

Background Documents

Ysgol Nebo

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PANEL ADOLYGU YSGOL GYNRADD NEBO YSGOL GYNRADD NEBO REVIEW MEETING

18 Mawrth 2025
18 March 2025



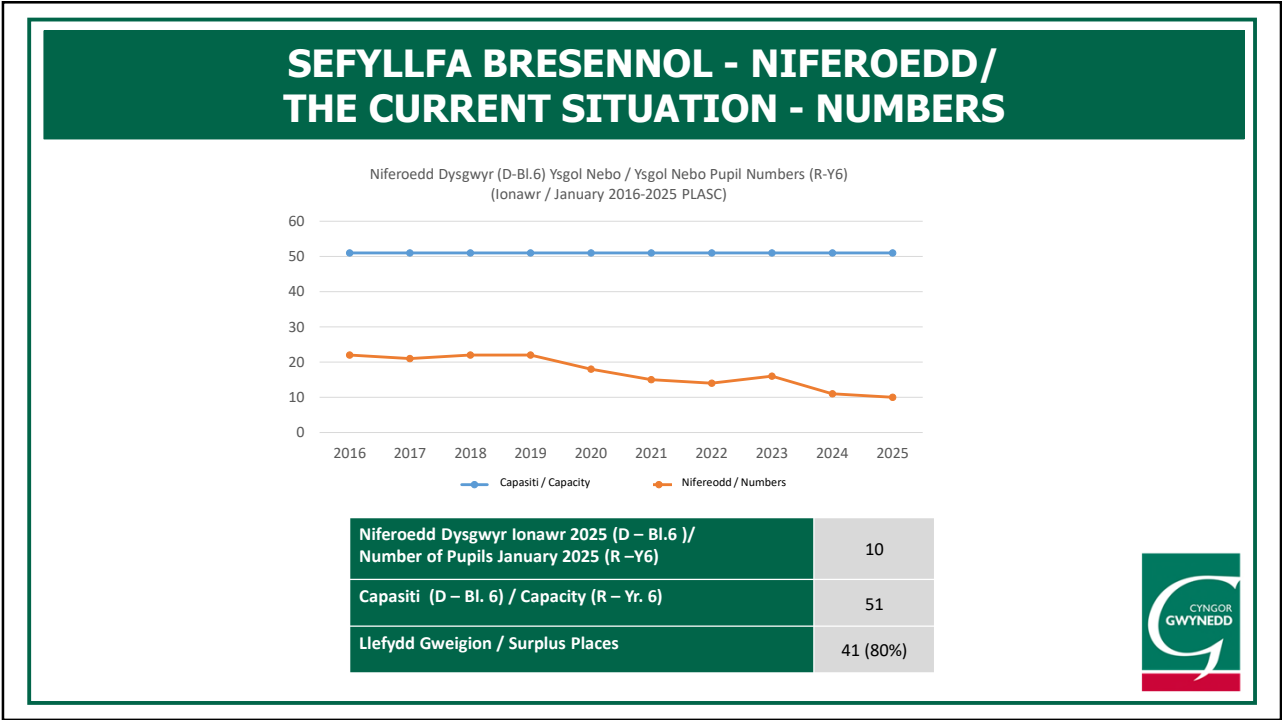
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AGENDA

- | | |
|-------------------------|---------------------------------|
| 1. Croeso | 1. <i>Welcome</i> |
| 2. Y Sefyllfa Bresennol | 2. <i>The Current Situation</i> |
| 3. Opsiynau Posib | 3. <i>Possible Options</i> |
| 4. Camau Nesaf | 4. <i>Next Steps</i> |
| 5. Cloi | 5. <i>Close</i> |



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SEFYLLFA BRESENNOL – RHAGAMCANION/ THE CURRENT SITUATION – PROJECTIONS

	Blwyddyn / Year								Cyfanswm / Total	
	M / N	0	1	2	3	4	5	6	Meithrin / Nursery	Derbyn-BI.6 / Reception – Y6
Ionawr / January 2025	0	2	0	2	3	3	0	0	0	10
Rhagamcanion Medi 2025 Projection for September 2025	2	0	2	0	2	3	3	0	2	10
Rhagamcanion Medi 2026 Projection for September 2026	2	2	0	2	0	2	3	3	2	12
Rhagamcanion Medi 2027 Projection for September 2027	2	2	2	0	2	0	2	3	2	11



