council's access and transport policy. Learners do not have to attend their catchment area school; the choice is up to parents (in accordance with the admission policy).

The latest data (January 2026 data) shows that 78% of children who live in Ysgol Nebo's catchment area attend schools outside the catchment area. The table below indicates the proportion of learners (Nursery – Yr. 6) who live in the catchment area and attend the catchment area school, and the proportion of learners from outside the catchment area who attend the school.

| School     | Proportion of catchment area learners who attend the catchment area school | Proportion of the school's learners who live within the school catchment area | Proportion of learners from outside the catchment area who attend the school |
|------------|--|---|--|
| Nebo       | 22%  | 17%   | 83%  |
| Llanllyfni | 55%  | 73%   | 27%  |

Source: January 2026 GIS Data

### 4.4 Summary of the various facilities in the community of Nebo and Llanllyfni (September 2025)

|                                  | Nebo | Llanllyfni |
|----------------------------------|------|------------|
| Village Hall / Community Centre  |      |            |
| Chapel/Church                    |      | ✓          |
| Public Transport                 | ✓    | ✓          |
| Shop                             |      |            |
| Café/Pub                         |      |            |
| Post Office                      |      |            |
| Pharmacy                         |      |            |
| Library                          |      |            |
| Children's Playing Field         | ✓    |            |
| Bank                             |      |            |
| Residential Home for the Elderly |      |            |
| Leisure Centre                   |      |            |

|                                |   |   |
|--------------------------------|---|---|
| Garage                         |   |   |
| Tourism Attraction             | ✓ |   |
| Cylch Ti a Fi + Cylch Meithrin |   | ✓ |

\*Added as a result of the responses received to the consultation

#### 4.5 A summary of the schools' use outside the school's core hours:

A summary of community or extra-curricular use of the local school buildings is provided below:

|                                | Nebo | Llanllyfni | Baladeulyn | Bro Lleu | Bro Llifon | Brynaerau | Talysarn |
|--------------------------------|------|------------|------------|----------|------------|-----------|----------|
| Playgroups (School Holidays)   |      |            |            |          |            |           |          |
| Aelwyd yr Urdd                 |      | ✓          |            |          |            |           |          |
| Plays                          |      |            |            |          |            |           |          |
| Voluntary Groups               | ✓    | ✓          |            |          |            |           |          |
| Morning/Evening Coffee         | ✓    | ✓          | ✓          |          |            | ✓         | ✓        |
| Community Auction              |      |            |            |          |            |           |          |
| Choir Practice                 |      |            |            |          |            |           |          |
| Welsh for Adults               |      |            |            |          |            |           |          |
| Town/Community Council Meeting |      |            |            |          |            |           |          |
| Nursery School                 |      | ✓          |            |          |            |           |          |
| Club/Sports Activity           |      | ✓          |            |          | ✓          |           |          |
| After School Club              |      | ✓          |            | ✓        | ✓          | ✓         | ✓        |
| Local Interest Club            | ✓    |            |            |          |            |           |          |

As there is no community center in the village of Nebo, the residents of Nebo and Nasareth make regular use of Ysgol Nebo's 'community room' for community occasions and events (as noted in 3.4 above).

A Cylch Meithrin is located on the site of Ysgol Llanllyfni, providing early years care and education through the medium of Welsh for pre-school children. The collaboration with Ysgol Llanllyfni ensures a smooth transition for children from the Cylch to the nursery class. The Cylch provides places for children aged 2 to 4, and offers 'Dechrau'n Deg' provisions, the 10-hour Early Years Education (Foundation Learning) program, along with wraparound care for nursery-aged children of Ysgol Llanllyfni and nearby schools. The Cylch Meithrin is also part of the Childcare Scheme, a program offering up to 30 hours per week of free early years childcare. Children can take advantage of the Childcare Offer from the start of the term following their third birthday until September after they turn 4.

There are no early years provisions at Ysgol Nebo, except for the school's nursery class.

#### 4.6 Summary of activities or groups that the schools are regularly involved with:

|                                      | Nebo | Llanllyfni |
|--------------------------------------|------|------------|
| Cylch Meithrin/Ti a Fi               |      | ✓          |
| Eisteddfodau (Local/County/National) | ✓    | ✓          |
| Urdd                                 | ✓    |            |
| Other activities (sports/clubs)      |      | ✓          |

4.7 If buildings, rooms, facilities or services are provided by a school on behalf of the community, where would they be provided if the school is closed?

| School | Where will facilities be provided if it closes  |
|--------|---|
| Nebo   | A number of community events are held in the Ysgol Nebo building. If the Cabinet decided to proceed with the proposal to close Ysgol Nebo, options for the post-use of the school building would have to be considered, taking into account the community activities that are currently being held at the school. |

4.8 Information about distance and travel time to other schools in the catchment area

The table below indicates the distance and travel time between schools in the area. We see that Ysgol Llanllyfni is the closest to Ysgol Nebo. The journey times below consider the nature of the lanes and the effect this can have on journey times in a rural area.

| Ysgol      |         | Nebo |
|------------|---------|------|
| Llanllyfni | Miles   | 1.6  |
|            | Minutes | 5    |
| Bro Lleu   | Miles   | 2.6  |
|            | Minutes | 9    |
| Talysarn   | Miles   | 3.8  |
|            | Minutes | 11   |
| Baladeulyn | Miles   | 5.8  |
|            | Minutes | 14   |
| Brynaerau  | Miles   | 5.3  |
|            | Minutes | 14   |
| Bro Llifon | Miles   | 5.5  |
|            | Minutes | 11   |

Source: Google Maps 2025

## 5. ASSESSMENT OF THE LIKELY IMPACT ON THE COMMUNITY

In order to assess the community impact of the possible models, it was decided to create criteria in accordance with the recommendations of the community assessment considerations of the School Organisation Code 011/2018.

### **OPTION 1: NO CHANGE – CONTINUE WITH THE CURRENT STRUCTURE**

| <b>Impact Criteria</b>  | <b>Description</b>  | <b>Status of the impact and the work</b> |
|---|---|--|
| Impact on Health and well-being   | There would be no change to the current provision – as a result no impact is anticipated on health and well-being.  | Neutral                                  |
| The implications of the change on public transport provisions   | As there would be no change to the current provision no impact on public transport provision is anticipated. Any transport required to Ysgol Nebo for eligible catchment area learners would continue in accordance with the County's Transport Policy. | Neutral                                  |
| Impact on other facilities / services provided at the school  | There would be no change to the provision, therefore no impact on the current use of the school is anticipated.   | Neutral                                  |
| Impact on wider community safety  | There would be no change to the provision, therefore no impact is anticipated on wider community safety.  | Neutral                                  |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | There would be no change to the provision. As a result, it is not expected that the option would encourage families with school-age children to leave the community, or that young families are less likely to move into the community.                 | Neutral                                  |
| Impact on other services provided locally   | There would be no change to what is currently provided, therefore no impact on other local services is anticipated.   | Neutral                                  |
| Adverse effect on the wider economy of the community  | There would be no change to what is currently being provided therefore no adverse impact on the wider economy of the community is anticipated.  | Neutral                                  |
| General impact on the local community   | There would be no change to what is currently provided therefore no impact on the local community is anticipated.   | Neutral                                  |

## OPTION 2: FEDERATING WITH A NEARBY SCHOOL

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | As federation would mean that Ysgol Nebo would remain open there would be no change to the current provision, as a result, no impact on health and well-being is anticipated.  | Neutral                           |
| The implications of the change on public transport provisions   | As federation would mean that Ysgol Nebo would remain open, no impact on the provision of public transport is anticipated. Any transport required to Ysgol Nebo for eligible catchment area learners would continue in accordance with the County's Transport Policy.  | Neutral                           |
| Impact on other facilities / services provided at the school  | As federation would mean that Ysgol Nebo would remain open, no change to the current use of the school is foreseen.  | Neutral                           |
| Impact on wider community safety  | As federation would mean that Ysgol Nebo would remain open no change is anticipated to impact on wider community safety.   | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | As federation would mean that Ysgol Nebo would remain open, no impact is foreseen on how parents choose a school for their children or affect the choice of living in the catchment area or not. A high proportion of children in the catchment area already attend schools outside the catchment area (78%). As a result, it is not expected that the option would encourage families with school-age children to leave the community, or that young families are less likely to move into the community. | Neutral                           |
| Impact on other services provided locally   | As federation would mean that Ysgol Nebo would remain open, no impact is foreseen to what is currently being provided, therefore no impact on other local services is foreseen.  | Neutral                           |
| Adverse effect on the wider economy of the community  | As federation would mean that Ysgol Nebo would remain open, no impact is foreseen on what is currently being provided, therefore no adverse effect on the wider economy of the community is anticipated.   | Neutral                           |
| General impact on the local community   | As federation would mean that Ysgol Nebo would remain open, no impact is foreseen to what is currently being provided, as a result no impact on the local community is anticipated. However, opportunities are identified for the community of Nebo and the communities of the schools that would be part of the federation to come together.  | Neutral                           |

**OPTION 3: FEDERATING WITH A NEARBY SCHOOL ADDING A SPECIALIST UNIT FOR CHILDREN WITH ADDITIONAL LEARNING NEEDS AT YSGOL NEBO**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | It is not anticipated that this option would have an impact on health and well-being, as Ysgol Nebo School would continue, but as part of a federation with a neighbouring school, with an additional learning needs unit also being located on the site.  | Neutral                           |
| The implications of the change on public transport provisions   | This option is not expected to effect public transport provision as Ysgol Nebo would continue, but as part of a federation with a neighbouring school, with a unit for additional learning needs also located on the site. Any transport required to Ysgol Nebo for eligible catchment area learners will continue in accordance with the County's Transport Policy. | Neutral                           |
| Impact on other facilities / services provided at the school  | As federating would mean that Ysgol Nebo would remain open, there would be no change to the current provision, therefore no impact on this criterion is anticipated.   | Neutral                           |
| Impact on wider community safety  | It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue, with provision for an additional learning needs unit also being located on the site.   | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | It is not anticipated that this option would encourage families and school-aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue, with an ALN unit also located on site. A high proportion of catchment area children already attend out-of-catchment schools (78%).                 | Neutral                           |
| Impact on other services provided locally   | It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue, with an additional learning needs unit also located on the site.   | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would have an impact on the wider community economy, as Ysgol Nebo would continue, with an additional learning needs unit also being located on the site.   | Neutral                           |
| General impact on the local community   | It is not expected that this option would have an impact on the community, as Ysgol Nebo would continue, with an additional learning needs unit also being located on site. However, opportunities are noted for the Nebo community and the communities of the schools that would be part of the federation to come together.  | Neutral                           |

**OPTION 4: CLOSE YSGOL NEBO AND OFFER THE LEARNERS A PLACE IN A NEARBY SCHOOL (YSGOL LLANLYFNI)**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | <p>As the alternative school is located about a mile and a half from Ysgol Nebo, and further from the homes of learners in the catchment area, we do not anticipate that Ysgol Nebo learners would be likely to walk to the alternative school.</p> <p>It is anticipated that being in a larger school such as Ysgol Llanllyfni would offer more opportunities to play and participate in team sports and therefore contribute positively towards the health and well-being of learners.</p>   | Neutral                           |
| The implications of the change on public transport provisions   | <p>It is not anticipated that there will be any impact on public transport provision as any transport to an alternative school as a result of any change will be arranged specifically for learners in the catchment area who are eligible in accordance with the County's Transport Policy.</p>   | Neutral                           |
| Impact on other facilities / services provided at the school  | <p>The community makes regular use of the Ysgol Nebo building in order to host community events.</p> <p>If the school were to close, these provisions would need to be considered when discussing the future use of the school building, should the proposal be implemented.</p> <p><i>During the statutory consultation, attention was drawn to the regular and significant use made of Ysgol Nebo's building by the local community as a venue for meetings, activities and community events. Concerns were raised that losing this use, if the proposal were implemented and the school were to close, could affect opportunities for the community to meet and hold local activities. The Council notes these concerns and acknowledges that community use would need to be considered when discussing any options for the future use of the school building, should the proposal be implemented.</i></p>  | Negative                          |
| Impact on wider community safety  | <p>No impact is anticipated to impact on wider community safety.</p>   | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | <p><i>During the statutory consultation, some respondents expressed concern that closing the school, if the proposal were implemented, could influence the decisions of young families about whether to remain in the community or move into it, given the importance of the school as a local asset. The Council notes this concern; however, considering the current patterns of school choice, including the fact that a substantial proportion of children in the catchment already attend out-of-catchment schools, there is no clear evidence that the proposal, if implemented, would directly lead to families leaving or to a significant reduction in families moving into the community.</i></p> <p>Based on the available evidence, the Council's view is that a high proportion of children in the catchment already attend out-of-catchment schools (78%), with 44% of primary-aged children from the Ysgol Nebo catchment already attending Ysgol Llanllyfni. As a result, the Council does not anticipate that families and young children would leave the community if the school were to close. In addition, given that the alternative school is located 1.6 miles from Ysgol Nebo, the Council does not foresee that the option would encourage school-aged children and families to leave the community, nor that it would make young families less likely to move into the area.</p> | Neutral                           |
| Impact on other services provided locally   | <p><i>During the statutory consultation, some respondents expressed concern that closing the school, given its role as a community asset and focal point, could have a wider impact on local activities and services, particularly in a rural village with very limited alternative facilities.</i></p> <p>Based on the available evidence, the Council's view is that a high proportion of children in the catchment already attend out-of-catchment schools. As a</p>  | Neutral                           |

|  |  |          |
|--|--|----------|
|  | result, the Council cannot conclude that closing the school would have a direct impact on other services provided locally.   |          |
| Adverse effect on the wider economy of the community | As the majority of children in the catchment area attend schools outside the catchment area, it is not anticipated that the closure of Ysgol Nebo would have an impact on the wider economy of the community.  | Neutral  |
| General impact on the local community                | <p>During the local discussions, stakeholders highlighted the importance of the school to the community in the village of Nebo, noting the regular use made of the school building by the community.</p> <p><i>During the statutory consultation, further concerns were expressed regarding the community implications should the school close, with several responses emphasising that Ysgol Nebo is currently the only place in the village where members of the community can meet and hold social activities. It was noted that losing the school as a community focal point could weaken community cohesion, reduce opportunities for social interaction, and have a negative impact on the long-term vitality and sustainability of the rural community.</i></p> <p>The Council acknowledges that there would likely be some negative impact on the community if the option to close Ysgol Nebo were implemented, as this would result in the loss of a school within the Nebo community as a community hub. The concerns raised during the consultation regarding the implications for community vitality are recognised.</p> <p>In addition, if Ysgol Nebo were to close, it is acknowledged that the nearest local school would be further from homes within the current Ysgol Nebo catchment, and from a deprivation perspective, this would mean that one of the 'access to services' indicators would move further away from residents in the area. As a result, it is anticipated that there would be some negative impact on the local community if the school were to close.</p> <p>However, it should be noted that a high percentage of children from the catchment already attend out-of-catchment schools (78%).</p> <p>Should the Cabinet decide to proceed with the closure of Ysgol Nebo, the Council would seek to mitigate the impact on the community by encouraging and supporting continued links between the Nebo community and the alternative school, promoting community collaboration where appropriate, and ensuring that residents and families are aware of the opportunities, facilities and activities available at the alternative school. In addition, it is noted that if a decision were made to close the school, the Authority's Post-Use Policy would act as a framework for further discussions regarding appropriate options for the future use of the school building, including community use where appropriate, in order to help mitigate any negative impact on the local community.</p> | Negative |

