## **CYNGOR GWYNEDD CABINET**

Date of meeting: 14 October 2025

Cabinet Member: Councillor Dewi Jones

**Relevant Officer:** Gwern ap Rhisiart – Head of Education

**Title of item:** Ysgol Nebo – Proposal Paper

**Report for Cyngor Gwynedd Cabinet meeting** 

#### 1. THE DECISION SOUGHT

1.1 The permission of the Cyngor Gwynedd Cabinet is sought to hold a period of statutory consultation, in accordance with the requirements of section 48 of the School Standards and Organisation (Wales) Act 2013, on the proposed proposal to close Ysgol Nebo on 31 December 2026 and provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards.

#### 2 THE REASON FOR THE NEED FOR A DECISION

2.1 The reason for seeking permission to hold a statutory consultation on the proposed proposal set out in 1.1 is the need to address the vulnerable position of Ysgol Nebo. Ysgol Nebo's learner numbers have been low for some time. According to September 2025 numbers, only 11 Reception to Year 6 learners attend the school and 1 Nursery learner, with projections indicating that the numbers will remain low with projections of 10 Reception to Year 6 learners and 2 Nursery learners on the register by September 2028.

## 3 INTRODUCTION

- 3.1 At their meeting on 11 February 2025, the Cabinet decided to support the recommendation to start formal discussions with the Governing Body and relevant stakeholders of Ysgol Nebo discussing possible options relating to the future of the school due to low numbers of learners and the concerns about the sustainability of the school.
- 3.2 The purpose of this report is to report back on the outcome of the local discussions, and seek permission to hold a statutory consultation on the proposed proposal to close Ysgol Nebo on 31 December 2026 and provide a place for learners in the catchment area in Ysgol Llanllyfni from 1 January 2027 onwards.

### 4. BACKGROUND

4.1 Ysgol Nebo is a community primary school located in the village of Nebo. The school provides education for learners between the ages of 3 and 11 and is a Welsh-medium school, Category 3. Learners are admitted to the school part-time in the September following their third birthday, and as full-time learners in the September following their fourth birthday.

4.2 With 11 Reception to Year 6 learners on the school's register, and a capacity of 51, there are 40 surplus places in the school, equivalent to 78% of the school's capacity. The school has capacity for 7 learners in the Nursery class as well, with 1 nursery learner on the roll, there are also 6 surplus places in the nursery.

## **Strategic Context**

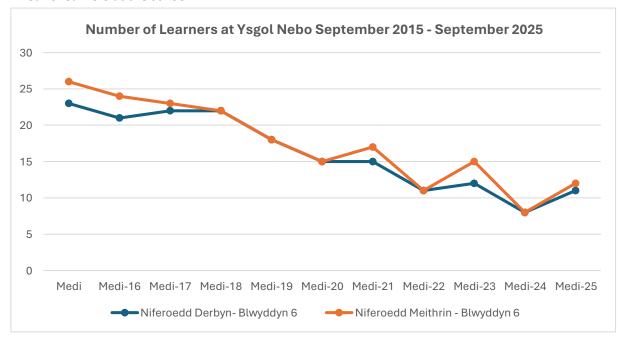
- 4.3 The Council has implemented the "Excellent Primary Education for the Children of Gwynedd" Strategy since it was adopted by the Full Council in April 2009.
- 4.4 At its meeting on 18 December 2018, the Cabinet approved the principles of "Fit for Purpose Education" which is now the basis for realising the Education Department's vision and developing a system to ensure high quality education for the children and young people of Gwynedd for the twenty-first century. These principles work towards rationalising the age range within primary classes and ensuring sufficient non-contact time for headteachers to focus on leadership matters in the primary schools.

#### Presumption against the closure of rural schools

- 4.5 The School Organisation Code (The Code) includes a special procedure in relation to rural schools, establishing a procedural presumption against closure.
- 4.6 It is stated in the Code "This does not mean that a rural school will never close, but the case for its closure must be strong, and that all viable alternatives must have been conscientiously considered by the proposer, including federation."
- 4.7 Ysgol Nebo is designated as a 'rural school' for the purpose of the Code. As a result, particular consideration has been given to the additional procedural requirements in relation to formulating proposals for rural schools in drawing up this proposal paper.

## 5. THE CURRENT SITUATION AT YSGOL NEBO

5.1 As can be seen from the graph below, there has been a significant and consistent reduction in the numbers of learners at Ysgol Nebo. Since September 2015, there has been a 52% reduction in the number of Reception to Year 6 learners at the school, and a 54% reduction in the numbers of Nursery to Year 6 learners at the school.



5.2 As a result of the current low numbers, the school is in a vulnerable position and faces many increasing challenges, including:

- Low numbers of learners In January 2025, 10 Reception Year 6 learners and 0 nursery learners attended Ysgol Nebo. Although the numbers have increased slightly since then, the numbers remain low with 11 Reception Year 6 learners and 1 nursery learner on the register in September 2025.
- A high percentage of surplus places With 11 Reception to Year 6 learners on the school's register, and a capacity of 51, there are 40 surplus places the school, which is equivalent to 78% of the school's capacity. The school has capacity for 7 learners in the Nursery class as well, so with 1 nursery learner on the roll, there are also 6 surplus places in the nursery.
- Small class sizes and a broad age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class.
- **Number projections** September 2025 projections suggest that numbers will remain low over the next three years.
- Learners in the catchment area September 2025 data shows that only 29% of Ysgol Nebo's catchment area learners choose to attend the school. 71% of learners in the catchment area choose to attend schools outside the catchment area.
- Ysgol Nebo receives an additional amount to the core financial allocation Ysgol Nebo receives an additional amount to the usual allocation via the minimum staffing policy (which guarantees at least a headteacher and a teacher in each school, and a headteacher and an assistant in schools with less than 15 full-time learners). The total additional amount during the 2025-26 financial year (based on September 2024 numbers) was £70,694.
- Average cost per learner The average cost per learner at Ysgol Nebo in 2025-26 is £25,876 compared to the county average of £5,780.