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SEFYLLFA BRESENNOL – DYSGWYR Y DALGYLCH THE CURRENT SITUATION – CATCHMENT PUPILS

Disgyblion dalgylch Nebo (Ionawr 2025) Nebo catchment pupils (January 2025)									
	Bro Lleu	Brynerau	Llanllyfni	Nebo	Talysarn	Baladeulyn	Bro Lliffon	Arall	Cyfanswm Ysgol (M – BI.6) / School Total (N- Y.6)
Mynychu Ysgol / School Attending (Ionawr / January 2025)									
Bro Lleu				1					
Brynerau				0					
Llanllyfni				3*					
Nebo	0	0	7	2	1	0	0	0	10
Talysarn				0					
Baladeulyn				0					
Bro Lliffon				1					
Arall / Other				1					
Cyfanswm Total				8					

Meddalwedd GIS y Cyngor (System Gwybodaeth Ddaearyddol), yn nodi mai dim ond 8 dysgwr oed cynradd sydd yn byw yn nalgylch Ysgol Nebo (sydd yn cynnwys 1 dysgwr oed Meithrin). Er hyn, dim ond 2 sydd yn dewis mynychu'r ysgol, gyda 5 o'r dysgwyr yn mynychu ysgolion cynradd eraill yn nalgylch Dyffryn Nantlle ac 1 yn mynd all-dalgylch.

The Council's GIS software (Geographical Information System) shows that only 8 primary age learners live in the catchment area of Ysgol Nebo (which includes 1 Nursery age learner). Despite this, only 2 choose to attend the school, with 5 of the learners attending other primary schools in the Dyffryn Nantlle catchment area, and 1 going outside the catchment area.



6

SEFYLLFA BRESENNOL – CYLLIDEB YR YSGOL (2024/25)/ THE CURRENT SITUATION – SCHOOL BUDGET (2024/25)

	Ysgol Nebo	Cyfartaledd Sirol County Average
Dyranïad Craidd 2024-2025 Allocation 2024-2025	£148,493	-
Gwarchodaeth Lleiafswm Staffio* Minimum Staffing Protection*	£49,404	-
Cyfanswm Dyranïad Total Allocation	£197,897	-
Cyfartaledd y Disgybl Average per Pupil	£14,857	£5,223

**Mae'r polisi gwarchodaeth yn sicrhau o leiaf pennaeth ac athro/athrawes ym mhob ysgol gyda mwy na 15 disgybl, a pennaeth a chymhorthydd dosbarth mewn ysgolion gyda llai na 15 disgybl.

**The minimum staffing protection policy ensures a minimum of headteacher and teacher at every school which has more than 15 pupils, and a headteacher and a classroom assistant in a school with fewer than 15 pupils.



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SEFYLLFA BRESENNOL – STRWYTHUR STAFFIO THE CURRENT SITUATION – STAFF STRUCTURE

Trwy Polisi Gwarchodaeth Cyngor Gwynedd, gwarantir isafswm lefel staffio o bennaeth a chymhorthydd mewn ysgolion sydd â llai na 15 o ddysgwyr. Mae strwythur staffio presennol Ysgol Gynradd Nebo yn cynnwys pennaeth (cyfwerth â llawn amser) a 45 awr o amser cymorthyddion dysgu.

Through Cyngor Gwynedd Protection Policy, a minimum staffing level of a headteacher and assistant is available in schools with less than 15 learners. The current staffing structure of Ysgol Nebo includes a Headteacher (equivalent to full time) and 45 hours of teaching assistants.