**OPTION 5: YSGOL NEBO TO DEVELOP INTO A SPECIALIST LOCATION FOR SOME INDIVIDUAL SUBJECTS (UNIQUE OPPORTUNITIES TO CARRY OUT FIELD WORK)**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | As the provision on the Ysgol Nebo site would continue, it is not anticipated that this option would have a negative impact on health and well-being.  | Neutral                           |
| The implications of the change on public transport provisions   | As the provision on the Ysgol Nebo site would continue, no impact on public transport provision is anticipated if this option were to be implemented. Any transport required to Ysgol Nebo for eligible catchment area learners would continue in accordance with the County's Transport Policy. | Neutral                           |
| Impact on other facilities / services provided at the school  | As the provision on the Ysgol Nebo site would continue, it is not anticipated that this option would affect this criteria.   | Neutral                           |
| Impact on wider community safety  | It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue.  | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | It is not anticipated that this option would encourage families and school aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue.  | Neutral                           |
| Impact on other services provided locally   | It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue.  | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would have an impact on the wider economy of the community, as Ysgol Nebo would continue.   | Neutral                           |
| General impact on the local community   | It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would continue.  | Neutral                           |

**OPTION 6: YSGOL NEBO TO OFFER A SPECIALIST UNIT FOR SUPPORTING CHILDREN WITH ADDITIONAL LEARNING NEEDS, WHERE MAINSTREAM EDUCATION IS CHALLENGING**

| Impact Criteria   | Description   | Status of the impact and the work |
|---|---|-----------------------------------|
| Impact on Health and well-being   | It is not anticipated that this option would have an impact on health and well-being as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.  | Neutral                           |
| The implications of the change on public transport provisions   | It is not anticipated that this option would have an impact on public transport provision as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.   | Neutral                           |
| Impact on other facilities / services provided at the school  | It is not anticipated that this option would have an impact on this criteria as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.  | Neutral                           |
| Impact on wider community safety  | It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.   | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | It is not anticipated that this option would encourage families and school aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site. | Neutral                           |
| Impact on other services provided locally   | It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.   | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would have an impact on the wider economy of the community, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.  | Neutral                           |
| General impact on the local community   | It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.   | Neutral                           |

**OPTION 7: YSGOL NEBO TO OFFER A LANGUAGE UNIT FOR DYFFRYN NANTLLE CATCHMENT AREA**

| Impact Criteria   | Description   | Status of the impact and the work |
|---|---|-----------------------------------|
| Impact on Health and well-being   | It is not anticipated that this option would have an impact on health and well-being as Ysgol Nebo would continue, with the provision of a language unit also located on the site.  | Neutral                           |
| The implications of the change on public transport provisions   | It is not anticipated that this option would have an impact on the provision of public transport as Ysgol Nebo would continue, with the provision of a language unit also located on the site.  | Neutral                           |
| Impact on other facilities / services provided at the school  | It is not anticipated that this option would have an impact on this criterion as Ysgol Nebo would continue, with the provision of a language unit also located on the site.   | Neutral                           |
| Impact on wider community safety  | It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue, with the provision of a language unit also located on the site.   | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | It is not anticipated that this option would encourage families and school aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue, with the provision of a language unit also located on the site. | Neutral                           |
| Impact on other services provided locally   | It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue, with the provision of a language unit also located on site.   | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would have an impact on the wider economy of the community, as Ysgol Nebo would continue, with the provision of a language unit also located on the site.  | Neutral                           |
| General impact on the local community   | It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would continue, with the provision of a language unit also located on the site.   | Neutral                           |

**OPTION 8: ESTABLISH A SCHOOL ON MORE THAN ONE SITE – A MULTI-SITE SCHOOL**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | As the provision on the Ysgol Nebo site would continue, it is not anticipated that this option would have a negative impact on health and well-being.  | Neutral                           |
| The implications of the change on public transport provisions   | As the provision on the Ysgol Nebo site would continue, no impact on public transport provision is anticipated if this option were to be implemented. Any transport required to the Ysgol Nebo school site for eligible catchment area learners would continue in accordance with the County's Transport Policy. | Neutral                           |
| Impact on other facilities / services provided at the school  | As the Ysgol Nebo site would continue as part of the multi-site school, it is not anticipated that the implementation of this option would have an impact on other facilities/services provided at the school.   | Neutral                           |
| Impact on wider community safety  | No impact on wider community safety is anticipated, as education provision would continue on the Ysgol Nebo site.  | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | No impact is foreseen on these criteria, as education provision would continue on the Ysgol Nebo site.   | Neutral                           |
| Impact on other services provided locally   | As the Ysgol Nebo site would continue as part of the multi-site school, no impact on other local services is anticipated.  | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would affect what is currently provided so no adverse impact on the wider economy of the community is anticipated.  | Neutral                           |
| General impact on the local community   | As the Ysgol Nebo site would continue, it is anticipated that the general impact on the local community would be neutral if this option were to be implemented.  | Neutral                           |

**OPTION 15.1: "Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity."**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | It is not anticipated that this option would have an impact on health and wellbeing, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.   | Neutral                           |
| The implications of the change on public transport provisions   | It is not anticipated that this option would have an impact on the provision of public transport, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |
| Impact on other facilities / services provided at the school  | It is not anticipated that this option would have an impact on this criterion, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.   | Neutral                           |
| Impact on wider community safety  | It is not anticipated that this option would encourage families and school-aged children to leave the community, nor that young families would be less likely to move into the area, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity. | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | It is not anticipated that this option would have an impact on the wider community economy, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |
| Impact on other services provided locally   | It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would have an impact on the wider community economy, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |
| General impact on the local community   | It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including  | Neutral                           |

|  |   |  |
|--|---|--|
|  | pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity. |  |
|--|---|--|

**OPTION 15.2: Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | It is not anticipated that this option would have an impact on health and wellbeing, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.   | Neutral                           |
| The implications of the change on public transport provisions   | It is not anticipated that this option would have an impact on the provision of public transport, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |
| Impact on other facilities / services provided at the school  | It is not anticipated that this option would have an impact on this criterion, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.   | Neutral                           |
| Impact on wider community safety  | It is not anticipated that this option would have an impact on wider community safety, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.   | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | It is not anticipated that this option would encourage families and school-aged children to leave the community, nor that young families would be less likely to move into the area, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity. | Neutral                           |
| Impact on other services provided locally   | It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would have an impact on the wider community economy, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.  | Neutral                           |

|                                       |   |         |
|---------------------------------------|---|---------|
| General impact on the local community | It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would remain open, providing provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with ALN for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity. | Neutral |
|---------------------------------------|---|---------|

**OPTION 15.5: *Federalisation of Ysgol Nebo and Ysgol Baladeulyn***

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | As federation would mean that Ysgol Nebo would remain open, with no change to the current provision, no impact on health and wellbeing is anticipated.   | Neutral                           |
| The implications of the change on public transport provisions   | As federation would mean that Ysgol Nebo would remain open, no impact on the provision of public transport is anticipated. Any transport required for eligible learners within Ysgol Nebo's catchment area would continue in accordance with the Council's Transport Policy.   | Neutral                           |
| Impact on other facilities / services provided at the school  | As federation would mean that Ysgol Nebo would remain open, no change to the school's current use is anticipated.  | Neutral                           |
| Impact on wider community safety  | As federation would mean that Ysgol Nebo would remain open, no impact on wider community safety is anticipated.  | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | As federation would mean that Ysgol Nebo would remain open, no impact is anticipated on how parents choose a school for their children, nor on decisions about whether to live within the catchment area. A high proportion of children from the catchment already attend out-of-catchment schools (78%). As a result, it is not anticipated that this option would encourage families and school-aged children to leave the community, nor make young families less likely to move into the area. | Neutral                           |
| Impact on other services provided locally   | As federation would mean that Ysgol Nebo would remain open, no impact is anticipated on what is currently provided, and therefore no impact is expected on other local services.   | Neutral                           |
| Adverse effect on the wider economy of the community  | As federation would mean that Ysgol Nebo would remain open, no impact is anticipated on what is currently provided, and therefore no adverse impact on the wider community economy is expected.  | Neutral                           |
| General impact on the local community   | As federation would mean that Ysgol Nebo would remain open, no impact is anticipated on what is currently provided, and therefore no impact is expected on the local community. However, opportunities are identified for the Nebo community and the Baladeulyn school community to come together.   | Neutral                           |

**OPTION 15.6: Federal Governing Body across Catchment Area Schools**

| Impact Criteria   | Description  | Status of the impact and the work |
|---|--|-----------------------------------|
| Impact on Health and well-being   | As the provision on the Ysgol Nebo site would continue, no negative impact on health and wellbeing is anticipated.   | Neutral                           |
| The implications of the change on public transport provisions   | As the provision on the Ysgol Nebo site would continue, no impact on the provision of public transport is anticipated if this option were implemented. Any transport required to the Ysgol Nebo site for eligible learners within the catchment area would continue in accordance with the Council’s Transport Policy. | Neutral                           |
| Impact on other facilities / services provided at the school  | As the Ysgol Nebo site would continue as part of the multi-site school, it is not anticipated that implementing this option would have any impact on other facilities or services currently provided at the school.  | Neutral                           |
| Impact on wider community safety  | No impact on wider community safety is anticipated, as educational provision would continue on the Ysgol Nebo site.  | Neutral                           |
| Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community | No impact is anticipated on these criteria, as educational provision would continue on the Ysgol Nebo site.  | Neutral                           |
| Impact on other services provided locally   | As the Ysgol Nebo site would continue as part of the multi-site school, no impact on other local services is anticipated.  | Neutral                           |
| Adverse effect on the wider economy of the community  | It is not anticipated that this option would affect what is currently provided, and therefore no adverse impact on the wider community economy is expected.  | Neutral                           |
| General impact on the local community   | As the Ysgol Nebo site would remain in use, the overall impact on the local community is anticipated to be neutral if this option were implemented.  | Neutral                           |

## 6. CONCLUSION

This Community Impact Assessment has been prepared as a further assessment following the statutory consultation, and it has fully considered all the original options set out in the consultation document, together with all reasonable alternative options proposed by consultees as part of the statutory consultation.

The assessment indicates that the likely impact on the local community would be neutral if those options that involve maintaining an operational school presence on the Ysgol Nebo site were implemented. This includes developing the school as a specialist provision to support children and young people with social and emotional needs or mental health needs, developing it as a Transition Unit for learners with Additional Learning Needs, or implementing federated or joint governance arrangements. In these cases, an operational school presence would be retained in the village, with the potential to maintain or strengthen the school's role as a community resource and asset.

The assessment indicates that there would likely be some negative impact on the community if the option to close Ysgol Nebo were implemented, as this would result in the loss of a school within the Nebo community as a community focal point. The concerns raised during the consultation regarding the implications for community vitality are acknowledged; however, it is noted that a significant proportion of children from the catchment area (78%) already attend other schools, including Ysgol Llanllyfni (44%), suggesting that community and educational links with neighbouring communities, including Llanllyfni community already exist.

If the Cabinet were to decide to proceed with the closure of Ysgol Nebo, the Council would seek to mitigate the impact on the community by encouraging and supporting ongoing links between the Nebo community and the alternative school, promoting community collaboration where appropriate, and ensuring that residents and families are aware of the opportunities, facilities and activities available at the alternative school. In addition, it is noted that if a decision to close the school were made, the Authority's Post-Use Policy would act as a framework for further discussions regarding appropriate options for the post-use of the school building, including community use where appropriate, in order to help mitigate any negative impact on the local community.

**LANGUAGE IMPACT ASSESSMENT –  
YSGOL NEBO**

**May 2026**

# 1. INTRODUCTION

Supporting and developing Gwynedd's children's ability to learn and use their language skills is essentially important to the education strategies of the County.

Ysgol Nebo is a community school, Welsh-medium, Category 3, located in the village of Nebo, about three miles from Penygroes, and provides education for learners aged 3-11. There has been a decline in learner numbers at Ysgol Nebo over the past few years. By January 2026, there were only 11 learners from Reception to Year 6 and 1 Nursery learner attending the school.

At their meeting on 11 February 2025, the Cabinet supported a recommendation to start formal discussions with Ysgol Nebo School stakeholders to consider options for the future. Between March and July 2025, three local meetings were held with Ysgol Nebo stakeholders where several options were proposed and discussed.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

## 1.1 The situation in Gwynedd

Figures in the 2021 Census indicate that 66% of people over the age of three can speak, read or write in Welsh. The 2021 census also states that 64% speak Welsh which is a decrease since the previous census, when the figure was 65%.

In Gwynedd, as in many other Local Authorities in Wales, there is a considerable variation in the percentage of Welsh speakers across different wards. In wards where Welsh is less commonly spoken, such as Aberdyfi, Tywyn, and central Bangor, between 26% and 44% of the population speak Welsh, while as many as 86% speak Welsh in the most Welsh-speaking areas e.g Hendre and Llanrug.

## 1.2 Welsh in Education Strategic Plan (WESP)

The Welsh in Education Strategic Plan is the Local Authority's statutory document and accompanies the Welsh Government's priorities for the development of Welsh-medium education (in line with the targets of *Cymraeg 2050*).

There are 7 outcomes that local authorities are expected to implement to achieve the vision, namely:

1. More nursery children/ three-year-olds receive their education through the medium of Welsh
2. More reception class children/ five-year-olds receive their education through the medium of Welsh
3. More children continue to improve their Welsh-language skills when transferring from one stage of their statutory education to another
4. More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
5. More opportunities for learners to use Welsh in different contexts in school
6. An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
7. Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

## 1.3 Language Policy

### **Primary**

The aim of the language policy across all primary schools in the county is the same, which is to develop the ability of all pupils to be proficient in both languages by the end of KS2. Welsh is the official language of assessment at the school at the end of a foundation phase. In Key Stage 2, efforts continue to develop pupils' grasp of Welsh while focusing on enhancing their skills in both languages.