#### 6. LOCAL DISCUSSIONS

- 6.1 In the Autumn term 2024, officers from the Department of Education met with the Governing Body of Ysgol Nebo to discuss the vulnerable situation of the school. During the meeting, the intention was noted to seek Cabinet permission to move the discussion forward by holding formal meetings with the Governing Body and the relevant stakeholder to discuss the challenges and options for the future.
- 6.2 In accordance with the Cabinet's decision on 11 February 2025, Ysgol Nebo School Review Panel (SRP) was established. All members of the Governing Body, parents and staff of the school as well as the Local Member were invited to join the panel and participate in the discussion.
- 6.3 On 18 March 2025, the first of three SRP meetings was held where the challenges facing the school were outlined and an initial discussion held to identify options that would respond to these challenges (as detailed in paragraph 5.2 above). Examples of options were put forward at the meeting, and some of the school's stakeholders put forward alternative options for consideration.
- 6.4 The second SRP meeting was held on 12 May 2025. During the meeting a SWOT evaluation was presented in order to identify the strengths, opportunities, weaknesses and threats of all the options. Further comments were received from the stakeholders for consideration, and were added to the evaluation.
- 6.5 Following receiving the input of the SRP members, a third meeting was held on 14 July 2025 in order to note the challenges facing the school, the long list of options agreed to be evaluated and to explain the factors that would be considered when carrying out an evaluation of options on the long list. The intention to carry out impact assessments on the options before reporting back to the Cabinet in October was noted.

#### 7. IDENTIFYING OPTIONS

- 7.1 With input from SRP members during the local meetings, a long list of options was drawn up for consideration regarding the future of the school. These included options submitted by the stakeholders of Ysgol Nebo. These options were:
- No change continue with the current situation
- Federation with a nearby school
- Federation with a nearby School and adding a specialist unit for children with additional learning needs at Ysgol Nebo
- Close Ysgol Nebo and offer the learners a place in a nearby school
- Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)
- Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs
- Ysgol Nebo to offer a Language Unit for the Dyffryn Nantlle catchment area
- Establishing a School on more than one site (multi-site School)

#### Other options

- 7.2 A wide range of options have been identified during the local meetings and we have also given consideration to what the School Organisation Code 011/2018 notes as examples of possible options that could be worth considering when drawing up the proposal for a rural school, and the following examples were considered in addition to the options in section 7 of this report. Those options are seen below with comments added to them:
  - i. <u>Clustering, collaboration with other schools</u> the option of federating with a nearby school has been included in the options appraisal.
  - ii. <u>Using the school as a community centre to maintain and support a range of community services</u> following consideration of the option to use the school as a community centre, it was concluded that this option would not offer a sustainable solution for the school, as it would not respond to the challenges facing the school (as stated in section 5.2). If this option were to be realised, it is anticipated that the challenges identified in section 5.2 of the report, e.g. low numbers of pupils, small class sizes continue, and as a result the financial challenges facing the school would continue.
  - iii. Co-location of local services within the school to offset maintenance costs this option is further considered in the options appraisal through the following options: (i) Ysgol Nebo offers a specialist unit for supporting children with additional learning needs (ii) Ysgol Nebo offers a Language Unit for the Dyffryn Nantlle catchment area.
  - iv. <u>Consider establishing schools on more than one site in order to preserve buildings</u> this option, namely the establishment of a multi-site school, was added to the list of options to be considered following the third local meeting and is therefore considered in the options appraisal.

#### 8. OPTIONS APPRAISAL

- 8.1 In accordance with the strategy "Excellent Primary Education for Children in Gwynedd" a number of factors were considered when appraising the options for the situation, namely:
  - Number of learners and surplus places
- Class sizes and age range
- Leadership and staffing

- The Community
- Financial resources

- The Welsh language
- Geographical factors
- 8.2 A further comparison of all the options against the strategy's factors can be seen in **Appendix 1** (Options Appraisal Table) and the conclusion of the evaluation of the individual options can be seen below.

#### 8.3 No change - continue with the current situation

This option would mean that there would be no change to the current provision in the Ysgol Nebo catchment area.

Having weighed up the school's latest situation against the relevant factors, it is concluded that this option does not address the current challenges facing the school, which are set out in section 5.2, including:

- Numbers of learners and surplus places The numbers of learners would remain low (11 Reception Year 6 and 1 Nursery) and significant surplus places (78%) remain at Ysgol Nebo. Number projections suggest that this will continue.
- Small class sizes and a broad age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class. As no increase in numbers is anticipated, class sizes would remain small with a broad age range.
- Financial resources In 2025-26 Ysgol Nebo received a significant additional protection allocation (£70,694) and the average cost per learner (£25,876) is significantly higher than the county average (£5,780). As it is not anticipated that the option would affect the numbers of learners at the school, it is anticipated that this financial challenge would continue.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been identified for Ysgol Nebo building. The option to do nothing would not respond to this challenge.

## 8.4 Federation with a nearby school

The Code states that federation brings particular benefits to rural schools and states that a proposer must therefore demonstrate how federation has been considered as an option. It has been demonstrated that federating can offer advantages to rural schools in certain situations, specifically from the point of view of strengthening leadership and collaboration opportunities.