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CRYNHOI PRIF HERIAU'R SEFYLLFA BRESENNOL / SUMMARY OF THE MAIN CHALLENGES OF THE CURRENT SITUATION

1	Nifer disgyblion yr ysgol yr isaf yn y sir <i>The number of pupils at the school is the lowest in the county</i>
2	Rhagamcanion yn parhau yn isel <i>Projections remain low</i>
3	Nifer uchel o lefydd gweigion <i>High number of surplus places</i>
4	Maint dosbarthiadau bychain <i>Small class sizes</i>
5	Amrediad ystod oed eang o fewn dosbarthiadau <i>Broad age range within classes</i>
6	Cost y disgybl ymysg yr uchaf yn y sir a sylweddol uwch na'r cyfartaledd sirol <i>Cost per pupil amongst the highest in the county and significantly higher than the county average</i>
7	Ysgol yn derbyn swm ychwanegol o £49,404 (Med 2024) trwy'r gwarchodaeth staffio <i>School receives an additional £49,404 (September 2024) through the minimum staffing protection</i>



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YSTYRIAETHAU CONSIDERATIONS

Wrth lunio a chymharu opsiynau, byddwn yn rhoi ystyriaeth i sawl ffactor, gan gynnwys:
In formulating and comparing options, we will consider several factors, including:

1	Maint dosbarthiadau / <i>Class sizes</i>
2	Niferoedd disgyblion / <i>Pupil numbers</i>
3	Arweinyddiaeth a Staffio / <i>Leadership and Staffing</i>
4	Y Gymuned / <i>The Community</i>
5	Adnoddau ariannol / <i>Financial resources</i>
6	Yr iaith Gymraeg / <i>The Welsh language</i>
7	Ansawdd addysg / <i>Quality of education</i>
8	Cyflwr ac addasrwydd adeiladau / <i>Condition and suitability of the building</i>
9	Daearyddol a teithio / <i>Geographical and travel</i>



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OPSIYNAU POSIB / POSSIBLE OPTIONS

1	Status Quo – Parhau hefo’r sefyllfa bresennol. <i>Status Quo – Continue with the current situation.</i>
2	Ffedereiddio gydag ysgol gyfagos/arall. <i>Federation with neighboring / other school.</i>
3	Cau Ysgol Gynradd Nebo a chynnig lle i’r disgyblion mewn ysgol amgen. <i>Close Ysgol Gynradd Nebo and offer pupils a place at an alternative school.</i>



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CAMAU NESAF/ NEXT STEPS

Camau Nesaf / <i>Next Steps</i>	Dyddiad / <i>Date</i>
Dyddiad cau ar gyfer derbyn unrhyw opsiynau / sylwadau pellach <i>Closing date for receiving any further options / comments</i>	01/04/2025
Cyfarfod Panel Adolygu 2 <i>Review Panel Meeting 2</i>	Ebrill 2025 / <i>April 2025</i>



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REVIEW PANEL YSGOL GYNRADD NEBO

Addysg

Meeting:	Review Panel Ysgol Nebo	Date/Time/Location: 18 March 2025, 18:00, Ysgol Nebo
Present:	<p><u>Elected Members:</u> Cllr. Dewi Jones (Education Cabinet Member).</p> <p><u>Education Department:</u> Gwern ap Rhisiart (Head of Education), Rhian Eifiona Hughes (Modernising Education Officer), Hana Llyn Roberts (Education Project Officer).</p> <p><u>Ysgol Nebo Staff and Governors:</u> 8 Member</p> <p><u>Parents / Guardians:</u> 3 Member</p>	
Apologies:		

Item No	Item / Subject	Actions	By
6	Next Steps	Stakeholders to share options with the Headteacher of Ysgol Nebo and she can share them with Modernising Education by Tuesday, April 1.	01/04/25

Minutes of Meeting		
	Item / Subject	Record / Actions
1	Welcome	<ul style="list-style-type: none"> Gwern ap Rhisiart, Head of Education, welcomed everyone to the meeting. The purpose of the meeting is to provide an overview of the situation at Ysgol Nebo, considering and discussing possible options in an effort to respond to the challenges the school is facing.
2	Current Situation	<ul style="list-style-type: none"> We went through the presentation which highlights the current situation by addressing: <ul style="list-style-type: none"> learner numbers age range of classes projections number of learners living within the catchment area the school's budget staffing structure challenges of the current situation considerations and possible options going forward There were 10 learners attending Ysgol Nebo in January (PLASC January 2025). With a capacity of 51, the school has a large number of surplus places—space for 41 learners, 80% surplus places. The School Organisation Code states that if there are more than 10% surplus places in an area generally, local authorities have a duty to review the provision. It was noted that only 8 primary-aged learners live within Ysgol Nebo's catchment area. However, only 2 choose to attend the school, with 5 attending other primary schools within the Dyffryn Nantlle catchment and 1 attending a school outside the catchment (Slide 6 of the presentation). The average cost per pupil at Ysgol Nebo is £14,857, which is significantly higher than the county average of £5,223.