### **Secondary**

In the secondary, it is expected for all pupils who have reached the required level, Level 3+ at the end of the KS2, to follow Welsh first language in KS3 to ensure appropriate progression and continuity. The hope is that these pupils can study Welsh and English as subjects up to the end of year 11.

The secondary schools build on the foundation established in the primary by ensuring that all pupils continue to develop skills in both English and Welsh.

## 1.4 One million speakers by 2050

*Cymraeg 2050* is the latest Welsh Government strategy for the Welsh language and covers the next three decades. This document sets out specific targets for increasing the numbers that speak the language as well as the Welsh use.

The aims of *Cymraeg 2050* include:

|    | <b>Aim</b>                             | <b>Target</b>                                   |
|----|--|---|
| 1. | Increase the number of Welsh speakers  | 1 million speakers by 2050                      |
| 2. | Increase the use of the Welsh language | Daily users of Welsh increasing from 10% to 20% |

The *Cymraeg 2050: A million Welsh Speakers* document emphasises the importance of increasing the numbers of Welsh speakers but it is also emphasised that increasing the daily use of the Welsh language is just as important.

*‘Moving towards the position where we have a million speakers is one aspect of our vision for a thriving Welsh language. However, a thriving Welsh language is a language that is used. We want the use of Welsh to be a routine part of everyday life, so that speakers at all levels feel confident in its use in formal and informal situations.....The Welsh Language Use Survey 2013–15 (Welsh Government and Welsh Language Commissioner 2015) shows that there is a clear link between fluency and frequency of Welsh language use – 84 per cent of fluent Welsh speakers speak Welsh daily’.*

*Source: Cymraeg 2050: A million Welsh speakers (2017)*

## 1.5 Welsh Language Strategy 2022-2032

*The Welsh Language Standards imposed on Cyngor Gwynedd by the Welsh Language (Wales) Measure 2011 impose an expectation on the Council to produce a 5 year strategy which will demonstrate how it is intended to promote the Welsh language and facilitate the use of Welsh across the county. Cyngor Gwynedd’s latest strategy for the Welsh language is the Gwynedd Language Strategy 2023-2033. This document sets out specific targets for increasing the numbers speaking the language:*

|    | <b>How will we increase the number of speakers?</b>   | <b>How will we measure at a local level, and during the strategy period?</b>  |
|----|---|---|
| 1. | Provide opportunities for children and young people who are not yet Welsh speakers (e.g newcomers, children who do not receive mainstream education), to learn and become confident Welsh speakers. | The number of children receiving Welsh medium education.<br>The number of children who are supported through the Education Department's immersion regime. |
| 2. | Providing opportunities for adults to become new speakers through the authority's learners support schemes and partners community provision.  | The number of council workers receiving Welsh learning lessons.<br>Provision of community Welsh learning courses.   |

The strategy also contains a commitment to increase the use of Welsh in the following areas of work:

- Language of the early years
- Language of learning
- Language of Work and Service
- Language of the Community
- Technology and Research

## 2. LINGUISTIC PROFILE OF THE NEBO CATCHMENT AREA

### 2.1 Gwynedd Language Profile Background

64.4% of the county's population aged over three are Welsh speakers — significantly higher than the figure for Wales as a whole, which is 17.8%. In Gwynedd, the ability to speak Welsh is highest in the Hendre ward (86% speak Welsh), and lowest in the Bangor Central area (25.6%).

### 2.2 Wards

Ysgol Nebo is located in the Clynnog ward, and the school's catchment area includes part of the Clynnog ward and part of the Llanllyfni ward. Ysgol Llanllyfni is located in the Llanllyfni ward, and the school's catchment area includes part of the Llanllyfni ward and part of the Clynnog ward. The linguistic profile of the wards of these schools is summarised in the table below:

|   | <b>Clynnog</b> | <b>Llanllyfni</b> | <b>Gwynedd</b>    | <b>Cymru</b>         |
|---|----------------|-------------------|-------------------|----------------------|
| Welsh identity only                               | 783<br>(60.2%) | 1,316<br>(67.1%)  | 69,560<br>(59.3%) | 1,715,975<br>(55.2%) |
| No Welsh identity                                 | 36%            | 28.2%             | 36.3%             | 36.7%                |
| 3+ year old population                            | 1,275          | 1,876             | 114,308<br>(100%) | 3,018,172<br>(100%)  |
| Can speak Welsh                                   | 864<br>(67.8%) | 1,373<br>(73.2%)  | 73,560<br>(64.4%) | 538,296<br>(17.8%)   |
| No Welsh skills                                   | 307<br>(24.1%) | 315<br>(16.8%)    | 29,977<br>(26.2%) | 2,259,017<br>(74.8%) |
| Able to understand only verbal Welsh              | 71<br>(5.6%)   | 137<br>(7.3%)     | 8,166<br>(7.1%)   | 156,762<br>(5.2%)    |
| Able to speak Welsh but can't read or write Welsh | 47<br>(3.7%)   | 124<br>(6.6%)     | 6,142<br>(5.4%)   | 68,391<br>(2.3%)     |

|  |                |                  |                   |                    |
|--|----------------|------------------|-------------------|--------------------|
| Able to speak and read Welsh but can't write Welsh | 37<br>(2.9%)   | 56<br>(3%)       | 3,170<br>(2.8%)   | 33,971<br>(1.1%)   |
| Able to speak, read and write Welsh                | 774<br>(60.7%) | 1,157<br>(61.7%) | 63,256<br>(55.3%) | 429,313<br>(14.2%) |
| Able to write Welsh but can't speak or read Welsh  | 7<br>(0.5%)    | 8<br>(0.4%)      | 387<br>(0.3%)     | 4,970<br>(0.2%)    |
| Able to read and write Welsh but can't speak Welsh | 9<br>(0.7%)    | 14<br>(0.7%)     | 1004<br>(0.9%)    | 17,560<br>(0.6%)   |
| Another combination of Welsh language skills       | 6<br>(0.5)     | 36<br>(1.9%)     | 993<br>(0.9%)     | 6,621<br>(0.2%)    |

Source: Census 2021, Office for National Statistics

### 2.3 Ysgol Nebo

Ysgol Nebo is a Category 3, Welsh medium school.

The table below shows that most Ysgol Nebo learners speak Welsh fluently.

| School      | Speaks Welsh fluently at home | Speaks Welsh at home but not fluent | Doesn't speak Welsh at home but fluent | Doesn't speak Welsh at home and not fluent | Doesn't speak Welsh at all |
|-------------|-------------------------------|-------------------------------------|--|--|----------------------------|
| <b>Nebo</b> | 56%                           | 0%                                  | 22%                                    | 11%  | 11%                        |

Source: Percentage of the number of respondents January 2026

### 2.4 Nearby schools

Llanllyfni, Baladeulyn, Brynaerau, Bro Lleu, Talysarn and Bro Llifon schools are Category 3, Welsh medium schools.

Linguistic data for the nearby schools can be found below:

| School            | Speaks Welsh fluently at home | Speaks Welsh at home but not fluent | Doesn't speak Welsh at home but fluent | Doesn't speak Welsh at home and not fluent | Doesn't speak Welsh at all |
|-------------------|-------------------------------|-------------------------------------|--|--|----------------------------|
| <b>Baladeulyn</b> | 29%                           | 57%                                 | 14%                                    | 0%   | 0%                         |
| <b>Brynaerau</b>  | 64%                           | 11%                                 | 2                                      | 11%  | 12%                        |
| <b>Llanllyfni</b> | 68%                           | 8%                                  | 2%                                     | 11%  | 11%                        |
| <b>Bro Lleu</b>   | 69%                           | 4%                                  | 1%                                     | 9%   | 17%                        |
| <b>Talysarn</b>   | 37%                           | 15.5%                               | 3%                                     | 19%  | 25.5%                      |
| <b>Bro Llifon</b> | 85%                           | 2%                                  | 2%                                     | 3%   | 8%                         |

Source: Percentage of the number of respondents January 2026

## 2.5 After school activities

Here is a summary of what Ysgol Nebo and the other schools in Dyffryn Nantlle's secondary catchment area offer on the school sites.

|  | Baladeulyn | Talysarn | Bro Lleu | Llanllyfni | Brynaerau | Bro Llifon | Nebo |
|--|------------|----------|----------|------------|-----------|------------|------|
| Playgroups (school holidays)           |            |          | ✓        |            |           |            |      |
| Aelwyd yr Urdd                         |            |          |          | ✓          |           | ✓          | ✓    |
| Morning/Evening Coffee                 | ✓          | ✓        |          | ✓          | ✓         | ✓          |      |
| Cylch/Nursery                          |            |          | ✓        | ✓          |           | ✓          |      |
| Club/After school club/Sports Activity |            | ✓        | ✓        | ✓          | ✓         | ✓          | ✓    |

It can be seen in the table above that a number of schools in the area, including Ysgol Nebo offer clubs with the Urdd after school. This means that the pupils could continue to take advantage of these activities as an additional opportunity to use and develop the Welsh language.

## 2.6 Community Activities

As there is no community centre/building in Nebo, residents of Nebo and Nasareth make regular use of the school's 'community room' for community occasions and events. These are some of the occasions and social events that take place in the School's Community Room:

- Monthly meetings of the Nebo and Nasareth Area Committee
- Local Clubs (Monday Club, Knitting and Crochet Club, Social Evenings, Gardening Club)
- First Aid with St John Ambulance: Training on CPR and the use of defibrillators at the School and Nasareth Chapel
- Welsh lessons for learners
- Refreshments after local trips and the Craig Goch Mountain Race
- Remembrance Sunday service
- Protecting the environment: Organising litter-picking sessions and taking action to prevent dog fouling

## 2.7 Additional Evidence

### Ysgol Nebo

Estyn's 2017 report says:

“Welsh is the main medium of the school’s life and work. Approximately 58% of pupils come from Welsh-speaking homes and there are no pupils from ethnic minority backgrounds.”

[Ysgol Nebo Estyn inspection report October 2017](#)

### Ysgol Llanllyfni

Estyn's 2025 report says:

*“Leaders and staff place a clear emphasis on developing the Welsh language. Staff are effective language models who encourage and support pupils to develop and use the language in all aspects of the school's work. Pupils respond positively and are extremely proud of their ability to communicate in Welsh and English confidently with their peers and adults by the time they reach the top of the school.”*

[Ysgol Llanllyfni Estyn inspection report 2025](#)

## 2.8 Statutory Consultation – Summary of Issues Relating to the Impact on the Welsh Language

The main issues raised through the responses to the statutory consultation, specifically regarding the potential impact of the proposal on the Welsh language, are outlined below.

In this context, respondents expressed strong concerns about the role of Ysgol Nebo in maintaining Welsh as a living language within the community. It was noted that the school provides a natural environment where Welsh is used formally and informally by children, families and local residents, and that it is the main social space where Welsh is heard daily in the village. As a result, concerns were raised that closing the school could lead to a significant reduction in community use of Welsh, particularly outside the classroom.

It was also noted that the environment of a small Welsh-medium school supports linguistic immersion, confidence and fluency, especially for children from non-Welsh-speaking homes, with Welsh strengthened as the language of the classroom and the playground. Consequently, concerns were expressed that transferring learners to larger schools could increase the risk of turning to English in social contexts, weakening the natural use of Welsh. At the same time, some respondents acknowledged positive elements of the proposal from an educational perspective, including the continuation of Welsh-medium education and the potential to maintain informal use of Welsh among learners.

In addition, attention was drawn to the wider role of the school in promoting Welsh beyond formal education, including through community activities, social events, Welsh-for-adults classes, and intergenerational interaction. Concerns were raised that closing the school could result in the complete loss of these opportunities, affecting the long-term sustainability of Welsh in Nebo and the surrounding areas.

The Council acknowledges these concerns and notes that the Welsh Language Impact Assessment has evaluated the likely linguistic impact based on the available background evidence. The assessment indicates that the options involving the continuation of educational or community presence on the Ysgol Nebo site are unlikely to have a negative impact on the Welsh language, and in some cases there is potential for a positive impact, particularly where the site is developed to promote community use of Welsh.

Regarding the option to close the school, the Council recognises that this presents a linguistic risk in terms of the use of Welsh as a living community language within the village. At the same time, the Council does not anticipate that the proposal would have an adverse impact on Welsh as the language of instruction, as learners from the Nebo catchment would continue to receive education in a Welsh-medium school. In this educational context, it is expected that teaching learners in larger age-group cohorts, with more peers, would maintain and potentially strengthen opportunities to use Welsh informally both within and outside the classroom.

Should a decision be made to close the school, the Authority's Post-Use Policy would act as a framework for further discussions on appropriate options for the future use of the building, including uses that support the Welsh language where appropriate, in order to mitigate any potential adverse impact on the Welsh language within the community

## 3. Assessment of the impact on the Welsh language

### 3.1 The Options

- *Do nothing – continue with the current situation*

Continuing with the current situation would mean that Ysgol Nebo continues in the same way, with the same staffing structure.

Although the case for change has been established, the Do nothing model has been included in the assessment for comparison purposes.

- *Federate with a nearby school*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a school, or nearby schools, led by a head or heads, and one governing body. These schools would share one governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

It is not anticipated that forming a federation would have an impact on the Welsh language as Ysgol Nebo would continue, with opportunities for the school to strengthen the leadership position, and collaborate.

- *Federalise with a nearby school adding a specialist unit for children with additional learning needs at Ysgol Nebo*

This option would mean federalising with a nearby school and adding a ALN unit on the Ysgol Nebo school site in order to offer provision for children who would need additional support. There would be no change to the school element.

It is not anticipated this option would have an impact on the Welsh language as Ysgol Nebo would continue, with opportunities for the school to strengthen the leadership position, and collaborate.

- *Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)*

This option would mean that Ysgol Nebo would close, and that learners from the current catchment area of Ysgol Nebo would be offered a place at Ysgol Llanllyfni (the alternative school).

The table in section 3.2 contains an assessment of the impact of closing Ysgol Nebo and teaching the learner at Ysgol Llanllyfni, on the Welsh language compared to the current situation. The table also outlines the additional opportunities for strengthening the Welsh language, and methods of mitigating any negative impact that may arise from the proposal.