This model 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 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.

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

When considering this model, it must be assessed what any impact would be on how all the schools that would be part of the federation would operate. Noting the challenges facing Ysgol Nebo, it would have to be ensured that such an arrangement would benefit all the children and young people of the federating schools by improving the educational provision.

As Ysgol Nebo's numbers have reached a critical situation with 11 learners (Reception - Year 6) and 1 Nursery learner on the register, it was predicted that there were no clear benefits for other schools from federating with Ysgol Nebo.

There is no clear evidence that forming a federation would lead to an increase in numbers.

Following weighing up the advantages and disadvantages of federating, it was concluded that this option did not respond to the main challenges the school is facing, as stated in section 5.2 above, including:

- Numbers of learners and surplus places There is no clear evidence that forming a federation would lead to an increase in numbers. As a result, it is anticipated that federating would mean that the challenge of low learner numbers and significant surplus places (78%) at Ysgol Nebo would continue.
- Small class sizes and a broad age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. So there is an age range of up to 5 years in one class and up to 3 years in the second class. As it is not anticipated that forming a federation would lead to an increase in numbers, it is anticipated that federating would not respond to the challenge of small classes and a broad age range.
- Financial resources In 2025-26 Ysgol Nebo received a significant additional protection allocation (£70,694) and the average cost per learner (£25,876) is significantly higher than the county average (£5,780). As it is not anticipated that federating would lead to an increase in the numbers of learners, it is not anticipated that the option would affect the financial allocation of Ysgol Nebo, it is anticipated that this financial challenge would continue.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been
  identified for Ysgol Nebo building. As the Ysgol Nebo building would continue, federating would not respond
  to this challenge.

# 8.5 <u>Federation with a nearby school adding a specialist unit for children with additional learning needs at Ysgol Nebo</u>

The Code states that federation brings particular benefits to rural schools and states that a proposer must therefore demonstrate how federation has been considered as an option. It has been demonstrated that federalisation can offer advantages to rural schools in certain situations, specifically from the point of view of strengthening leadership and collaboration opportunities.

This model 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 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.

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

When considering this model, it must be assessed what any impact would be on how all the schools that would be part of the federation would operate. Noting the challenges facing Ysgol Nebo, it would have to be ensured that such an arrangement would benefit all the children and young people of the federating schools by improving the educational provision.

As Ysgol Nebo's numbers have reached a critical situation with 11 learners (Reception - Year 6) and 1 part-time learner (Nursery) on the register, it is anticipated that there would be no clear advantages for other schools from federating with Ysgol Nebo and adding an ALN unit on Ysgol Nebo's site.

There is no clear evidence that forming a federation would lead to an increase in numbers.

In addition to forming a federation, this option would also mean adding a location for a ALN unit. Note that the addition of an ALN unit would not affect Ysgol Nebo's numbers, as the learners of the ALN unit would continue to register as learners at their original school. As the ALN unit would be located within the Ysgol Nebo building, it is anticipated that the option would lead to a reduction in the school's capacity, and as a result, a reduction in the number of surplus places at Ysgol Nebo.

Following weighing up the advantages and disadvantages of federating and locating an ALN unit on the Nebo School site, it was concluded that this option would not adequately respond to the main challenges the school is facing, as stated in section 5.2 above, including:

- Numbers of learners and surplus places Although there would be a reduction in the school's capacity and surplus places as a result of locating the ALN unit within the Ysgol Nebo building, as there is no clear evidence that federating would lead to an increase in numbers, it is anticipated that the challenge of low learner numbers at Ysgol Nebo would continue if this option were to be implemented. As the learners of the ALN unit would continue to register as learners in their original school, it is not anticipated that the inclusion of an ALN unit on a school site would affect the numbers. As a result, it is predicted that numbers would remain low.
- Small class sizes and a broad age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class. As it is not anticipated that the option would lead to an increase in numbers, it is anticipated that this option would not respond to the challenge of small classes and a broad age range.
- Financial resources In 2025-26 Ysgol Nebo has received a significant additional protection allocation (£70,694) and the average cost per learner (£25,876) is significantly higher than the county average (£5,780). As it is not anticipated that this option would lead to an increase in the number of learners, it is not anticipated that this option would affect Ysgol Nebo's financial allocation. It is anticipated that locating an ALN unit on the site may offset some of the maintenance costs of the school building, However, from the perspective of the schools core allocation, if Ysgol Nebo were to form a federation with a nearby school as well as locating an ALN Unit on the site, as it is not anticipated that the option would affect the numbers of the school's learners, it is anticipated that this financial challenge would continue.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been identified for Ysgol Nebo building. Locating an ALN Unit within the Ysgol Nebo building may partly offset the school's maintenance costs. However, as Ysgol Nebo would continue, this option would not adequately respond to this challenge.

## 8.6 Close Ysgol Nebo and offer 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 Llanllyfni is considered the 'nearby school' as it is the geographically closest school to Ysgol Nebo. The school is located approximately 1.6 miles from the site of Ysgol Llanllyfni.

Ysgol Llanllyfni also offers itself as the obvious option for the alternative school as 43% of primary age children in Ysgol Nebo's catchment area already attend Ysgol Llanllyfni and there is sufficient capacity there to receive learners from Ysgol Nebo's catchment area.

Following this, it is proposed to extend the catchment area of Ysgol Llanllyfni to include the catchment area of Ysgol Nebo for the future.

The rationale behind recommending this proposal as the preferred option for consultation is further detailed in Section 10. The preferred option.