		<ul style="list-style-type: none"> The current staffing structure at Ysgol Nebo includes a headteacher (equivalent to full-time) and 45 hours of teaching assistant time. Ysgol Nebo receives an additional amount of £49,404 through staffing protection.
3	Possible Options	<ol style="list-style-type: none"> 1) Status Quo – Continue with the current situation. 2) Federation with a nearby/another school. Ysgol Nebo is defined as a rural school in the School Organisation Code, so the option of federating with a nearby school must be explored. 3) Close Ysgol Gynradd Nebo and offer places to the pupils at an alternative school. <ul style="list-style-type: none"> As part of the next steps in considering possible options going forward, an impact assessment will be prepared for the options in order to examine aspects such as transport, equality, wellbeing, quality of education, language, and community.
4	Next Steps	<ul style="list-style-type: none"> The next step is to receive comments/options from Ysgol Nebo stakeholders. The deadline for receiving options is Tuesday, April 1st. It was agreed that everyone would send comments/options to the Headteacher of Ysgol Nebo, and then the school would pass them on to Rhian Hughes, Modernising Education Officer. A second Review Panel Meeting will be held in April/May to go through all the options.
5	Questions/ Comments	<p>An opportunity was given for everyone to ask questions:</p> <ol style="list-style-type: none"> a) Would the authority consider keeping the school open for children who are unhappy in a larger school due to subtle bullying as a result of some of their needs? Children can feel more comfortable in a small school. <i>GapRh noted that every school has a policy to deal with bullying, and every school should be able to address bullying issues and ensure fairness for every child. However, it was acknowledged that tackling bullying can be more challenging in larger schools. It was suggested that this could be an option for stakeholders to propose, and the Authority could evaluate the advantages and disadvantages of the option.</i> b) The area has a lot to offer in terms of health and wellbeing. A special location for doing work outdoors with nature and cross-curricular activities. Weekly nature walks around the village. There is no similar location for doing this elsewhere. The school's qualities make the place very special. c) It is necessary to ask why parents are sending their children out of the catchment area. <i>GapRh noted that the Admissions Policy allows parents to send their children to any school. The result of this is that some schools gain pupils while others lose them. Nursery schools also play a big part where learners make connections and want to go to the same school as their friends. Birth rates are low in Gwynedd, which is a major challenge for the Education Department.</i> d) The lack of affordable housing in the area has affected the number of people living in the catchment. The Council did not allow housing development in Nebo. Does this still exist, and would the Council consider building affordable housing in Nebo?



Councillor Dewi Jones (Cabinet Member for Education) noted that he acknowledges building affordable housing in the area could lead to attracting more families, and ultimately increase the number of pupils attending the school. He noted that he would raise the matter with the Housing Department. Due to the housing formula, a large number of houses would need to be built in Nebo to increase the school numbers; it would require building 15 houses to gain 1 child at the school.

e) What would happen if Ysgol Nebo closes and nearby schools are full?

If option number 3 is implemented, places in the nearby schools would need to be considered, prioritising learners who live within the catchment area.

f) What would happen if the school closes and the child does not want to go to any other school and refuses to attend?

GapRh noted that it is the parents' duty to ensure that children attend school, no matter how difficult this can be. Attendance Officer and a Wellbeing Officer are available to provide advice and support. If you strongly feel that an alternative school is not an option, then home education for your child is also an option.

g) What would happen to the staff if the school closes?

It was noted that if option 3 is implemented, the Council would be available to provide support to the staff who would be affected, and Human Resources would be available to advise each individual.

h) If option 3 is chosen, that is closing Ysgol Nebo, what is the timeline?