- *Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)*

Continuing the current situation would mean that Ysgol Nebo would continue in the same way, with the same staffing structure.

It is not anticipated that this option would have an impact on the Welsh language as Ysgol Nebo would continue.

- *Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.*

This option would mean continuing with Ysgol Nebo and adding an ALN Unit on the school site to offer provision for children with additional learning needs.

It is not anticipated that this option would have an impact on the Welsh language as Ysgol Nebo would continue.

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

This option would mean continuing with Ysgol Nebo and locating a language unit on the school site.

It is not anticipated that this option would have an impact on the Welsh language in the school as there would be no change to the education provision provided by Ysgol Nebo. However, it is likely that it would have a positive effect on the Welsh language of the learners who would attend the language unit.

- *Establishing a School on more than one site*

This option would mean closing local schools, including Ysgol Nebo, and establishing a new school across several sites, including the current site of Ysgol Nebo.

It is not anticipated that this option would have a negative impact on the Welsh language. Depending on the structure of the multi-site school, there may be opportunities for learners to have access to a wider range of suitable resources, a higher supply in terms of staffing, and they could be part of a larger group of peers.

### 3.2 Reasonable Alternative Options Proposed by Consultees in Response to the Consultation

- ***“Ysgol Nebo to offer a site as provision to support and nurture children with social and emotional needs, where mainstream education is challenging for them, including pupils with IDP for social, emotional and behavioural needs and other young people with mental health needs including anxiety and neurodiversity.”***

This option would involve retaining Ysgol Nebo and developing it as a site offering specialist provision for children and young people for whom mainstream education is challenging. The provision would support learners with Additional Learning Needs, including social, emotional and behavioural needs, as well as young people with mental health needs such as anxiety and neurodiversity.

**It is not anticipated that this option would have a negative impact on the Welsh language, as Ysgol Nebo would continue as a Welsh-medium school.**

- **Develop Ysgol Nebo as a Transition Unit to Support the Integration of ALN Pupils into Mainstream Education**

This option would involve retaining Ysgol Nebo and developing it as a Transition Unit to provide temporary support for learners with Additional Learning Needs before or during their integration into mainstream education. The provision would focus on structured support to facilitate an effective transition.

**It is not anticipated that this option would have a negative impact on the Welsh language, as Ysgol Nebo would continue as a Welsh-medium school.**

- **Federalisation of Ysgol Nebo and Ysgol Baladeulyn**

This option would ensure the continued presence of Ysgol Nebo through a federation arrangement with Ysgol Baladeulyn. The schools would operate under the leadership of a single headteacher or leadership team and a single federated governing body. Each school's identity—including name, ethos and uniform—would remain, with the potential to share staff, resources and expertise.

**It is not anticipated that this option would have a negative impact on the Welsh language, as Ysgol Nebo would continue as a Welsh-medium school. There is also potential to strengthen leadership and linguistic collaboration between the two schools.**

- **Federal Governing Body across Catchment Area Schools**

This option would involve establishing a federated governing body across schools in the catchment area to strengthen collaboration and strategic oversight. The arrangement would enable the sharing of expertise and a common strategic direction while maintaining the presence and identity of individual schools.

**It is not anticipated that this option would have a negative impact on the Welsh language, as there would be no change to the provision or linguistic status of Ysgol Nebo. The arrangement could strengthen Welsh-language planning and strategy across the catchment.**

### 3.2 Assessment of the impact on the Welsh Language

Assessment of the impact on the Welsh language – Proposal to close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)

| Part 1                            |   |                               |  |  |
|-----------------------------------|---|-------------------------------|--|--|
| Impact Criteria                   | Description   | Status of the impact and work | Have any measures been identified to mitigate any negative impact or to create more positive opportunities | Final impact (following mitigation measures) |
| <b>School language (formal)</b>   | <p><i>In the consultation responses, the importance of maintaining Welsh-medium education as the primary language of instruction for local learners was highlighted. Respondents to the consultation emphasised the role of Ysgol Nebo in fostering a natural use of the Welsh language.</i></p> <p>Ysgol Nebo is a Welsh-medium school. As Ysgol Llanllyfni is also a Welsh-medium school, it is concluded that the proposal would not have an impact on the children's language of education.</p>   | Neutral                       | Irrelevant   | Irrelevant                                   |
| <b>School language (informal)</b> | <p><i>Respondents to the consultation emphasised the role of Ysgol Nebo in fostering the natural use of Welsh as the language of the playground and social interaction between pupils. It was noted that small class sizes, staff supervision and clear linguistic expectations encourage consistent use of Welsh in informal contexts. Concerns were expressed that education in larger settings could lead to increased use of English in social situations.</i></p> <p>PLASC January 2026 statistics show that 56% of Ysgol Nebo learners speak Welsh fluently at home and 68% of Ysgol Llanllyfni learners. As the learners would be taught in larger classes with more children of the same age group, the proposal could strengthen the opportunity for learners to socialise in Welsh with their peers. On that basis, if the proposal is realised, it is anticipated that there would be more opportunities for learners in the Nebo catchment area to use Welsh informally with their peers inside and outside the classroom, and that the level of vitality of the Welsh language and the informal use of the language would be stronger.</p> | Positive                      | Irrelevant   | Irrelevant                                   |
| <b>Access to Welsh</b>            | Ysgol Llanllyfni is a Welsh-medium school, like Ysgol Nebo. It is therefore not anticipated that the proposal would affect this criterion.  | Neutral                       | Irrelevant   | Irrelevant                                   |

|   |   |          |   |          |
|---|---|----------|---|----------|
| <b>medium education</b>                           |   |          |   |          |
| <b>Non-statutory provision</b>                    | Learners would have access to a higher supply in terms of staffing and would be part of a larger group of peers of the same age.  | Positive | The local authority and the Governing Body of Ysgol Llanllyfni could discuss methods to ensure that pupils can participate in extracurricular activities.   | Positive |
| <b>Activities before/after school</b>             | Ysgol Llanllyfni is a larger school in terms of numbers of learners, and therefore the peer groups are larger. The school also offers a range of clubs and activities before and after school which provide opportunities to use the Welsh language outside of school hours. As stated in Section 2.5 of the Impact Assessment, these include Aelwyd yr Urdd, coffee mornings and evenings, Cylch Meithrin, and play/after school club activities.  | Positive | The Local Authority and Ysgol Llanllyfni Governing Body could consider any additional opportunities for arranging activities after school, ensuring that arrangements are in place to include learners in the Nebo catchment area.  | Positive |
| <b>Use of the Welsh Language in the community</b> | <p><i>From the point of view of the responses to the consultation, it was strongly noted that Ysgol Nebo is the main social place where the Welsh language is used on a daily basis by many residents of the village. Attention was drawn to the school's role in holding community events, Welsh lessons for adults and international opportunities that support regular use of the Welsh language. Concern was expressed that closing the school could lead to a significant reduction in opportunities to use Welsh as a living community language.</i></p> <p>If the proposal to close Nebo School were to come true, then it is anticipated that some elements of community events will be affected. It is anticipated that there may be some negative impact arising from the realisation of the proposal, e.g. as parents/guardians/families will not meet daily in the Nebo community when dropping off/collecting children from school.</p> <p>However, it is also noted that a significant percentage of children in the catchment area (78%) already attend other schools, including Ysgol Llanllyfni (44%), which suggests that the level of daily involvement with the school as a social or linguistic space varies among families in the Nebo community.</p> <p>As there is no other building/community centre in the village of Nebo, the residents of Nebo and Nasareth make regular use of the school's 'community room' for community occasions and events including Welsh lessons for learners. As a result, if the proposal to close Ysgol Nebo were to be realised, then it is anticipated that some elements of community events will be affected, and that this could lead to a negative impact on the use of the Welsh language in the community.</p> <p><b>Impact on the local economy:</b></p> | Negative | <p>The Local Authority and the Governing Body of Ysgol Llanllyfni can consider methods of promoting the use of the Welsh language by including the Nebo community in the school's community activities.</p> <p>To mitigate the impact on the Welsh language within the community, opportunities are identified to ensure that the Nebo community is aware of the alternative school's activity, and community collaboration between Ysgol Llanllyfni and the Nebo community is encouraged, where appropriate.</p> <p>In addition, if the proposal were implemented, the Authority will have to consider options for the post-use of the school building, taking into account the community activities that are currently being held at the school. It is noted that there is no alternative community space in the village of Nebo and therefore preserving or facilitating appropriate community use of the building would be an important consideration, especially in order to mitigate any possible negative impact on the use and vitality of the Welsh language within the community.</p> | Negative |

Although it is not anticipated that the proposal would have a significant negative impact on the local economy in Nebo, it is recognised that if Ysgol Nebo were to close, it could lead to a reduction in Welsh-medium employment opportunities in the village of Nebo.

**Part 2 - How will the proposal affect/contribute towards/comply with the Welsh Language Standards, language policies, strategies and other relevant guidelines regarding the Welsh language**

**Gwynedd Welsh Language Strategy 2023**

Below is a summary of the anticipated impact on the Language Strategy's areas of action:

**Early years language:**

As the Cylch Meithrin is located on the site of Ysgol Llanllyfni (the alternative school), it is anticipated that the proposal would have a positive effect on early years language.

**Learning Language:**

Ysgol Nebo is a Welsh-medium school, Category 3. As Ysgol Llanllyfni is also a Welsh-medium school (Category 3), it is concluded that the proposal would not have an effect on the language of the children's education.

**Work and Service Language:**

Respondents to the consultation raised that Ysgol Nebo provides a prominent local Welsh service in the village, including Welsh-medium employment opportunities. Concern was expressed that closing the school could lead to the loss of the presence of a daily Welsh language service within the local community, and to a reduction in the number of jobs that operate through the medium of Welsh. Reference was also made to the role of the school staff as Welsh language models, who contribute to strengthening the use of the Welsh language in the everyday life of the community.

It is acknowledged that, if the proposal is implemented, there would be some negative impact on the language due to the loss of the presence of a Welsh-medium school, category 3 in the village of Nebo which services the area, and as it would lead to the dismissal of the school's staff/workforce.

However, it is noted that the alternative school (Ysgol Llanllyfni) which would serve the Nebo area if the proposal were implemented, is also a Category 3 Welsh medium school. It is not anticipated that the proposal would affect the language of work and service provided in the alternative school.

**Community Language:**

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|  | <p>Strong opinions were expressed through the responses to the consultation that the proposal would have a negative impact on the Welsh language, as Ysgol Nebo is the main Welsh-speaking social place in the village, and in some cases the only place where Welsh is used naturally by residents. Attention was drawn to the school's role in holding Welsh community events, Welsh lessons for adults, and international opportunities to use the Welsh language. Concern was expressed that closing the school could lead to a significant reduction in the everyday use of Welsh as a living community language. It was also noted that there is no alternative community centre in Nebo/Nasareth that could replace this Welsh and social function.</p> <p>The Council acknowledges that if the proposal to close Ysgol Nebo were to be realised, then it is anticipated that some elements of community events will be affected. It is anticipated that there may be some negative impact on the language within the community resulting from the realisation of the proposal, e.g. as parents/guardians/families will not meet daily in the Nebo community when dropping off/collecting children from school.</p> <p>As there is no building/community centre in the village of Nebo, the residents of Nebo and Nasareth make regular use of the school's 'community room' for community occasions and events including Welsh lessons for learners. If the proposal to close Nebo School were to come true, then it is anticipated that some elements of community events will be affected.</p> <p>In order to mitigate any negative effects, the Local Authority and the Governing Body of Ysgol Llanllyfni can consider methods of promoting the use of the Welsh language by including the Nebo community in the school's community activities. In addition, if the proposal is implemented, the Authority will have to consider options for the post-use of the school building, taking into account the community activities that are currently being held at the school.</p> |
| <p><b>Cymraeg 2050, Welsh Government</b></p> | <p><i>Through the responses to the consultation, a concern was expressed that closing a rural Welsh-medium school could work against the objectives of Welsh 2050, especially from the point of view of increasing community and natural use of the Welsh language. Attention was drawn to the importance of ensuring that the Welsh language is heard, used and transmitted informally from day to day, not just taught within the classroom. The opinion was expressed that small schools play a key role in creating new speakers in rural communities.</i></p> <p>It is noted that any discussions relating to organisation need to note the Welsh Government's effort to reach the goal of one million Welsh speakers by 2050.</p> <p>The Council acknowledges that if the proposal to close Ysgol Nebo were to be realised, then it is anticipated that some elements of community events will be affected.</p> <p>In order to mitigate any negative effects, the Local Authority and the Governing Body of Ysgol Llanllyfni can consider methods of promoting the use of the Welsh language by including the Nebo community in the school's community activities. In</p>   |

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|   | <p>addition, if the proposal is implemented, the Authority will have to consider options for the post-use of the school building, taking into account the community activities that are currently being held at the school.</p> <p>In terms of the educational provision, it is noted that Ysgol Nebo and Ysgol Llanllyfni are Welsh-medium primary schools, Category 3. As a result, if the proposal to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni is implemented, learners would continue to be educated in a Welsh-medium school, Category 3.</p> <p>It is not anticipated that the proposal would have a negative impact on the Welsh language, mainly because:</p> <ul style="list-style-type: none"> <li>- that the January 2026 CYLD statistics show that 56% of Ysgol Nebo learners speak Welsh fluently at home and 68% of Ysgol Llanllyfni learners</li> <li>- that the proposal to close Nebo School and offer the learners a place in a nearby school (Ysgol Llanllyfni) would mean that learners in the Nebo catchment area would continue to be educated in a Welsh-medium school, category 3.</li> <li>- that the learners would be taught in larger classes and with more children of the same age group, it is anticipated that the proposal will strengthen the opportunity for learners to socialise in Welsh with more of their peers.</li> </ul> <p>Based on the above, if the proposal is implemented, it is anticipated that there would be more opportunities for learners in the Nebo catchment area to use Welsh informally with their peers inside and outside the classroom, and that the level of vitality of the Welsh language and the informal use of the language would be stronger.</p> |
| <p><b>To what extent the proposal would support the targets in the Welsh in Education Strategic Plan approved (Welsh in Education Strategic Plan (2022-2032))</b></p> | <p>Ysgol Nebo and Ysgol Llanllyfni are Welsh-medium primary schools, Category 3.</p> <p>Ysgol Nebo and Ysgol Llanllyfni implement the objectives of the Welsh Language in Education Strategic Plan 2022-2032 of Cyngor Gwynedd. This includes:</p> <ul style="list-style-type: none"> <li>• That all pupils in the county have appropriate linguistic skills in Welsh and English, and that this expectation is consistent across all of the schools.</li> <li>• That there is suitable provision to enable all pupils to develop proficiently bilingually. In this context, schools are expected to continue to nurture the skills of those pupils who are Welsh speakers, and to introduce the Welsh language to those who are learners.</li> <li>• That all the county's education institutions reflect and reinforce the Language Policy in their administration, their social life and their pastoral order, as well as in their curricular provision.</li> </ul> <p>As a result, if the proposal to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni is implemented, learners would continue to be educated in a Welsh-medium school, Category 3, which implements the objectives and supports the targets of the CSGA.</p>   |