# 8.7 <u>Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)</u>

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

Ysgol Nebo's numbers have reached a critical situation with 11 learners (Reception - Year 6) and 1 part-time learner (Nursery) on the roll. It is not anticipated that this option would lead to an increase in the numbers of Ysgol Nebo learners.

Having weighed up the school's latest situation against the relevant factors, it is concluded that this option does not respond to the main challenges the school is facing, as stated in section 5.2 above, including:

- Numbers of learners and surplus places Numbers of learners would remain low (11 Reception Year 6 and 1 Nursery) and significant surplus places (78%) would remain at Ysgol Nebo. Number projections suggest that this will continue.
- Small class sizes and broad age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class. As it is not anticipated that the option would lead to an increase in numbers, class sizes would remain small with a broad age range.
- Financial resources In 2025-26 Ysgol Nebo has received a significant additional care allocation (£70,694) and the average cost per learner (£25,876) is significantly higher than the county average (£5,780). As the option would not affect the numbers of learners at the school, it is anticipated that this financial challenge would continue.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been identified for Ysgol Nebo building. This option would not respond to this challenge.

## 8.8 Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs

This option was proposed during the local discussions. Specifically, the Governing Body put forwards the following option:

"Ysgol Nebo to offer a site as a 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 neuro-diversity."

This option was interpreted as that Ysgol Nebo would continue, but it would also mean adding an area for an ALN unit on the school site in order to offer special education to the children who needed additional support.

As the school building would need to be modified to provide a location for the specialist unit, the school's capacity would likely be reduced and therefore it is anticipated that the option would lead to a reduction in surplus places

However, Ysgol Nebo's numbers have reached a critical situation with 11 (Reception - Year 6) learners and 1 part-time learner (Nursery) on the register. As the learners of the ALN unit would continue to register as learners in their original school, it is not anticipated that the inclusion of an ALN unit on a school site would affect the numbers. As a result, it is anticipated that Ysgol Nebo's numbers would remain low, and it is not anticipated that it would respond to the challenges the school is facing, as stated in section 5.2 (above).

Following weighing up the advantages and disadvantages of this option for Ysgol Nebo, it is concluded that this option does not adequately respond to the main challenges the school faces, as stated in section 5.2 above, including:

• Numbers of learners and surplus places – Although there would be a reduction in the school's capacity and surplus places as a result of locating the ALN unit within the Ysgol Nebo building, as the learners of the ALN unit would continue to register as learners at their original school, it is not anticipated that the inclusion of an ALN unit on the school site would affect Ysgol Nebo's numbers. As a result, it is predicted that the numbers would remain low.

- Class sizes and age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class. As it is not anticipated that the option would lead to an increase in numbers, class sizes would remain small with a broad age range.
- Financial resources In 2025-26 Ysgol Nebo has received a significant additional protection allocation (£70,694) and the average cost per learner (£25,876) is significantly higher than the county average (£5,780). As it is not anticipated that the option would affect the numbers of learners at the school, it is anticipated that this financial challenge would continue.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been identified for Ysgol Nebo building. This option would not respond to this challenge.

## 8.9 Ysgol Nebo to offer a Language Unit for the Dyffryn Nantlle catchment area

This option would mean that Ysgol Nebo would continue, but it would also mean adding a language immersion unit on the school site to offer an immersion service in Welsh to new speakers.

As the school building would need to be modified to provide a location for the language unit/centre, the school's capacity would likely be reduced and therefore it is anticipated that the option would lead to a reduction in surplus places.

However, Ysgol Nebo's numbers have reached a critical situation with 11 learners (Reception - Year 6) and 1 part-time learner (Nursery) on the register. As the learners of the language unit/centre would continue to register as learners in their original school, it is not anticipated that the inclusion of a language centre on the school site would affect the Ysgol Nebo numbers. As a result, it is anticipated that Ysgol Nebo's numbers would remain low, and it is not anticipated that it would respond to the challenges the school is facing, as stated in section 5.2 (above).

Following weighing up the advantages and disadvantages of this option for Ysgol Nebo, it is concluded that this option does not adequately respond to the main challenges the school faces, as stated in section 5.2 above, including:

- Numbers of learners and surplus places Although there would be a reduction in the school's capacity and
  surplus places as a result of locating the language unit/centre within the Ysgol Nebo building, as the learners
  of the language unit would continue to register as learners in their original school, it is not anticipated that
  the inclusion of a language unit on the school site would affect the numbers. As a result, it is predicted that
  numbers would remain low.
- Class sizes and age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result there is an age range of up to 5 years in one class and up to 3 years in the second class. As it is not anticipated that the option would lead to an increase in numbers, class sizes would remain small with a broad age range.
- Financial resources In 2025-26 Ysgol Nebo has received a significant additional protection allocation (£70,694) and the average cost per learner (£25,876) is significantly higher than the county average (£5,780). As it is not anticipated that the option would affect the numbers of learners at the school, it is anticipated that this financial challenge would continue.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been identified for Ysgol Nebo building. This option would not respond to this challenge.

#### 8.10 Establish a multi-site school, continuing with Ysgol Nebo site

This option would mean uniting a number of local schools, by closing the schools and establishing one multi-site school which would include 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. The governing bodies of the individual schools would be dissolved and a (new) governing body would be formed for the multi-site school.

Under this model, there would be staffing implications that can lead to uncertainty and redundancies. The positions of all members of staff in each of the schools that would form part of the multi-site school would come to an end. The new appointments would be made by the shadow governing body of the new multi-site school.

Ysgol Nebo's numbers have reached a critical situation with 11 learners (Reception - Year 6) and 1 part-time learner (nursery) on the roll. It is not anticipated that this option would lead to an increase in the numbers of learners on Ysgol Nebo site.