- *The full process can take approximately eighteen months.*
- *Once all options have been evaluated, these will be presented to the Cabinet, and depending on the outcome, permission will be sought to hold a consultation, where people will have the opportunity to express their views.*
- *If a consultation period is held, a report on the consultation outcome will need to be presented back to the Cabinet, who will decide whether to proceed to publish a statutory notice and hold an objection period on the proposal or not. If the Cabinet decides to proceed with publishing a statutory notice on the proposal, following the objection period, the Cabinet will consider any objections received before making a final decision.*
- *Therefore, it is a lengthy process with many steps to ensure that we follow the School Organisation Code when reviewing a school.*

i) A member of the Governing Body noted the importance of the school to the village and how much of a loss closing the school would be to the community. It would be difficult for the community to run the building due to maintenance costs. There would be nothing in the village if the school closed. A number of activities that bridge generations are held at the school:

- **Senior Citizens' Club (over 50s) meeting every fortnight**
- **Welsh lessons**
- **Sewing club**
- **Cawl a Chan**
- **Orchard in the park**

It was noted that the post-use policy allows the community the first option where it is possible to turn the building into a community resource if there is interest from the community. An impact assessment on the Community will also be created for each option.



		<p>j) Would it be possible to keep the school under the care of the Education Department by redefining it as an Outdoor Centre for all the children in the County?</p> <p><i>GapRh noted that if the school were to close, it is unlikely that the Education Department would be able to fund this, but it could be an option for the community to realise, in line with the post-use policy. It was noted that the village of Abersoch is in the process of turning an old school building into a multipurpose community centre, with a café and business units.</i></p> <p>k) Would the community/children be able to send comments/offer options?</p> <p><i>It was noted that if the Cabinet decides to proceed with a statutory consultation, there would be an opportunity during the consultation period to hold a specific session with the children, and their comments would be included in the report just like everyone else's comments.</i></p>
6	Close	<ul style="list-style-type: none"> • The next step is to share alternative options with Modernising Education by Tuesday, April 1st. • A second Review Panel meeting will be held in April/May to discuss all the options.



PANEL ADOLYGU YSGOL GYNRADD NEBO YSGOL GYNRADD NEBO REVIEW MEETING

12 MAI 2025
12 MAY 2025



1

AGENDA

- | | |
|------------------------|--------------------------------------|
| 1. Croeso | 1. <i>Welcome</i> |
| 2. Crynhoi Prif Heriau | 2. <i>Summary of Main Challenges</i> |
| 3. Opsiynau Posib | 3. <i>Possible Options</i> |
| 4. Dadansoddiad SWOT | 4. <i>SWOT Analysis</i> |
| 5. Camau Nesaf | 5. <i>Next Steps</i> |



2

CRYNHOI PRIF HERIAU'R SEFYLLFA BRESENNOL / SUMMARY OF THE MAIN CHALLENGES OF THE CURRENT SITUATION

1	Nifer disgyblion yr ysgol yr isaf yn y sir <i>The number of pupils at the school is the lowest in the county</i>
2	Rhagamcanion yn parhau yn isel <i>Projections remain low</i>
3	Nifer uchel o lefydd gweigion <i>High number of surplus places</i>
4	Maint dosbarthiadau bychain <i>Small class sizes</i>
5	Amrediad ystod oed eang o fewn dosbarthiadau <i>Broad age range within classes</i>
6	Cost y disgybl ymysg yr uchaf yn y sir a sylweddol uwch na'r cyfartaledd sirol <i>Cost per pupil amongst the highest in the county and significantly higher than the county average</i>
7	Ysgol yn derbyn swm ychwanegol o £49,404 (Medi 2024) trwy'r gwarchodaeth staffio <i>School receives an additional £49,404 (September 2024) through the minimum staffing protection</i>