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|  | <p>Based on the above, it is not anticipated that the implementation of the proposal would have a negative impact on the achievement of Outcomes 1, 2, 3, 5 and 6 of the Welsh Language in Education Strategic Plan 2022-2032, Gwynedd Council, namely:</p> <p><b>Outcome 1:</b> More nursery/3-year-olds receiving a Welsh-medium education.</p> <p><b>Outcome 2:</b> More reception class/5-year-old children receiving a Welsh-medium education.</p> <p><b>Outcome 3:</b> More children continue to improve their Welsh skills when transferring from one education phase of their statutory education to another.</p> <p><b>Outcome 5:</b> More opportunities for learners to use Welsh in different contexts at school.</p> <p><b>Outcome 6:</b> An increase in the provision of Welsh-medium education for pupils with additional learning needs ("ALN") (in accordance with the duties set out by the Additional Learning Needs Act and the Education Tribunal (Wales) 2018)</p> <p>As a result, it is concluded that the implementation of the proposal would be in line with the objectives of the Strategic Plan for the Welsh Language in Education 2022-32, and the targets approved in the Strategic Plan for the Welsh Language.</p>  |
| <p><b>How the proposal would expand or reduce Welsh-language provision, and in cases where it would reduce provision, explain why the provision would be reduced</b></p> | <p>The proposal would mean that a Welsh-medium school, Category 3 (Ysgol Nebo), would close. However, if the proposal is implemented, learners would be offered a place in an alternative school, which is also a Welsh-medium, Category 3 school, namely Ysgol Llanllyfni. Ysgol Llanllyfni has enough capacity for learners from both schools.</p>  |
| <p><u>Compliance with Welsh Language Standards (Welsh Language Measure (Wales) 2011)</u></p>   | <p>The Council confirms that the entire statutory process in relation to reviewing the future of Ysgol Nebo has been carried out in accordance with the requirements of Welsh Language Standards 88-93 under the Welsh Language (Wales) Measure 2011. In accordance with Standards 88, 89 and 90, conscientious consideration was given to the possible effects that the policy decision could have on opportunities to use the Welsh language and on not treating the Welsh language less favourably than English, including consideration of the positive and adverse effects possible, how the proposal could be formulated or modified in order to ensure more positive effects, and how any potential adverse effects could be reduced. In addition, in accordance with Standards 91, 92 and 93, an opinion was considered and sought through the statutory consultation process regarding these linguistic effects, including an opinion on how the proposal could be formulated or modified in order to increase positive effects or reduce adverse effects on the Welsh language. These requirements were supported by carrying out this Linguistic Impact Assessment, together with related impact assessments, including the Equality Impact Assessment, and it is noted that these assessments have been reviewed and updated following consideration of the responses received during the statutory consultation.</p> |

## 5. CONCLUSION

Our expectations are that all learners in the County have a balanced, age-relevant bilingualism so that they can be complete members of the bilingual society they are part of. The proposals for reorganisation will need to take full account of all the linguistic effects. Maintaining and improving the use of Welsh as an educational and social language among children will be a key consideration when drawing up proposals within the area.

Responses to the statutory consultation have drawn attention to a wide range of views regarding the potential impact of the proposal on the Welsh language. Strong concerns were expressed, especially from the point of view of Ysgol Nebo's role as a linguistic and community hub, with many respondents emphasising the school as the main social place where the Welsh language is used on a daily basis by children, families and local residents. It was noted that the school makes an important contribution to the natural use of the Welsh language outside the classroom, including through community events, social activities, Welsh lessons for adults and inter-national interaction. Concern was expressed that closing the school could lead to a significant reduction in the daily use of Welsh as a living community language, especially in a village where there is no alternative community centre available.

The Council acknowledges the concerns raised regarding the role of Ysgol Nebo in supporting community use of the Welsh language within the village and accepts that the comments draw attention to a possible adverse effect on local linguistic vitality outside of the formal educational provision.

However, based on the information available, the Council's opinion is that the proposed proposal is not likely to have a negative impact on the provision of Welsh language education or pupils' linguistic opportunities, for the following reasons:

- PLASC January 2026 data shows that 56% of Ysgol Nebo learners speak Welsh fluently at home and 68% of Ysgol Llanllyfni learners.
- The proposal to close Nebo School and offer the learners a place in a nearby school (Ysgol Llanllyfni) means that learners in the Nebo catchment area would continue to be educated in a Welsh-medium school, Category 3.
- It is anticipated that the learners would be taught in larger classes and with more children of the same age group, it is anticipated that the proposed proposal will strengthen the opportunities for learners to socialise in Welsh with more of their peers.

Based on the above, if the proposed proposal is implemented, it is anticipated that there would be more opportunities for learners in the Nebo catchment area to use Welsh informally with their peers inside and outside the classroom, and that the level of vitality of the Welsh language and the informal use of the language would be stronger.

At the same time, taking into account the comments of the consultation, the Council recognises that the option to close Ysgol Nebo could lead to a possible negative impact on the use of the Welsh language within the local community, especially from the point of view of its use as a community language outside the educational context; however, it is noted that mitigating measures could be considered by promoting the use of the Welsh language by including the Nebo community in the community activities of the alternative school, as well as considering appropriate options for the future use of the school building, taking into account the community activities that are currently being held there.

In the educational context, based on the above, it is anticipated that, if the proposal is implemented, there would be more opportunities for learners in the Nebo catchment area to use Welsh informally with their peers inside and outside the classroom, and that the level of vitality of the Welsh language and the informal use of the language would be stronger.

**WELL-BEING AND FUTURE GENERATIONS ACT  
IMPACT ASSESSMENT -  
YSGOL NEBO**

**May 2026**

# 1. INTRODUCTION

We as a Council are committed to the principles within the Well-being of Future Generations Act (2015) 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 flourish and to live a complete life in their community in a county that is one of the best counties to live in.*

The Council has adopted well-being objectives which complement the national well-being goals ensuring that the residents of Gwynedd are:

- Giving our children and young people the best possible start in life
- Strengthening the economy and supporting the people of Gwynedd to earn a decent salary
- Supporting Gwynedd residents to live in suitable and affordable homes in their communities
- Supporting the residents of Gwynedd to live full and safe lives in our communities
- Ensuring that we give our residents every possible opportunity to use the Welsh language in the community
- Protecting the county's natural beauty, and responding positively to the climate change crisis
- Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently

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

|   | Prosperous | Resilient | Healthier | Equal | Cohesive Communities | A vibrant culture and thriving Welsh language | Globally responsible |
|---|------------|-----------|-----------|-------|----------------------|---|----------------------|
| <b>TOMORROW'S GWYNEDD</b><br>Giving our children and young people the best possible start in life   |            |           |           |       |                      |   |                      |
| <b>A PROSPEROUS GWYNEDD</b><br>Strengthening the economy and supporting the people of Gwynedd to earn a decent salary   |            |           |           |       |                      |   |                      |
| <b>A HOMELY GWYNEDD</b><br>Supporting Gwynedd residents to live in suitable and affordable homes in their communities   |            |           |           |       |                      |   |                      |
| <b>A CARING GWYNEDD</b><br>Supporting the residents of Gwynedd to live full and safe lives in our communities   |            |           |           |       |                      |   |                      |
| <b>A WELSH GWYNEDD</b><br>Ensuring that we give our residents every possible opportunity to use the Welsh language in the community                               |            |           |           |       |                      |   |                      |
| <b>A GREEN GWYNEDD</b><br>Protecting the county's natural beauty, and responding positively to the climate change crisis  |            |           |           |       |                      |   |                      |
| <b>AN EFFICIENT GWYNEDD</b><br>Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently |            |           |           |       |                      |   |                      |

The Education Department has a role to promote the well-being goals of the Act among learners through their 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 which outline how it will improve in the "Gwynedd Plan 2023-2028"

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

### The proposal:

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

The consultation was held between 5 December 2025 and 23 January 2026.

| Objectives  | Details:   |
|---|--|
| <p><b>Giving our children and young people the best possible start in life</b></p>                                      | <p>In the consultation responses, concerns were expressed about the impact of the proposal on vulnerable children, particularly those with additional learning needs or emotional difficulties. It was noted that Ysgol Nebo is seen as an inclusive environment offering small classes, personal support, and close relationships between staff and learners, and that this support is essential for the development, confidence and wellbeing of some learners. Concerns were raised that moving to a larger school would reduce opportunities for individual attention, targeted support and wellbeing, leading to a risk of educational disengagement or a return to home education.</p> <p>The Council recognises that there may be some negative impact on learners' wellbeing during the transition period. Should Ysgol Nebo close, the authority and the receiving school would work closely with the closing school, with the learners and their families, to ensure a smooth transition and to support learners as they settle into their new schools. It is anticipated that carefully planned transition arrangements, with appropriate support, can mitigate negative effects and support the continuity of educational progress.</p> <p>As noted in the Gwynedd Parents' Handbook, learners with Additional Learning Needs (ALN) have the right to continue receiving the provision specified in their Individual Development Plan, and the Authority has a duty to ensure that this provision continues even when school arrangements change. The Council is committed to prioritising individual needs, including vulnerable children and/or those with ALN, and to continuously monitoring the impact of the change on protected groups should the school close.</p> <p>The Council remains of the view that the proposal would ensure that children in the area develop experiences through socialising with a wider range of peers of a similar age, while receiving quality education in a school that can offer a learning environment and experiences suitable for a broader range of learners.</p> |
| <p><b>Strengthening the economy and supporting the people of Gwynedd to earn a decent salary</b></p>                    | <p>It is anticipated that implementing this proposal would be likely to have a negative impact on this objective, as it could lead to staff redundancies. A detailed staffing policy was developed by Cyngor Gwynedd in collaboration with Trade Unions and head teachers. The policy will form the basis of any change to staff employment resulting from any proposal. Clear and open communication will be central to the successful implementation of any proposals.</p>   |
| <p><b>Supporting Gwynedd residents to live in suitable and affordable homes in their communities</b></p>                | <p>No effect.</p>  |
| <p><b>Supporting the residents of Gwynedd to live full and safe lives in our communities</b></p>                        | <p>Ensuring that the learners receive a first class education will be at the core of the proposal, ensuring that they will receive an education of the same quality and standard in the alternative school.</p>  |
| <p><b>Ensuring that we give our residents every possible opportunity to use the Welsh language in the community</b></p> | <p>During the statutory consultation, respondents expressed strong concerns, particularly regarding the role of Ysgol Nebo as a linguistic and community hub. Many respondents emphasised the school as the main social space where Welsh is used daily by children, families, and local residents. It was noted that the school makes an important contribution to the natural use of Welsh outside the classroom, including through community events, social activities, Welsh-language lessons for adults, and</p>  |

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|  | <p>intergenerational interaction. Concern was expressed that closing the school could lead to a significant reduction in the day-to-day use of Welsh as a living community language, especially in a village where no alternative community centre is available.</p> <p>As part of the statutory process, the Authority carried out an assessment of the impact of the proposal on the Welsh language. This assessment was updated after considering the comments received during the statutory consultation. In its conclusion, it notes that the Council recognises the concerns raised regarding the role of Ysgol Nebo in supporting community use of Welsh within the village, and accepts that the comments highlight a possible adverse impact on local linguistic vitality outside formal educational provision.</p> <p>However, based on the information available, the Council’s view is that the proposed scheme is unlikely to have a negative impact on Welsh-medium education provision or pupils’ language opportunities, for the following reasons:</p> <ul style="list-style-type: none"> <li>- January 2026 PLASC data shows that 56% of Ysgol Nebo learners speak Welsh fluently at home, compared with 68% of learners at Ysgol Llanllyfni.</li> <li>- The proposal to close Ysgol Nebo and offer places for the learners in a nearby school (Ysgol Llanllyfni) means that learners from the Nebo catchment area would continue to be educated in a Welsh-medium, Category 3 school.</li> <li>- It is anticipated that learners would be taught in larger classes and alongside more children of the same age group. The proposed changes are expected to strengthen opportunities for learners to socialise in Welsh with a greater number of their peers. On this basis, if the proposal were implemented, it is anticipated that learners from the Nebo catchment area would have more opportunities to use Welsh informally with their peers both inside and outside the classroom, and that the level of linguistic vitality and informal use of the language would be stronger.</li> </ul> <p>At the same time, having considered consultation responses, the Council acknowledges that the option of closing Ysgol Nebo could have a potential negative impact on the use of Welsh within the local community, particularly in terms of its use as a community language outside the educational context. However, it is noted that mitigation measures could be considered by promoting the use of Welsh through involving the Nebo community in the community activities of the alternative school, as well as considering appropriate options for the future use of the school building, taking into account the community activities currently held there.</p> <p>In the educational context, based on the above, it is anticipated that if the proposal were implemented, learners from the Nebo catchment area would have more opportunities to use Welsh informally with their peers both inside and outside the classroom, and that the level of linguistic vitality and informal use of the language would be stronger.</p> |
| <p><b>Protecting the county's natural beauty, and responding positively to the climate change crisis</b></p>                                     | <p>No effect.</p>  |
| <p><b>Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently</b></p> | <p>No effect.</p>  |