After weighing up the advantages and disadvantages, it is concluded that this option does not respond to the main challenges the school is facing, as stated in section 5.2 above, including:

- Numbers of learners and surplus places It is anticipated that the numbers of learners on Ysgol Nebo site would remain low (11 Reception Year 6 and 1 Nursery) together with significant surplus places (78%).
- Class sizes and age range There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class. As it is not anticipated that the option would lead to an increase in the numbers of learners at Ysgol Nebo site, it is likely that small classes would continue at the Nebo site with a broad age range within the classes.
- Financial resources Establishing a multi-site school would mean establishing one multi-site school, with one allocation for all the sites. It is anticipated that Ysgol Nebo site would continue to receive an additional amount to the core allocation through the minimum staffing protection policy as the numbers of learners at Ysgol Nebo site would remain low.
- Condition and suitability of buildings £95,000 worth of necessary repair and maintenance work has been identified for Ysgol Nebo building. As the Ysgol Nebo site would continue, it is not anticipated that the option would respond to this challenge.

## 9. IMPACT ASSESSMENTS - PRESUMPTION AGAINST THE CLOSURE RURAL SCHOOLS

In addition to the factors that are relevant when developing any proposal, it is also required to carry out specific assessments in relation to a proposed proposal of this type. A number of assessments were carried out in accordance with the requirements of the Code of the options under consideration. The full assessments can be found in **Appendix 2**, and a summary of these assessments can be found in the table below:

Option	Assessment of the likely impact on the quality and standards of education	Assessment of the likely impact on different travel arrangements	Assessment of the likely impact on the community
No change - continue with the current situation	Neutral – No change	Neutral – No change  No learner in the Nebo catchment area will need to travel an unreasonable distance to school.	Neutral – No change  Keeping a school and its potential to be a community resource in the village of Nebo.

		Neutral			
Federation with a nearby school	Neutral/Partially positive No impact on the provision at Ysgol Nebo  An opportunity to share good practices between the two schools and possibilities of making better use of resources.	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 will need to travel an unreasonable distance to school.	Possibility of community collaboration between the 2 schools.  Keeping a school and its potential to be a community resource in the village of Nebo.		
	Neutral/Partially positive – No impact on the provision at Ysgol Nebo	Neutral			
Federation with a nearby school adding a specialist unit for children with additional learning needs in Ysgol Nebo	An opportunity to share good practices between the two schools and possibilities of making better use of resources.  An opportunity to develop an additional resource to support learners with ALN. It is anticipated that it would have a positive impact on the criteria of 'Vulnerable groups, including children with Additional Learning Needs'	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 will need to travel an unreasonable distance to school.  The authority would need to provide transport for the ALN unit learners.	Neutral  Possibility of community collaboration between the 2 schools.  Keeping a school and its potential to be a community resource in the village of Nebo.		
	Partially Positive	Negative	Neutral/Partially Negative		
Close Ysgol Nebo and offer the learners a place in a nearby school	The assessment notes that the standard of education provided at Ysgol Llanllyfni corresponds to the standard of education provided at Ysgol Nebo.  As there are more learners at Ysgol Llanllyfni, it is anticipated that there will be opportunities to teach children in larger groups, with age-appropriate peers to broaden their experiences. Based on this, it is concluded that there would be a positive impact on teaching and learning experiences from teaching Nebo catchment area learners 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 £17,000-£30,000 per year.  Some learners would travel further to school than they do at the moment.  No learner in the Nebo catchment area will need to travel an unreasonable distance to school.	Lead to the loss of a school and community resource in the village of Nebo. Extensive community use of the Ysgol Nebo building by the community.  To mitigate the impact on 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.  It is noted that a large proportion of the children who live within the school's catchment area already attend other schools,		

		Neutral	including Ysgol Llanllyfni, and therefore it is concluded that a link between Ysgol Llanllyfni and the Ysgol Nebo community already exists.
Ysgol Nebo developing into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)	It is anticipated that the standard of education at Ysgol Nebo would continue, but as no similar model exists in primary school in terms of specialist location for some individual subjects, it is not possible to assess its impact against the quality of education, so the impact is neutral.	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 will need to travel an unreasonable distance to school.  There would be wider travel considerations if Ysgol Nebo site was a specialist location for certain subjects.	Neutral  Keeping a school and its potential to be a community resource in the village of Nebo.
Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs	Neutral/Partially positive  No impact on the provision at Ysgol Nebo  An opportunity to develop an additional resource to support learners with ALN. It is anticipated that it would have a positive impact on the criteria of 'Vulnerable groups, including children with Additional Learning Needs'.	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 learners of the ALN unit.  No learner in the Nebo catchment area will need to travel an unreasonable distance to school.	Neutral – No change to the provision at Ysgol Nebo  Keeping a school and its potential to be a community resource in the village of Nebo.
Ysgol Nebo to offer a Language Unit/Centre for the Dyffryn Nantlle catchment area	Neutral - No impact on the provision at Ysgol Nebo  An opportunity to develop an additional resource to provide a specific service for latecomers in a Language Centre on the school site.	Neutral  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 will need to travel an unreasonable distance to school.  The authority would need to provide transport for the learners of the language unit.	Neutral –  Keeping a school and its potential to be a community resource in the village of Nebo.

A multi-site school - continuing with Ysgol Nebo site	Neutral / Partially positive  - No impact on the provision at Ysgol Nebo  An opportunity to share good practices between the school sites and possibilities of making better use of resources.	Neutral  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 will need to travel an unreasonable distance to school.  Depending on the structure of the new school, there is a	Neutral – No change to the provision at Ysgol Nebo  Keeping a school and its potential to be a community resource in the village of Nebo.
			Nebo.