3

RHESTR O OPSIYNAU / LIST OF OPTIONS

1	Parhau gyda'r sefyllfa bresennol / <i>Continue with the current situation.</i>
2	Ffederaleiddio gyda ysgol gyfagos / <i>Federate with a neighboring school.</i>
3	Ffederaleiddio gyda ysgol gyfagos gan ychwanegu uned arbenigol ar gyfer plant gyda anghenion dysgu ychwanegol yn Ysgol Nebo, lle mae addysg prif lif yn heriol iddynt / <i>Federation with neighboring school while adding a specialist unit for children with additional learning needs at Ysgol Nebo, where mainstream education is challenging for them.</i>
4	Cau Ysgol Nebo a chynnig lle i'r dysgwyr mewn ysgol cyfagos / <i>Close Ysgol Nebo and offer places to the learners in a neighboring school.</i>
5	Ysgol Nebo yn datblygu yn leoliad arbenigol ar gyfer rhai pynciau unigol (cyfleon unigryw i gyflawni gwaith maes) / <i>Ysgol Nebo to be developed as a specialist location for certain individual subjects (unique opportunities to carry out fieldwork).</i>
6	Ysgol Nebo yn cynnig uned arbenigol ar gyfer cefnogi plant sydd gyda anghenion dysgu ychwanegol, lle mae addysg prif lif yn heriol iddynt / <i>Ysgol Nebo to offer a specialist unit to support children with additional learning needs, where mainstream education is challenging for them.</i>
7	Ysgol Nebo yn cynnig Uned Iaith ar gyfer dalgylch Dyffryn Nantlle / <i>Establish a Language Unit for the Dyffryn Nantlle catchment area at Ysgol Nebo.</i>

4

OPSIYNAU / OPTIONS

- Rydym wedi ymchwilio i'r 7 opsiwn yma.
- Mae pob opsiwn wedi ei ddadansoddi ar ffurf 'SWOT Analysis'.
- We have researched these 7 options.*
- Each option has been analysed by means of a 'SWOT Analysis'*

**Sylwer bod y sylwadau a rannwyd yn ystod y cyfarfod wedi'u hychwanegu mewn coch o dan bob opsiwn.*

**Please note that the comments shared during the meeting have been added in red under each options.*



5

1. Parhau gyda'r sefyllfa bresennol

CRYFDERAU	GWENDIDAU
Cadw ysgol ac adnodd cymunedol yn Nebo.	Niferoedd dysgwyr yn parhau yn isel.
Ysgol o fewn pellter rhesymol i gartref dysgwyr y dalgylch.	Cost y disgybl yn parhau'n uchel.
Dysgwyr yn derbyn addysg cyfrwng Cymraeg Categori 3.	Amrediad oedran eang o fewn dosbarthiadau.
Swyddi staff yr ysgol yn parhau (yn ddibynnol ar y dyraniad).	Maint dosbarthiadau bychain.
<i>Cymhareb staff i ddysgwyr yn gweithio'n dda yn Ysgol Nebo.</i>	Niferoedd dysgwyr ddim yn ddigon i ganiatáu amser digyswllt i'r Pennaeth.
<i>Ymagwedd gynhwysol gadarn yn Ysgol Nebo.</i>	Canran uchel o lefydd gweigion yn yr ysgol yn parhau.
<i>Iechyd a lles dysgwyr Ysgol Nebo yn ganolog i bopeth.</i>	
CYFLEON	BYGYTHIADAU
<i>Dosbarthiadau bychain</i>	Rhagamcanion niferoedd yn parhau yn isel.
<i>Ystod oedran eang yn gyfle i weithio gyda'u cyfoedion (helpu eu gilydd).</i>	Posiblrwydd o ddiffyg yn y gyllideb.
<i>Gweithgareddau cymunedol rhwng yr ysgol â'r gymuned.</i>	Costau cynnal a chadw'r adeilad yn parhau.
	Canran uchel o blant dalgylch Nebo yn mynychu ysgolion all dalgylch.
	Ansicrwydd yn parhau ynglŷn â chynnaladwyedd hir dymor yr ysgol.

6

1. Continue with the current situation

STRENGTHS	WEAKNESSES
School and community resource to remain in Nebo.	Number of learners remain low.
School within reasonable distance of the homes of learners in the catchment area.	Cost per learner remains high.
Learners receiving Category 3 Welsh-medium education.	Wide age range within classes.
School staff positions will continue (subject to the allocation).	Small classes.
Staff to learner ratio working well at Ysgol Nebo.	Numbers of learners not enough to allow non-teaching time for the Headteacher.
A robust inclusive approach at Ysgol Nebo.	A high percentage of surplus places at the school remains.
The health and well-being of Ysgol Nebo learners is central to everything.	
OPPORTUNITIES	THREATS
Small classes.	Projected learner numbers remain low.
Wide age range is an opportunity to work with their peers (help each other).	Possibility of a budget deficit.
Community activities between the school and the community.	Building maintenance costs continue.
	A high percentage of children from the Nebo catchment area attend schools outside the catchment area.
	Uncertainty continues regarding the long-term sustainability of the school.