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

| Aim  | Does the proposal contribute to this aim?   | Measures to mitigate negative effects on this aim:   |
|--|---|--|
| <p><b>A prosperous Wales</b><br/>An innovative society that uses resources prudently, educated people, that create wealth and work.</p>  | <p>The implementation of the proposal to close Ysgol Nebo and teach the children in a nearby alternative school would mean that the learners build experiences by socialising with a wider range of peers, age-related and receiving a quality education in a school that can offer a learning environment and experiences to a wider range of learners.</p> <p>Introducing this proposal could lead to staff losing their jobs.</p>  | <p>Staff and Union representatives will be consulted specifically as part of the statutory consultation period.</p> <p>Cyngor Gwynedd has developed a detailed staffing policy, jointly with Trade Unions and headteachers. Any redundancies as a result of this proposal will have to be in line with that policy. Clear and open communication will play a key role in implementing any proposals.</p>   |
| <p><b>A resilient Wales</b><br/>A nation that maintains and enhances biodiversity and healthy ecosystems that support resilience and adaptability to change (for example climate change).</p>                | <p>It is not anticipated that the proposal would be likely to have an impact on this aim.</p>   | <p>No effect</p>   |
| <p><b>A healthier Wales</b><br/>A society where people's physical and mental well-being is as good as possible, and people understand what affects their health.</p>   | <p>It is not anticipated that the proposal would be likely to have an impact on this aim.</p>   | <p>No effect</p>   |
| <p><b>A more equal Wales</b><br/>A society that enables people to achieve their potential regardless of their background or circumstances (including their socio-economic background and circumstances).</p> | <p>In the consultation responses, concerns were expressed about the impact of the proposal on vulnerable children, including learners with additional learning needs or emotional difficulties. It was noted that Ysgol Nebo is seen as an inclusive environment offering small classes, personal support, and close relationships between staff and learners, and that this support is essential for the development, confidence and wellbeing of some learners. Concerns were raised that moving to a larger school would reduce opportunities for individual attention, targeted support and wellbeing, leading to a risk of educational disengagement or a return to home education.</p> <p>In addition, respondents expressed concern that closing Ysgol Nebo could have a disproportionate impact on families facing socio-economic disadvantage, particularly in terms of transport costs and accessibility, thereby increasing the risk of social</p> | <p>Although concerns have been expressed regarding the potential impact on vulnerable children, including learners with additional learning needs and emotional difficulties, specific mitigation measures are in place to ensure that the proposal would not lead to exclusion or disproportionate discrimination.</p> <p>In accordance with the Additional Learning Needs and Education Tribunal (Wales) Act 2018 and the ALN Code for Wales, the Local Authority has a duty to ensure that every learner with additional learning needs continues to receive the provision set out in their Individual Development Plan, regardless of any change in school arrangements. If the proposal were to be implemented, transition arrangements would be carefully planned, with appropriate support for learners and families, including early engagement with the receiving school, relevant support staff, and support services.</p> |

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|  | <p>exclusion. The school’s central role within the community was also emphasised, including its contribution to community cohesion, reducing loneliness, and creating opportunities to engage with the Welsh language across different age groups.</p> <p>The Council remains of the view that the proposal would improve the Authority’s ability to “offer the highest possible quality of education that will give the experiences, skills and confidence to the children of the County and enable them to develop into successful, bilingual and fulfilled citizens,” in line with the vision of the Best Quality Primary Education Strategy for the Children of Gwynedd</p> | <p>If the proposal were to be implemented, it is anticipated that provision at Ysgol Llanllyfni would include access to a wider range of expertise, peers and professional support, with the aim of maintaining or improving learners’ wellbeing, inclusion and educational experience.</p> <p>In relation to families from socio-economically disadvantaged backgrounds, it is noted that school transport arrangements would be administered in accordance with the Council’s statutory policy, ensuring that the cost or accessibility of transport is not a barrier to equal access to education. Potential impacts on individual families would be considered where relevant.</p> <p>Following consideration of the comments submitted during the statutory consultation, the equality impact assessment has been updated to reflect the concerns raised and their potential impact on protected characteristics and broader equality. This assessment states that the proposal could give rise to potential partially negative impacts on some groups, including in relation to Disability, Age, the Welsh Language and Socio-economic Considerations.</p> <p>However, the further assessment also identifies potential positive impacts if the proposal were implemented, including in relation to access to broader educational provision, additional social and educational opportunities, and access to extended expertise and support.</p> <p>To mitigate any potential negative impacts, it is noted that robust policies and procedures are already in place within the Authority, applicable to all schools in the county, to ensure compliance with equality duties, prevent unlawful discrimination, and promote equal opportunities for all learners. In addition, it is noted that strong policies and arrangements are in place to ensure that the proposal takes account of and aligns with equal rights. It is also stated that measures are already in place to ensure that unlawful discrimination or harassment will not occur.</p> |
| <p><b>A Wales of cohesive communities</b><br/>Attractive, viable and safe communities that are well connected.</p> | <p>During the local discussions (Summer Term 2025), stakeholders highlighted the importance of the school to the community in the village of Nebo, noting the regular use made of the school building by the community.</p> <p>During the statutory consultation, further concerns were expressed regarding the community implications should the school close, with a number of responses emphasising that Ysgol</p>   | <p>As part of the statutory process, the Authority carried out an assessment of the impact of the proposal on the community. This assessment was updated following consideration of the comments received during the statutory consultation. In the latest assessment, it is noted that the Council acknowledges that there would likely be some negative impact on the community if the option to close Ysgol Nebo were implemented, as this would result in the loss of a school within the Nebo community as a</p>   |

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|   | <p>Nebo is currently the only place in the village where community members can meet and hold social activities. It was noted that the loss of the school as a community hub could lead to a weakening of community cohesion, reduce opportunities for social interaction, and have a negative impact on the vitality and long-term sustainability of the rural community.</p> <p>The community of Nebo is strong and active, and it is recognised that closing Ysgol Nebo could have some negative impact on the community.</p>   | <p>community hub. The concerns raised during the consultation regarding the implications of this for the vitality of the community are recognised. In addition, if Ysgol Nebo were to close, it is acknowledged that the local school would be further from homes within the current Ysgol Nebo catchment area, and from a deprivation perspective this means that one of the indicators of “access to services” would be reduced for residents of the area. As a result, it is anticipated that there would be some negative impact on the local community if the school were to close.</p> <p>However, it is noted that a significant proportion of children in the catchment area (78%) already attend other schools, including Ysgol Llanllyfni (44%), suggesting that community and educational links with neighbouring communities, including Llanllyfni, already exist. If the Cabinet were to decide to proceed with closing Ysgol Nebo, the Council would seek to mitigate the impact on the community by encouraging and supporting ongoing links between the Nebo community and the alternative school, promoting community collaboration where appropriate, and ensuring that residents and families are aware of the opportunities, facilities and activities at the alternative school.</p> <p>In addition, it is noted that if a decision were made to close the school, the Authority’s After-use Policy would provide a framework for undertaking further discussions regarding appropriate options for the future use of the school building, including community use where appropriate, in order to seek to mitigate any negative impact on the local community.</p> |
| <p><b>Wales and a vibrant culture where the Welsh language flourishes</b><br/>An association that promotes and protects culture, heritage and the Welsh language and encourages people to participate in the arts, sports and leisure activities.</p> | <p>Through the responses to the statutory consultation, concerns were raised that closing the school could reduce the regular use of the Welsh language, as well as opportunities for children from non-Welsh-speaking homes to develop fluency. The need to ensure that Welsh-medium education remains central to any future arrangements was emphasised, along with the importance of actively promoting opportunities to use the Welsh language. The school was described as an important linguistic and cultural focal point, and concern was expressed that losing the school could weaken the community’s local identity.</p> <p>The Council acknowledges the concerns regarding the potential impact of closing Ysgol Nebo on the linguistic vitality of the local community. However, if the proposal were to be implemented,</p> | <p>As part of the statutory process, the Authority carried out an assessment of the impact of the proposal on the Welsh language. This assessment was updated following consideration of the comments received during the statutory consultation. In the latest assessment, it is noted that the Council acknowledges the concerns raised regarding the role of Ysgol Nebo in supporting community use of Welsh within the village, and accepts that the comments highlight a possible adverse impact on local linguistic vitality outside formal educational provision.</p> <p>However, based on the information available, the Council’s view is that the proposed scheme is unlikely to have a negative impact on Welsh-medium education provision or pupils’ language opportunities, for the following reasons:</p>   |

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|   | <p>based on the latest data and the fact that learners from the Nebo catchment would continue to be educated in a Welsh-medium school with broader opportunities to socialise in Welsh, it is anticipated that the proposal would maintain or even strengthen informal use of the Welsh language among learners. Nevertheless, the Council recognises that, should a decision be made to close the school, the change could lead to a negative impact on the use of Welsh as a community language outside the school, and is considering mitigation measures such as involving the Nebo community in activities at the alternative school and exploring options for the future use of the building.</p> | <ul style="list-style-type: none"> <li>- January 2026 PLASC data shows that 56% of learners at Ysgol Nebo speak Welsh fluently at home, compared with 68% of learners at Ysgol Llanllyfni.</li> <li>- The proposal to close Ysgol Nebo and offer places for the learners in a nearby school (Ysgol Llanllyfni) means that learners from the Nebo catchment area would continue to be educated in a Welsh-medium, Category 3 school.</li> <li>- It is anticipated that learners would be taught in larger classes and alongside more children of the same age group. The proposed changes are expected to strengthen opportunities for learners to socialise in Welsh with a greater number of their peers. On this basis, if the proposal were implemented, it is anticipated that learners from the Nebo catchment area would have more opportunities to use Welsh informally with their peers both inside and outside the classroom, and that the level of linguistic vitality and informal use of the language would be stronger.</li> </ul> <p>At the same time, having considered the consultation responses, the Council acknowledges that the option of closing Ysgol Nebo could have a potential negative impact on the use of Welsh within the local community, particularly in terms of its use as a community language outside the educational context. However, it is noted that mitigation measures could be considered by promoting the use of Welsh through involving the Nebo community in the community activities of the alternative school, as well as considering appropriate options for the future use of the school building, taking into account the community activities currently held there, if the proposal were to be implemented.</p> <p>In the educational context, based on the above, it is anticipated that, if the proposal were implemented, learners from the Nebo catchment area would have more opportunities to use Welsh informally with their peers both inside and outside the classroom, and that the level of linguistic vitality and informal use of the language would be stronger.</p> |
| <p><b>Wales responsible at a global level</b><br/>A nation that, as it does anything to improve the economic, social, environmental, and cultural well-being of Wales, considers whether doing such a thing could contribute positively to global well-being.</p> | <p>It is not anticipated that the proposal would be likely to have an impact on this aim.</p>   | <p>No effect.</p>  |

## 4. PRINCIPLES OF SUSTAINABLE DEVELOPMENT

| Principles of Sustainable Development   | Does the proposal consider the principle?   |
|---|---|
| <p><b>Long Term</b><br/>Balancing short-term needs with long-term ones and planning for the future.</p>   | <p>The pattern of decreasing learner numbers has been consistent for a number of years, with projections showing that Ysgol Nebo learner numbers will continue to be vulnerable over the next few years and therefore shows that the current challenges facing the school will be long-term ones, and therefore the case for change is clear.</p> |
| <p><b>Prevent</b><br/>Allocate resources for preventing problems from occurring or getting worse. We will address problems by preventing and intervening early rather than by reacting.</p> | <p>Should the Cabinet decide to take further action, the needs of the learners will be a priority during every stage of any process.</p>  |
| <p><b>Integration</b><br/>Have a positive impact on people, the economy, the environment, and culture.</p>  | <p>The authority decided to start the process of looking at the future of Ysgol Nebo due to a critical situation facing the school.</p>   |
| <p><b>Cooperation</b><br/>Work with other partners to provide services.</p>   | <p>Collaboration with other relevant departments and the alternative school will be an important part of achieving the objectives for the benefit of the school and the children of the catchment area.</p>   |
| <p><b>Content (Communication and Engagement)</b><br/>Involve the people of Gwynedd in trying to complete our plan and ensure that those people reflect the diversity of the area.</p>       | <p>This proposal has been the subject of a public consultation, as well as a consultation for children. The process to date has included local review meetings to engage with relevant school stakeholders. These meetings have included the Governing Body, staff and parents of Ysgol Nebo.</p>   |

## 5. CONCLUSION

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 aims of the well-being act and the Council's well-being objectives were considered, and it is concluded that the proposal meets the requirements.

In the consultation responses, specific concerns were raised about the impact of the proposal on vulnerable children and learners with additional learning needs, on the wellbeing of families facing socio-economic disadvantage, and on the linguistic and community vitality of the village.

It is recognised that, this proposal would lead to the loss of a school in the Nebo community, however many of the children who live within the school's catchment area already attend the nearby alternative schools, and therefore there is already a link between the school and the Nebo community. Every effort will be made to mitigate the impact on the community by encouraging links between the communities. Should the proposal be approved, discussions will be held to discuss the possibility that the alternative school community activity includes the Nebo community where appropriate.

The Council is committed to ensuring that any transition arrangements prioritise individual needs, including those of vulnerable children and learners with additional learning needs (ALN), should the school close.

The proposal will ensure that the children of the area are educated on a site that is suitable and in a natural Welsh language society, increasing opportunities to socialise and collaborate with others and give them a fair chance to flourish among their peers.

# Assessment of the Impact on the People of Gwynedd

This document assesses what impact the policy, procedure, plan, etc. will have on the county's population and operates based on a number of legislations.

- **Equality Act 2010.** It places a duty on public organisations to give due attention to the impact of any new policy, procedure or plan, etc. (or as they are adapted) on persons with protected characteristics. We are required to
  - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
  - advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
  - foster good relations between people who share a protected characteristic and those who do not.

In Wales, the specific duty notes the need to undertake an impact assessment following specific guidelines to consider the impact that any changes in any policy or procedure (or the creation of a new policy or procedure), will have on persons with protected equality characteristics. A timely assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

- **Socio-economic Duty.** Wales has implemented this further duty, which is part of the Equality Act 2010, and places a duty to address socio-economic disadvantages in strategic decisions.
- **Welsh Language Standards (Section 44 Welsh Language Measure (Wales) 2011).** The Council is required to consider the impact that any change in any policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.
- **Well-being of Future Generations Act 2015.** The Council has a duty to put the five ways of working in place and to respond to the seven national well-being goals.
- **Armed Forces Act 2021.** Councils must give due attention to the impact of this proposal on those who serve or who have served in the Armed Forces, as well as their families.

# Ysgol Nebo

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**Date:** May 2026

**Version:** 3

## STEP 1 - Main Aims and Objectives of the Policy or Practice

### 1. What kind of document or procedure is being assessed?

- New and revised policies, practices or procedures (which modify service delivery or employment practices)

### 2. What are the overall aims, objectives and intended outcomes of the policy or practice?

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

The consultation was held between 5 December 2025 and 23 January 2026, and 70 responses to the consultation were received.