#### 10. THE PREFERRED OPTION

- 10.1 Of the options considered, the preferred option for further consultation is the option to close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)
- 10.2 This option is preferred for the following reasons:
- 10.3 <u>Numbers of learners and surplus places</u>
- 10.3.1 In September 2025 there were 11 Reception Year 6 learners and 1 Nursery aged learner attending Ysgol Nebo. As a result, Ysgol Nebo has 40 (78%) surplus places in the school (Reception Year 6). When including the school's Nursery capacity and numbers, Ysgol Nebo has 46 (79%) surplus places.
- 10.3.2 The numbers of learners at the school have decreased significantly in recent years from 23 Reception to Year 6 learners, and 3 Nursery learners in September 2015 to 11 Reception Year 6 learners and 1 Nursery learner in September 2025, which is a reduction of approximately 54%.
- 10.3.3 According to the projections created in September 2025, it is anticipated that the numbers will remain low over the next three years. Seen below are the numbers for September 2025 and Ysgol Nebo's number projections for September 2026-28.

	N	R	1	2	3	4	5	6	Total R-Yr.6
September 2025 numbers	1	1	2	1	1	3	3	0	11
Projections September 2026	2	1	1	2	1	1	3	3	12
Projections September 2027	2	2	1	1	2	1	1	3	11
Projections September 2028	2	2	2	1	1	2	1	1	10

- 10.3.4 In September 2025 there were 59 learners (Reception Year 6) and 13 Nursery age learners attending Ysgol Llanllyfni. According to the September 2025 projections, it is anticipated that there will be 72 Reception to Year 6 learners and 11 Nursery learners at Ysgol Llanllyfni in September 2028.
- 10.3.5 Ysgol Llanllyfni has a capacity of 103 (Reception Year 6), which means that Ysgol Llanllyfni has 44 surplus places. When including the school's Nursery capacity and numbers, there are 45 surplus places at Ysgol Llanllyfni.
- 10.3.6 The Welsh Government's School Organisation Code (2018) states that "excessive numbers of unused places that could be removed mean that resources are tied up unproductively.... A significant level of surplus provision is defined as 25% or more of a school's capacity". As a result of the low numbers, there are 78% (40 in number) of surplus places (R-Yr.6) at Ysgol Nebo.
- 10.3.7 When considering the joint capacity of Ysgol Nebo and Ysgol Llanllyfni (which is a capacity of 154 Reception to Year 6 and 175 Nursery Year 6), it is anticipated that the implementation of the proposal to close Ysgol Nebo and transfer the learners of the catchment area to Ysgol Llanllyfni would reduce the total number of places in the catchment area of Ysgol Nebo and the catchment area of Ysgol Llanllyfni from 84 (55%) to 33 (32%) (Reception Yr.6), and from 91 (52%) to 33 (28%) when considering the numbers and capacity of the Nursery.

## 10.4 Class sizes and age range

As can be seen from the table below, there are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception - Year 3) and 1 Nursery learner in one class. There are 6 learners (Year 4 to Year 6) in the second class. As a result, there is an age range of up to 5 years in one class and up to 3 years in the second class.

	Year									
School	Nursery	0	1	2	3	4	5	6	Average class size	
Nebo	1	1	2	1	1	3	3	0		
Classes	6			6			6			
Llanllyfni	13	12	10	8	5	6	9	9	10	
Classes	13	2	22 19 18		8	18				

As can be seen from the table above there are 4 classes at Ysgol Llanllyfni (September 2025). The average class size at Ysgol Llanllyfni is 18.

As a result, it is anticipated that the transfer of learners to Ysgol Llanllyfni would mean that the children are taught in more appropriately sized classes, and with more children of the same age group.

#### 10.5 Geographical factors and travel

- 10.5.1 It is stated in the "Excellent Primary Education for the Children of Gwynedd" Strategy that efforts should be made to try to limit travel to a maximum of 30 minutes of one-way travel between home and school. If the proposed proposal were to be implemented, it is anticipated that all current learners in the catchment area would be within reasonable reach (less than 30 minutes of travel) to the alternative school, namely Ysgol Llanllyfni.
- 10.5.2 If the proposed proposal were to be implemented, pupils who live within the current catchment area of Ysgol Nebo would be offered transport to Ysgol Llanllyfni in accordance with the County's Schools Transport Policy. It is anticipated that the cost of transport would be approximately £17,000-£30,000 per annum.

#### 10.6 Financial Resources

- 10.6.1 Due to low numbers of learners at Ysgol Nebo, the allocation based on the learners is not sufficient to be able to maintain the school. As a result, Ysgol Nebo receives an additional amount to the core allocation through the minimum staffing protection policy (which guarantees at least a headteacher and a teacher in every school, and a headteacher and an assistant in schools with less than 15 full-time learners). Ysgol Nebo was allocated additional funding of £70,694 this year (2025-26) through the Minimum Staffing Protection Policy.
- 10.6.2 The allocation of Ysgol Nebo and Ysgol Llanllyfni for the year 2025-26, have been based on the numbers of September 2024 and the amounts that the 2 schools receive can be seen below:

School	•	of allo ember umber	2024		(Minimum Staffing		£ per learner
	N	FS	KS2		Protection Policy)		
Nebo	0	4	4	£136,242	£70,694	£206,936	£25,867
Llanllyfni	11	28	37	£402,831	-	£402,831	£5,768
Total	11	32	41	£539,073	£70,694	£609,767	-