7

2. Ffedereiddio gyda ysgol gyfagos

CRYFDERAU	GWENDIDAU
Cadw ysgol ac adnodd cymunedol yn Nebo.	Amrediad oedran eang o fewn dosbarthiadau
Ysgol o fewn pellter rhesymol i gartref dysgwyr y dalgylch.	Maint dosbarthiadau bychain.
Dysgwyr yn derbyn addysg cyfrwng Cymraeg Categori 3.	Niferoedd dysgwyr yn parhau yn isel.
Cymhareb staff i ddysgwr yn gweithio'n dda yn Ysgol Nebo.	Niferoedd ddim yn ddigon i ganiatáu amser digyswllt i'r Pennaeth.
Ymagwedd gynhwysol gadarn yn Ysgol Nebo.	Llefydd gweigion yn parhau. Dim yn debygol o arwain at gynnydd yn nifer dysgwyr Ysgol Nebo.
Iechyd a lles dysgwyr Ysgol Nebo yn ganolog i bopeth.	Cost y dysgwr yn parhau yn uchel.
CYFLEON	BYGYTHIADAU
Un Corff Llywodraethol.	Posiblirwydd o ddiffyg yn y gyllideb.
Rhannu adnoddau ac arbenigeddau.	Costau cynnal a chadw'r adeiladau yn parhau.
Ysgolion yn cefnogi eu gilydd.	Rhagamcanion niferoedd yn parhau yn isel.
Gall model ffurfiol roi strwythur pendant.	Canran uchel o blant dalgylch Nebo yn mynychu ysgolion all dalgylch.
Gweithgareddau cymunedol rhwng yr ysgol â'r gymuned.	Ffederasiwn yn fodel sydd yn ddibynol ar barodrwydd ysgolion eraill i ymuno â' trefniant i gyd-weithio.

8

2. Federation with neighboring school

STRENGTHS	WEAKNESSES
School and community resource to remain in Nebo.	Wide age range within classes.
School within reasonable distance of the homes of learners in the catchment area.	Small classes.
Learners receiving Category 3 Welsh-medium education.	Numbers of learners remain low.
Staff to learner ratio working well at Ysgol Nebo.	Numbers of learners not enough to allow non-teaching time for the Headteacher.
A robust inclusive approach at Ysgol Nebo.	High percentage of surplus places in the school. Not likely to lead to an increase in the number of learners at Ysgol Nebo.
The health and well-being of Ysgol Nebo learners is central to everything.	Cost per pupil remains high.
OPPORTUNITIES	THREATS
One Governing Body.	Possibility of a budget deficit.
Sharing resources and expertise.	Building maintenance costs continue.
Schools supporting each other.	Projected learner numbers remain low.
A formal model can provide a clear structure.	A high percentage of children from the Nebo catchment area attend schools outside the catchment area.
Community activities between the school and the community.	Federation is a model which is dependent on the willingness of other schools to join an arrangement to work together.

9

3. Ffederaleiddio gyda ysgol gyfagos gan ychwanegu uned arbenigol ar gyfer plant gyda anghenion dysgu ychwanegol yn Ysgol Nebo, lle mae addysg prif lif yn heriol iddynt.