Ysgol Nebo has been prioritised for a review of the educational provision as the school is facing a number of challenges. Pupil numbers at the school have fallen consistently in recent years and have been fragile for some time. Consequently, it is likely that the school is facing increasing challenges, including:

- **Number of learners** – Census PLASC data from January 2026 shows that only 11 pupils from Reception to Year 6 were attending the school, and 1 child was in the Nursery Class. The school has capacity for 51 learners from Reception to Year 6 (+7 in the Nursery Class).
- **Learners in the catchment area**– Data from January 2026 shows that only 22% of learners in the Ysgol Nebo catchment area choose to attend the school. A total of 78% of learners in the catchment choose to attend out-of-catchment schools.
- **Projected numbers** - Projected numbers suggest that numbers will continue to be fragile for the future: September 2026 = 12; September 2027 = 11; September 2028 = 10
- **High percentage of surplus places** - Based on January 2026 figures, approximately 79% of places at the school are vacant (46 in number).
- **Small class sizes** - There are 2 classes at Ysgol Nebo (January 2026) with 5 learners (Reception - Year 3) and 1 nursery learner in one class, and 6 learners (year 4 to year 6) are in the second class.
- **Broad age ranges within classes** - An age range of up to 5 years is in one class and 3 years in the second class.

- **Additional funding to the usual allocation** – Ysgol Nebo receives an additional amount to the usual allocation through the Staffing Minimum Policy (which guarantees at least a headteacher and a teacher in each school, and a headteacher and assistant in schools with less than 15 full -time learners). The total additional amount during the financial year 2026-27 (based on September 2025) will be £ 64,046.
- **Cost per learner** - An average cost per learner at Ysgol Nebo in 2026-27 is £ 16,066 compared to the county average of £ 5,998.

### 3. Who are the main consultative groups (stakeholders)?

- Staff, Governors and Parents/Guardians of Ysgol Nebo
- A statutory consultation was held on the proposal, consulting with all consultees specified in the School Organization Code.
- Education Department and Officers from other Cyngor Gwynedd departments.

## STEP 2 - Engagement Data and Assessing the Impact

### 4. Has any effort been made to comply with the duty to engage in accordance with what is described above and has enough information been gathered to move forward?

Yes

The engagement details. Note any consultation or engagement you have conducted or intend to conduct.

| Action                    | Dates                        | Information   |
|---------------------------|------------------------------|---|
| Ysgol Nebo Review Panel 1 | 18 March 2025                | The Ysgol Nebo School Review Panel (SRP) was established in March 2025 and a series of meetings were held between March and July 2025, with the last of these held on 14 July 2025. The SRP members included the school's headteacher and staff, governors, the Local Member, parents and guardians.<br><br>During the meetings, a number of options were considered for primary education in the Ysgol Nebo catchment area to ensure a sustainable provision for the future and respond specifically to the small numbers of learners. |
| Ysgol Nebo Review Panel 2 | 12 May 2025                  |   |
| Ysgol Nebo Review Panel 3 | 14 July 2025                 |   |
| Statutory Consultation    | December 2025 – January 2026 | A statutory consultation was held on the proposal, in accordance with the School Organisation Code. The consultation was held between 5 December 2025 and 23 January 2026, and 70 responses to the consultation were received.  |

**5. What information is available about the impact on each of the following characteristics and subjects?**

|                   | <b>Evidence, Information and Relevant Data</b>  | <b>Potential Positive and/or Negative Impact</b>  |
|-------------------|---|---|
| <b>Race</b>       | <p>Gwynedd schools have relevant policies in place to protect individuals from any discrimination based on race, such as Equality, Inclusion and Anti-bullying Policies. The Anti-bullying Policy provided by Cyngor Gwynedd states anti-bullying guidelines and procedures based on factors such as race in the school. Also, it is states in the Equality policy that is implemented by Gwynedd primary schools that schools</p> <p><i>"... are opposed to all types of prejudice and discrimination and acknowledge that pupils have different needs, requirements and objectives."</i></p> <p>Therefore, it is not anticipated that this proposal would have a negative impact on this characteristic.</p>  | None  |
| <b>Disability</b> | <p>During the consultation, several respondents expressed concern that the proposal could have a negative impact on vulnerable children, including those with ALN, due to the loss of the benefits associated with small class environments, personalised support, and the sense of inclusion identified at Ysgol Nebo. Specific concerns were raised regarding wellbeing, mental health, and the risk that some learners may find it difficult to transition to a larger school, with potential implications for their educational experience.</p> <p>The Council notes these concerns and notes that equality, inclusion and anti-discrimination policies are in place within the current provision and at the alternative school. Should the proposal be implemented, transition arrangements would place emphasis on individual needs, ensuring that the child's voice is taken into account.</p> <p>However, the change is not anticipated to have an impact on this characteristic. An assessment of any relevant alternative schools would be carried out on the basis of accessibility, and we would ensure that any transport provided (in accordance with the Education Department's transport policy) is suitable for the individual's needs. The needs of any disabled child would be considered in line with the Education Department's Accessibility and Equality policies.</p> | <p>As a result of the comments received during the consultation, a potential negative impact was identified for some learners due to concerns that moving to a larger school could reduce individual attention and targeted support, increasing the risk of transition difficulties or educational disengagement. However, the Council's assessment is that the impact on this characteristic would be neutral or positive were the proposal to be implemented, as the alternative school would be able to offer classes with more age-appropriate peers.</p> <p>An assessment of any relevant alternative schools would be undertaken on the basis of accessibility, and we would ensure that any transport provided (in accordance with the Education Department's transport policy) is suitable for the individual's needs. The needs of any disabled child would be considered in line with the Education Department's Accessibility and Equality policies.</p> |

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| <b>Sex</b>                 | <p>Implementing the proposal would not have an impact on this characteristic. Implementing the proposal will mean that everyone will be treated according to their need, whatever their gender. Every school implements an Equality Policy stating that the school:</p> <p><i>"... is opposed to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>   | None   |
| <b>Age</b>                 | <p>During the consultation, several respondents expressed concern that the proposal could have a negative impact on vulnerable children, including those with ALN, due to the loss of the benefits associated with small class environments, personalised support, and the sense of inclusion identified at Ysgol Nebo. Specific concerns were raised regarding wellbeing, mental health, and the risk that some learners may find it difficult to transition to a larger school, with potential implications for their educational experience. The Council notes these concerns and notes that equality, inclusion and anti-discrimination policies are in place within the current provision and at the alternative school. Should the proposal be implemented, transition arrangements would place emphasis on individual needs.</p> <p>Should the proposal be implemented, it is anticipated that the children of Ysgol Nebo would benefit from having more age-related peers in their class as there are more learners at Ysgol Llanllyfni, which will be a way to ensure age-appropriate educational and extra-curricular experiences, as well as access to additional extra-curricular activities.</p> <p>We believe that learners will receive more age-appropriate experiences at the nearby alternative school since the learners will have learning experiences in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.</p> <p>It is anticipated that implementing the proposal would mean that people of any age would be treated fairly and according to their need. Ysgol Nebo and Ysgol Llanllyfni implement an equality policy stating that the schools:</p> <p><i>"... are opposed to all types of prejudice and discrimination and acknowledge that pupils have different needs, requirements and objectives."</i></p> | <p>As a result of the comments received during the consultation, a potential negative impact was identified for some learners due to concerns that moving to a larger school could reduce individual attention and targeted support, increasing the risk of transition difficulties or educational disengagement. However, the Council's assessment is that the impact on this characteristic would be neutral or positive were the proposal to be implemented, as the alternative school would be able to offer classes with more age-appropriate peers.</p> <p>An assessment of any relevant alternative schools would be carried out on the basis of accessibility, and we would ensure that any transport provided (in accordance with the Education Department's transport policy) is suitable for the individual's needs. The needs of any disabled child would be considered in line with the Education Department's Accessibility and Equality policies.</p> |
| <b>Religion and Belief</b> | <p>Ysgol Nebo and the alternative school noted in the proposal (Ysgol Llanllyfni) are community schools.</p> <p>Every school has an Inclusion Policy that would deal with any discriminatory incident that may occur at the school, which is associated with religion or belief.</p> <p>Therefore, it is not anticipated that this proposal would have an impact on this characteristic.</p>  | None   |
| <b>Sexual Orientation</b>  | <p>Relationships and sexuality education (RSE) is a statutory requirement in the Curriculum for Wales framework that was published under section 71 of the Curriculum and Assessment (Wales) Act 2021 and is mandatory for all learners aged between 3 and 16. RSE has a positive</p>   | None   |

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|                                       | <p>and empowering role to play in learners' education and it is essential to form and maintain a range of relationships, that are all based on respect and trust on both sides, which is core to relationships and sexuality education. These relationships are crucial to developing emotional well-being, resilience and empathy. An understanding of sexuality with an emphasis on rights, health, equality and fairness empowers the learners to understand themselves, to take responsibility for their own decisions and behaviours and to form relationships. We believe that learners will receive more opportunities to develop relationships and learn collaboratively as part of a larger class in an alternative school.</p> <p>It is not anticipated that the proposal would have an impact on people on the grounds of sexual orientation. Ysgol Nebo and Ysgol Llanllyfni, the proposed alternative school, implement an equality policy stating that the school:<br/> <i>"... is opposed to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>             |   |
| <b>Gender reassignment</b>            | <p>It is not anticipated that implementing the proposal would have an impact on people on the grounds of gender reassignment. It is stated in the Equality policy that is implemented by Gwynedd primary schools including Ysgol Nebo and Ysgol Llanllyfni that the schools<br/> <i>"... are opposed to all types of prejudice and discrimination and acknowledge that pupils have different needs, requirements and objectives."</i></p>  | None  |
| <b>Marriage and Civil Partnership</b> | <p>It is not anticipated that the proposal would have an impact on anyone who is married or in a civil partnership, as both schools who are a part of the proposal implement the same policies.</p>  | None  |
| <b>Pregnancy and Maternity</b>        | <p>It is not anticipated that the proposal would have an impact on anyone who is pregnant, whether staff or parents, as both schools which are a part of the proposal implement the same policies.</p>   | None  |
| <b>The Welsh Language</b>             | <p>Through responses to the statutory consultation, concerns were expressed that the closure of Ysgol Nebo could lead to a reduction in community use of the Welsh language, even though Welsh-medium educational provision would continue. Respondents emphasised that the school contributes to the natural, everyday social use of Welsh, and that losing the school could reduce such opportunities within the local community.</p> <p>It was also noted that Ysgol Nebo plays an important role in promoting the use of Welsh beyond the classroom, through community and intergenerational activities, and that closing the school could weaken the status of Welsh as a living community language, particularly as there is no alternative community centre in the village.</p> <p>In addition, concerns were raised that closing the school could affect the sustainability of the local community, including community cohesion, community use of Welsh, and the attractiveness of the village to young families, highlighting the school's role as a social and linguistic focal point in an area without an alternative community facility.</p> | <p>Negative (Welsh within the community) / Positive (Educational)</p> <p>The Council notes the concerns expressed regarding the potential impact of closing the school on the linguistic vitality of the local community outside formal educational provision. However, based on the available evidence, the Council's view is that the proposal is unlikely to have a negative impact on Welsh-medium education provision or on learners' language opportunities.</p> <p>The aim of Gwynedd's Education Language Policy is the same for all primary schools in the county. This means that, if the proposal were to be</p> |

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|   | <p>The Council acknowledges the concerns expressed regarding the potential impact of the school's closure on the linguistic vitality of the local community outside formal educational provision. However, based on the evidence available, the Council's view is that the proposal is unlikely to have a negative impact on Welsh-medium education provision or on learners' linguistic opportunities.</p> <p>Gwynedd's Education Language Policy is the same for all primary schools in the county. This means that, if the proposal were implemented, learners from Ysgol Nebo would continue to receive their education in Welsh and bilingually in accordance with the Language Policy at Ysgol Llanllyfni.</p> <p>If the proposal were implemented, it is anticipated that it would have a positive impact on the Welsh language from an educational perspective, as Ysgol Nebo learners would benefit from more opportunities to use Welsh with a wider range of age-appropriate peers, both in class and socially. The alternative school, Ysgol Llanllyfni, serves areas that are strongholds of the Welsh language.</p> | <p>implemented, learners from Ysgol Nebo would be able to continue to receive their education in Welsh and bilingually in accordance with the Education Language Policy at Ysgol Llanllyfni. If the proposal were to be implemented, it is anticipated that it would have a positive impact on the Welsh language from an educational perspective, as learners from Ysgol Nebo would benefit from increased opportunities to use Welsh with a wider range of peers in the classroom and socially. The alternative school, Ysgol Llanllyfni, serves areas that are strongholds of the Welsh language.</p> <p>At the same time, the Council acknowledges that there is a risk of a possible negative impact on the use of Welsh from a community perspective, and it is anticipated that some elements of community events may be affected, and consequently the use of Welsh within the community. It is anticipated that there could be some negative impact arising from implementing the proposal, as parents/guardians/families would no longer meet daily within the Nebo community when dropping off/collecting children from school. It is therefore noted that mitigation measures could be considered, including promoting links between the Nebo community and activities at the alternative school, as well as considering appropriate options for the future use of the school building, taking into account its current community use.</p> |
| <p><b>Socio-economic Considerations</b></p> | <p>During the consultation, respondents expressed concern that the closure of Ysgol Nebo could have a disproportionate impact on families experiencing socio-economic disadvantage, particularly in relation to transport costs and accessibility, potentially increasing the risk of social exclusion. Respondents also emphasised the central role of the school within the community, contributing to community cohesion, reducing loneliness, and creating opportunities to engage with the Welsh language across age groups.</p>   | <p>Partially negative / Positive</p>   |

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|  | <p>The Council notes these concerns and notes that, should the proposal be implemented, free transport would be provided for eligible learners in accordance with the county's school transport policy, including consideration of safe walking routes and individual needs where relevant.</p> <p>It is envisaged that the proposal would reduce social disadvantage by ensuring more experiences and diversity of learning, more resources and access to more services and activities.</p> |      |
| <b>Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families</b> | It is not anticipated that the proposal would have an impact on those who serve or who have served in the armed forces, as well as their families. Children from military or ex-military families will get the same fair play whichever school they attend.  | None |
| <b>Human Rights</b>  | It is not anticipated that implementing the proposal would have an impact on human rights.   | None |
| <b>Other</b>   | -  | -    |

**6. Are there any data or information gaps, and if so, what are they and how do you intend to address them?**

All assessments were updated following consideration of the responses to the statutory consultation.

**7. When considering other key decisions that affect these groups, is there an increasing impact (cumulative impact)?**

We are not aware of any proposed policies that would impact on the children and young people of the area.

**8. What does the proposal include to demonstrate you have given due regard to the Public Sector Equality Duty (to promote equality of opportunity; help to eliminate unlawful discrimination, harassment, or victimisation and foster good relations and wider community cohesion) as covered by the three aims of the General Duty in the Equality Act 2010?**

It is not anticipated that the proposal would have an impact on the school's statutory duty to protect learners from any discrimination, harassment or victimisation.