- 10.6.3 The cost per learner at Ysgol Nebo is £25,867 and the cost per learner at Ysgol Llanllyfni is £5,768 (2025-26 budget, based on September 2024 numbers). The County Average cost per primary learner for the same period is £5,780. This means that the cost per learner at Ysgol Nebo is £20,087 higher than the county average for the same period.
- 10.6.4. A total of £609,797 was allocated to the two schools in the financial year 2025-26. Ysgol Llanllyfni does not receive an additional amount through the minimum staffing protection policy. The school's current learner numbers attract a sufficient budget to maintain appropriate staffing levels.
- 10.6.5 In terms of revenue costs, if the proposal is implemented, and if all the learners at Ysgol Nebo transferred to Ysgol Llanllyfni, based on the 2025-26 budget (which is based on September 2024 learner numbers):
  - it is anticipated that the proposal would create an annual saving of £146,000, less the estimated costs of additional transport needs (up to £30,000) a total of approximately £116,000 per year.
  - it is predicted that Ysgol Llanllyfni's core allocation budget would increase to £457,000, and the cost per learner would be £5,874.
- 10.6.6 If the proposal is implemented, and if all the learners of Ysgol Nebo transferred to Ysgol Llanllyfni, based on an estimate of the 2026-27 budget, which is the year of implementation of the proposal (which is based on the projections of learner numbers provided by the head teachers of the schools in September 2024):
  - it is anticipated that the proposed proposal would create an annual saving of £143,000, less the costs of additional transport needs (up to £30,000) a total of approximately £113,000 per year.
  - it is predicted that Ysgol Llanllyfni's core allocation budget would increase to £468,000 and the cost per learner would be £5,798.
- 10.6.7 Any savings in revenue costs will be retained in the Gwynedd Schools area.
- 10.6.8 Note that there are no capital costs attached to the proposal.

## 10.7 Leadership and Staffing

- 10.7.1 The current staffing structure of Ysgol Nebo includes a part-time strategic head (equivalent to 0.2 full-time), head teacher in charge 0.8, teacher 0.2, 2 assistants, a lunchtime supervisor and a governors' clerk. The headteacher has a learning commitment equivalent to 4.5 days.
- 10.7.2 At Ysgol Llanllyfni, there is 1 headteacher, 2 full-time teachers, 1 part-time teacher, 3 assistants, a part-time clerical officer, and a part-time lunchtime supervisor. The headteacher has a teaching commitment of 50% of the time (2.5 days) and receives 2.5 non-contact days for managerial and leadership matters.

#### 10.8 The Community

- 10.8.1 The Welsh Government guidelines (School Organisation Code 011/2018) state that a community impact assessment needs to be carried out as part of any proposal to reorganise schools. A community impact assessment was completed on the list of options set out in paragraph 6.3. See the full report in Appendix 2.
- 10.8.2 The assessment shows that some negative impact on the community is anticipated if the option to close Ysgol Nebo is implemented. It is recognised that the closure of Ysgol Nebo would lead to the loss of a school in the Nebo community, however the assessment stated that a large proportion of the children who live within the school's catchment area already attend other schools, including Ysgol Llanllyfni, and therefore it is concluded that a link between Ysgol Llanllyfni and the Ysgol Nebo community already exists.
- 10.8.3 Should the proposal to close Ysgol Nebo be realised, every effort will 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 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.
- 10.8.4 If the proposed proposal to close Ysgol Nebo is implemented, it will be essential as part of the process to encourage discussions between the alternative school (Ysgol Llanllyfni) and the learners of Ysgol Nebo so that parents and learners can make use of their facilities and any after-school activities.
- 10.8.5 In addition, if the Cabinet were to decide to proceed with the proposed plan to close Ysgol Nebo, options for the post use of the school building would need to be considered, taking into account the community activities currently held at the school.

## 10.9 The Welsh Language

- 10.9.1 Welsh Government's guidelines (School Organisation Code 011/2018) state that an impact assessment on the Welsh Language needs to be carried out as part of any proposal to reorganise schools. See the full report in Appendix 2.
- 10.9.2 The impact assessment does not anticipate a negative impact on the Welsh language from the proposed proposal, mainly because:
  - the January 2025 PLASC statistics show that 54% of Ysgol Nebo learners speak Welsh fluently at home and 80% of Ysgol Llanllyfni learners
  - the proposed proposal to close Ysgol Nebo 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.
  - 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 pupils 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.

## 10.10 Quality and standards of education

- 10.10.1 An assessment of the likely impact on the quality and standards of education was carried out on all the options set out in section 7 (above). **See the full report in Appendix 2.**
- 10.10.2 According to Estyn's latest reports, Ysgol Llanllyfni offers education of a quality and standard that is equivalent to Ysgol Nebo.
- 10.10.3 Ysgol Nebo was last inspected by Estyn in 2017, where it was concluded that the school's current performance was 'Good'. Ysgol Llanllyfni was last inspected by Estyn in 2017, where it was concluded that the school's current performance against the 3 criteria is 'Good'.
- 10.10.4 As there are more learners at Ysgol Llanllyfni, it is anticipated that there will be an opportunity to teach children in larger groups, with age-related peers to broaden their experiences if the proposed proposal is implemented. 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.
- 10.10.5 As a result, it is anticipated that the likely impact in terms of quality and standards of education for learners resulting from the proposed proposal to close Ysgol Nebo and offer a place for the learners at Ysgol Llanllyfni would be partially positive.

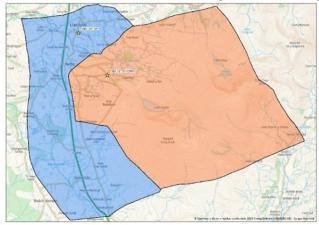
## 10.11 Condition and suitability of buildings

- 10.11.1 The Authority's latest condition assessment stated that the condition of Ysgol Nebo and Ysgol Llanllyfni is 'B'.
- 10.11.2 £95,000 worth of necessary repair and maintenance work has been identified in the Ysgol Nebo building.

## 11. IMPLICATIONS OF THE PROPOSAL

## 11.1 School admissions catchment areas

11.1.1 Should the proposed proposal be implemented, the catchment area of Ysgol Llanllyfni would be adjusted to include the present catchment area of Ysgol Nebo.



Map 1: The current catchment areas of Ysgol Nebo and Ysgol Llanllyfni

Map 2: Ysgol Llanllyfni catchment area if the proposed proposal is implemented



## 11.2 Transport

11.2.1 Should the proposed proposal be implemented, learners who live within the current catchment area of Ysgol Nebo would be offered a place at Ysgol Llanllyfni and would receive transport in accordance with the County's Schools Transport Policy. It is anticipated that the annual cost of transport would be approximately £17,000-£30,000.

## 11.3 <u>Staffing Considerations</u>

11.3.1 Should the proposed proposal be implemented, it is anticipated that there would be staffing implications that could lead to redundancies. Staff and representatives of the Unions will be specifically consulted as part of the statutory consultation period. Cyngor Gwynedd has developed a detailed staffing policy, in conjunction with Trade Unions and headteachers. Any redundancies resulting from this proposal will have to comply that policy. Clear and open communication will play a key role in implementing any proposals.

## 12. OTHER CONSIDERATIONS

#### 12.1.1 School Organisation Code 011/2018

12.1.2 Any statutory process will be conducted in accordance with Welsh Government guidelines (School Organisation Code 011/2018).

## 12.1.3 Equality impact assessment

- 12.1.4 An equality impact assessment was carried out on the proposal. The full assessment can be found in Appendix 2.
- 12.1.5 The assessment gives specific attention to different equality elements such as race, gender, disability, language, religion or belief and age. The assessment identifies the current situation and shows that policies and arrangements are in place which would ensure that the proposal considers and is compatible with equal rights.
- 12.1.6 Having weighed up the relevant factors, it is concluded that the proposal is not likely to have a negative impact on equality features. It is noted that measures are already in place to ensure that there will be no illegal discrimination or harassment.
- 12.1.7 It is anticipated that the implementation of the proposed proposal would reduce the inequality in the case of 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 as the learners would receive learning experiences based on national learning principles, with a variety of styles

including working in mass groups, smaller groups, partner work and individually within their specific age range together with lessons that are appropriately differentiated for the age range in question.

- 12.1.8 By implementing the proposed proposal, the learners of Ysgol Nebo would have a better learning environment and the learners would benefit from having more age-related peers in a school with more learners, which will ensure suitable educational and extracurricular experiences for them together with access to more extracurricular activities.
- 12.1.9 The Council would follow normal processes by supporting and monitoring, in order to ensure compliance of each school with the equality features.

#### 12.1.10 Well-being and Future Generations Act

- 12.1.11 Following consideration and assessment in accordance with the requirements of the well-being act, the 7 goals of the well-being act and the Council's well-being objectives were considered, and it is concluded that the proposed proposal meets the requirements. The full assessment can be found in Appendix 2.
- 12.1.12 It is acknowledged that, should the Cabinet decide to proceed with the proposed proposal, the proposal would lead to the loss of a school in the Nebo community. However, a large proportion of the children who live within the school's catchment area already attend other schools, including Ysgol Llanllyfni, and therefore it is concluded that a link between the schools and the community of that school already exists. Every effort will be made to mitigate the impact on the community by encouraging links between the communities and Ysgol Llanllyfni, should the proposal be implemented. Should the proposal be approved, discussions will be held to discuss the possibility that Ysgol Llanllyfni's community activity includes the community where appropriate.

#### 13. NEXT STEPS AND TIMETABLE

- 13.1 Should the Cabinet decide to support the recommendation presented in this report it will be necessary to carry out a period of statutory consultation in accordance with the School Standards and Organisation Act 2013 and the guidelines of the School Organisation Code 011/2018. It is anticipated that that consultation period would be held before the end of the Autumn term.
- 13.2 Subsequently, a further report will be submitted to Cabinet to report on the outcomes of the consultation. The Cabinet will then be required to consider the results of the consultation and decide whether or not to issue a Statutory Notice on the proposal. Should a Statutory Notice be published, a period of 28 days will be granted for anyone to submit an objection to the proposal, known as the 'Objection Period'. Following this, a further report will be submitted to the Cabinet for a final decision. That report will include a summary of any objections received together with the Council's responses to them.

## 14 Appendices

**Appendix 1:** Options Appraisal Table **Appendix 2:** Impact Assessments:

- Assessment of likely Impact on Quality and Standards of Education
- Assessment of likely Impact on travel arrangements
- Assessment of likely impact on the Community
- Welsh Language Impact Assessment
- Wellbeing Assessment
- Equality Assessment

**Appendix 3:** Background pack including presentations and minutes of local meetings.

Appendix 4: Comments of the Local Member

## 16 VIEWS OF THE STATUTORY OFFICERS

## **Monitoring Officer:**

"This report has been the subject of advice from Legal Services. No observations to add in relation to propriety".

## **Head of Finance:**

"From a financial point of view, it is clear that Ysgol Nebo's current situation is not sustainable, given that 78% of the school's places are empty. The report shows that an assessment has been carried out of the options available, and I am satisfied with the robustness of the financial estimates therein. I therefore support the decision sought."