The aim is to promote equal opportunities and encourage the alternative school to continue to follow equality policies and procedures. Should the proposal be realised, it is anticipated that learners would receive more equal opportunities when placed in Ysgol Llanllyfni since the learners would have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

As a number of the learners living in the catchment area of Ysgol Nebo already attend Ysgol Llanllyfni, therefore a link between the school and the community already exists. Nevertheless, should the proposal be implemented, opportunities for the school to build on its existing links with the catchment area of Ysgol Nebo will be promoted.

Relationships and sexuality education (RSE) is a statutory requirement in the Curriculum for Wales framework that was published under section 71 of the Curriculum and Assessment (Wales) Act 2021 and is mandatory for all learners aged between 3 and 16. RSE has a positive and empowering role to play in learners' education and it is essential to form and maintain a range of relationships, that are all based on respect and trust on both sides, which is core to relationships and sexuality education. These relationships are crucial to developing emotional well-being, resilience and empathy. An understanding of sexuality with an emphasis on rights, health, equality and fairness empowers the learners to understand themselves, to take responsibility for their own decisions and behaviours and to form relationships. By implementing the proposal, it is anticipated that learners would receive more opportunities to develop relationships and learn collaboratively as part of a larger class.

During the statutory consultation, consultees raised concerns about the impact of the proposal on vulnerable children, particularly those with additional learning needs, emotional or social difficulties, or those who have experienced bullying or challenges in larger schools. It was noted that Ysgol Nebo provides an inclusive environment, small class sizes, and personalised support that are essential to the wellbeing and development of some learners. Concerns were expressed that moving to a larger school could reduce opportunities for individual attention, targeted support and wellbeing, increasing the risk of educational disengagement or a return to home education. It was also raised that longer travel distances, transport costs, and lack of access to private transport were likely to disproportionately affect poorer families or those without a car, increasing social exclusion.

In terms of community cohesion, respondents emphasised that the school is a focal point for the community, providing opportunities for the whole community—including older residents—to socialise, reduce loneliness and engage with the Welsh language. Several responses called for the child's voice to be taken into account, and for the impact on the wellbeing, mental health and educational experience of vulnerable children to receive specific attention.

The Council notes these issues and emphasises that equality, inclusion and anti-discrimination policies are in place both within the current provision and at Ysgol Llanllyfni. The Council is committed to ensuring that any transition arrangements prioritise individual needs, particularly for vulnerable children, including learners with ALN, should the school close.

**9. How does the proposal show that due regard has been given to the need to address inequality due to socio-economic disadvantage? (Note that this relates to closing the inequality gap, rather than just improving outcomes for everyone.)**

It is envisaged that implementing the proposal would reduce socio-economic inequality by ensuring that the learners have more experiences and access to more services and activities in the alternative school. It is anticipated that learners would receive more equal opportunities since the learners would have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

In the consultation responses, concerns were raised that the closure of Ysgol Nebo would have a disproportionate impact on families experiencing socio-economic disadvantage, particularly in relation to transport costs and accessibility, and the risk of increasing social exclusion for children from poorer households or those without

access to a car. It was also noted that longer travel distances, lack of access to extracurricular activities, and the need for parents to accompany young children on public transport could create additional barriers for families already facing disadvantage.

The Council notes these issues and notes that, should the school close, free transport would be provided for eligible learners in accordance with the county's school transport policy, which ensures that all primary learners living two miles or more from the catchment school or the nearest school are entitled to free transport. The policy also includes consideration of safe walking routes and individual needs where relevant.

By implementing the proposal, the learners of Ysgol Nebo would have a better learning environment at a school with more learners of the same age, and it would ensure that they make the most of their education. It is anticipated that learners would benefit from having more age-related peers at a school with more learners, which will be a way to ensure suitable educational and extra-curricular experiences for them, as well as access to additional extra-curricular activities.

**10. How does the proposal show implementation in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure that the Welsh language is not treated less favourably than the English language, and to ensure opportunities for people to use the Welsh language? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy to take advantage of every opportunity to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?**

Our expectation is that all learners in the county will develop balanced bilingualism and the relevant skills to enable them to be full members of the bilingual society of which they are a part. Any proposals to change local arrangements must therefore give full consideration to all linguistic impacts. Maintaining and increasing the use of Welsh as an educational and social language among learners will be a key consideration in developing the proposal.

Gwynedd's Education Language Policy is the same for all primary schools in the county, and all primary schools (with the exception of one) fall into Category 3 in accordance with the Welsh Government's school categorisation guidance for Welsh-medium provision. This means that, if the proposal were implemented, learners from Ysgol Nebo would continue to receive their education in Welsh and bilingually in line with the Language Policy at Ysgol Llanllyfni.

Through the consultation responses, strong concerns were expressed that closing Ysgol Nebo could lead to Welsh being treated less favourably than English, even though Welsh-medium educational provision would continue. Respondents emphasised that Ysgol Nebo provides an environment where Welsh is used naturally and socially on a daily basis, not only as a language of instruction, and that losing the school could significantly reduce such opportunities within the local community.

It was also noted that the school plays a key role in ensuring active opportunities to use Welsh, including through community events, social activities, Welsh-for-adults classes, and interaction between Welsh speakers and non-Welsh-speaking or newly arrived residents. Concerns were raised that closing the school could lead to the loss of these opportunities, weakening the status of Welsh as a living community language and potentially undermining the principle of not treating Welsh less favourably.

Attention was drawn to the risk that losing the school would reduce this type of active promotion of Welsh in the community, particularly as there is no alternative community centre in the area.

The Council notes the concerns raised regarding the role of Ysgol Nebo in supporting community use of Welsh within the village and accepts that the comments highlight a potential adverse impact on local linguistic vitality outside formal educational provision.

However, based on the information available, the Council's view is that the proposed option is unlikely to have a negative impact on Welsh-medium education provision or on learners' linguistic opportunities, for the following reasons:

- CYBLD data from January 2026 shows that 56% of Ysgol Nebo learners speak Welsh fluently at home, compared with 68% of learners at Ysgol Llanllyfni.
- The proposal to close Ysgol Nebo and offer places to learners at a nearby school (Ysgol Llanllyfni) means that learners from the Nebo catchment would continue to be educated in a Welsh-medium school.

As learners would be taught in larger classes with more children of the same age group, it is anticipated that the proposal would strengthen opportunities for learners to socialise in Welsh with a wider range of peers. On this basis, if the proposal were implemented, it is expected that learners from the Nebo catchment would have more opportunities to use Welsh informally with their peers both inside and outside the classroom, and that the level of linguistic vitality and informal use of Welsh would be stronger.

At the same time, taking into account the consultation comments, the Council acknowledges that the option to close Ysgol Nebo could lead to a potential negative impact on the use of Welsh within the local community, particularly in terms of its use as a community language outside the educational context. However, it is noted that mitigation measures could be considered, including promoting the use of Welsh by involving the Nebo community in the alternative school's community activities, as well as considering appropriate options for the post-use of the school building, taking into account the community activities currently held there. Nevertheless, in the educational context, based on the above, it is anticipated that, if the proposal were implemented, learners from the Nebo catchment would have more opportunities to use Welsh informally with their peers both inside and outside the classroom, and that the level of linguistic vitality and informal use of the language would be stronger.

The community impact assessment indicates that some negative impact on the community is anticipated if the option to close Ysgol Nebo were implemented. It is acknowledged that closing Ysgol Nebo would result in the loss of a school within the Nebo community; however, the assessment notes that a significant proportion of children living within the school's catchment already attend other schools, including Ysgol Llanllyfni, and therefore a link between Ysgol Llanllyfni and the Ysgol Nebo community already exists.

If the proposal to close Ysgol Nebo were implemented, every effort would be made to mitigate the impact on the community by encouraging links between the communities and Ysgol Llanllyfni. To mitigate the impact on the community, opportunities would be identified to ensure that the Nebo community is aware of activities at the alternative school, and community collaboration between Ysgol Llanllyfni and the Nebo community would be encouraged where appropriate. In addition, the Local Authority and the Governing Body of Ysgol Llanllyfni could consider ways of promoting the use of the Welsh language by involving the Nebo community in the school's community activities, as well as considering appropriate options for the future use of the school building, taking into account the community activities currently taking place there, should the proposal be implemented.

## **11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and respond to the seven national well-being goals, including creating a More Equal Wales?**

Through the responses to the statutory consultation, concerns were expressed that the closure of Ysgol Nebo could have a long-term impact on the sustainability of the local community, particularly in terms of community cohesion, the use of Welsh within the community, and the attractiveness of the village to young families. Respondents emphasised the school's role as a social and linguistic focal point that supports social wellbeing, prevents loneliness, and facilitates collaboration and inclusion across the

community, especially in an area without an alternative community centre. Attention was also drawn to the way in which the school contributes to several wellbeing goals by providing local access to education, community activities, and the natural, everyday use of Welsh for people of all ages and backgrounds.

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 well-being act goals and the Council's well-being objectives were considered, and it is concluded that the proposal meets the requirements.

It is acknowledged that should the Cabinet decide to proceed with this proposal, it may result in the closure of a school in the community, however a large number of the children living within the school's catchment area already attend other schools, including Ysgol Llanllyfni, and therefore there is already a link between the schools and the community of that school. Every effort will be made to mitigate any negative impact on the community by encouraging links between the communities and Ysgol Llanllyfni. Should the proposal be approved, discussions will take place to discuss the possibility that Ysgol Llanllyfni community activity includes the community, where appropriate.

The proposal would ensure that the children of the area are educated on a site that is suitable and in a naturally Welsh-speaking society, thus increasing the opportunities to socialise and collaborate with others, and to give them a fair opportunity to thrive among their peers.

### STEP 3 - Procurement and Partnerships

**12. Will this policy or practice be carried out wholly or partly by contractors or in partnership with another organisation(s)?**

No

### STEP 4 - Dealing with Negative or Unlawful Impact and Strengthening the Policy or Practice

**13. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create unequal outcomes?**

**Significant Positive Impact:**

Should the proposal be implemented, it is anticipated that learners would receive more equal opportunities when placed in an alternative school since the learners will have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

By implementing the proposal, the learners of Ysgol Nebo would have a better learning environment at a school with more learners of the same age, and it would ensure that they make the most of their education and allow access to more activities that are appropriate for their ability level. The learners would benefit from having more age-related peers at a school with more learners, which will be a way to ensure suitable educational and extra-curricular experiences for them, as well as access to additional extra-curricular activities.

**Significant Negative Impact:**

It is recognised that the options proposed may have an impact on organisations within the community and on community cohesion, and it is anticipated that this will need to be mitigated by fostering links between the school and the community.

As a result of the comments submitted during the consultation, a potential negative impact was also identified for some vulnerable learners, including learners with ALN or emotional/social needs, due to concerns about losing the benefits of small class environments and personalised support, as well as the challenges of transitioning to a larger school if the proposal were implemented. In response to these concerns, the Council notes that, should the proposal be implemented, transition arrangements would focus on individual needs and the child's voice, with inclusion and equality policies in place at the alternative school, if the proposal were to be implemented.

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

**14. Explain any intentional negative impact and why it is believed that there is justification for operating in this way (for example, on the grounds of improving equal opportunities or developing good relationships between those who share a protected characteristic and those who do not or due to objective justification or positive action)**

No

**15. Will any of the negative impacts identified count as unlawful discrimination but they are unavoidable (e.g. budget cuts)?**

Not applicable.

**Note the reason for stating this and the justification for proceeding**

Not applicable.

**16. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to equal opportunity; help to eliminate unlawful discrimination, harassment, or victimisation; and foster good relations and wider community cohesion; as covered by the improvement aim of the General Duty in the Equality Act 2010?**

Following the statutory consultation, the Council has considered the comments received and has updated the Equality Impact Assessment in accordance with the requirements of the Equality Act 2010. Should the proposal proceed, the impact will continue to be monitored as part of the Council's ongoing statutory duties.

**17. What measures or other changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to reduce inequalities of outcome as a result of socio-economic disadvantage?**

It is envisaged that the proposal would reduce socio-economic disadvantage by ensuring that the learners have more experiences and access to more services and activities in the alternative school. Learners would receive more equal opportunities since the learners would have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

By implementing the proposal, the learners of Ysgol Nebo would have a better learning environment at a school with more learners of the same age, and it would ensure that they make the most of their education. The learners would benefit from having more age-related peers at a school with more learners, which will be a way to ensure suitable educational and extra-curricular experiences for them, as well as access to additional extra-curricular activities.

**18. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to increase opportunities for people to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?**

It is anticipated that the proposal would have a positive impact on the Welsh language, as learners from Ysgol Nebo would benefit from increased opportunities to use Welsh with a wider range of peers both in class and socially.

The proposal to close Ysgol Nebo and offer places to learners at Ysgol Llanllyfni would ensure the continuation of Welsh-medium education in a school where the Welsh language is strong, with CYBLD data from January 2026 showing that 68% of learners at Ysgol Llanllyfni (compared with 56% at Ysgol Nebo) speak Welsh fluently at home. While the Council acknowledges concerns about the potential impact on community use of Welsh in Nebo, mitigation measures could be considered by strengthening community links with the alternative school and by exploring appropriate options for the post-use of the school building, should the proposal be implemented.

If the school were to close, the Local Authority and the Governing Bodies of the alternative schools could consider ways of promoting the social use of the Welsh language through extracurricular and community activities.

**19. Is there enough information to make a balanced judgement and to proceed?**

Yes

## STEP 5 - Decision to Proceed

**20. Given the information gathered in Steps 1–4 above, is it possible to move forward with the policy or practice or not, and if so, on what basis?  
Choice of:**

Continue with policy or practice in its current form.

## STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The EqIA process is an ongoing one that doesn't end when the policy/practice and EqIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#)

**21. What actions noted in Steps 1-5 or any additional data collection work would help to monitor the policy/practice when implemented:**

| Action | Dates | Timetable | Lead Responsibility | Add to the Service Plan |
|--------|-------|-----------|---------------------|-------------------------|
| -      | -     | -         | -                   | -                       |

**22. What arrangements to monitor and review the ongoing impact of this policy or practice will be implemented, including timeframes for when it should be formally reviewed:**

| Monitoring and Review Arrangements<br>(including where outcomes will be recorded)  | Timeframe and Frequency | Lead Responsibility  | Add to the Service Plan |
|--|-------------------------|----------------------|-------------------------|
| Should the proposal be realised, we will monitor the impact of the closure of the school and endeavour to assist with any negative impact that may derive from the policy. | Continuous              | Education Department | No                      |