CRYFDERAU	GWENDIDAU
Cadw ysgol ac adnodd cymunedol yn Nebo.	Amrediad oedran eang o fewn dosbarthiadau
Ysgol o fewn pellter rhesymol i gartref dysgwyr y dalgylch.	Maint dosbarthiadau bychain.
Dysgwyr yn derbyn addysg cyfrwng Cymraeg Categori 3.	Niferoedd dysgwyr yn parhau yn isel, gan nad yw ffederaleiddio na lleoli uned ADY ar safle ysgol yn arferol yn denu dysgwyr ychwanegol i'r ysgol.
Cymhareb staff i ddysgwr yn gweithio'n dda yn Ysgol Nebo.	Niferoedd ddim yn ddigon i ganiatáu amser digyswllt i'r Pennaeth.
Ymagwedd gynhwysol gadarn yn Ysgol Nebo.	Llefydd gweigion yn parhau. Dim yn debygol o arwain at gynydd yn nifer dysgwyr Ysgol Nebo.
Iechyd a lles dysgwyr Ysgol Nebo yn ganolog i bopeth.	Cost y dysgwr yn parhau yn uchel.
CYFLEON	BYGYTHIADAU
Un Corff Llywodraethol.	Gwasanaeth ADY a Chynhwysiad yn gweithio efo ysgolion i sicrhau bod disgyblion gydag anawsterau penodol yn cael eu cynnwys yn y cwricwlwm, gan sicrhau ethos gynhwysol ysgol gyfan, gyda disgyblion ag ADY yn cael eu cefnogi i gymryd rhan lawn yng nghymuned yr ysgol.
Rhannu adnoddau ac arbenigeddau.	Posiblirwydd o ddiffyg yn y gyllideb.
Ysgolion yn cefnogi eu gilydd.	Costau cynnal a chadw'r adeiladau yn parhau.
Gall model ffurfiol roi strwythur pendant.	Rhagamcanion niferoedd yn parhau yn isel.
Gwell defnydd o'r adeilad drwy leoli uned ADY ar y safle.	Canran uchel o blant dalgylch Nebo yn mynychu ysgolion all dalgylch.
Grantiau ychwanegol i gyfarch gwelliannau ar gyfer dysgwyr gyda ADY.	Ffederasiwn yn fodel sydd yn ddiabyddol ar barodrwydd ysgolion eraill i ymuno â trefniant i gyd-weithio.
Gweithgareddau cymunedol rhwng yr ysgol â'r gymuned.	

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3. Federation with neighboring school while adding a specialist unit for children with additional learning needs at Ysgol Nebo, where mainstream education is challenging for them.

STRENGTHS	WEAKNESSES
School and community resource to remain in Nebo.	Wide age range within classes.
School within reasonable distance of the homes of learners in the catchment area.	Small classes.
Learners receiving Category 3 Welsh-medium education.	Numbers of learners remain low, as federating or locating an ALN unit on a school site does not normally attract additional learners to the school.
Staff to learner ratio working well at Ysgol Nebo.	Numbers of learners not enough to allow non-teaching time for the Headteacher.
A robust inclusive approach at Ysgol Nebo.	High percentage of surplus places in the school. Not likely to lead to an increase in the number of learners at Ysgol Nebo.
The health and well-being of Ysgol Nebo learners is central to everything.	Cost per pupil remains high.
OPPORTUNITIES	THREATS
One Governing Body.	The ALN and Inclusion Service works with schools to ensure that learners with specific needs are included in the curriculum, ensuring the inclusive ethos of the whole school, with learners with ALN being supported to participate fully in the school community.
Sharing resources and expertise.	Possibility of a budget deficit.
Schools supporting each other.	Building maintenance costs continue.
A formal model can provide a clear structure.	Projected learner numbers remain low.
Increased use of building by locating a ALN unit on the site.	A high percentage of children from the Nebo catchment area attend schools outside the catchment area.
Additional grants to address improvements for learners with ALN.	Federation is a model which is dependent on the willingness of other schools to join an arrangement to work together.
Community activities between the school and the community.	

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4. Cau Ysgol Gynradd Nebo a chynnig lle i'r disgyblion mewn ysgol gyfagos.

CRYFDERAU	GWENDIDAU
Dysgwyr i gael eu haddysgu mewn dosbarthiadau o faint mwy hyfyw / addas.	Colli presenoldeb ysgol yn Nebo.
Lleihad yng nghanran y llefydd gweigion.	Pellter teithio pellach o gartref dysgwyr dalgylch Nebo.
Llawer o blant dalgylch Nebo eisoes yn mynychu ysgolion cyfagos.	Costau cludiant i gludo dysgwyr i ysgol amgen.
Lleihad yng nghost y disgybl.	Dysgwyr i gael eu haddysgu mewn dosbarthiadau o faint mwy.
Gwarchodaeth lleiafswm staffio yn lleihau.	Colli'r ymagwedd gynhwysol gadarn mae Ysgol Nebo yn gynnig i gefnogi iechyd a lles.
Ni fyddai rhaid i ddysgwyr deithio pellter afresymol i ysgol gyfagos.	Effaith negyddol ar les y dysgwyr presennol sydd yn Ysgol Nebo.
Ysgolion cyfagos yn cynnig addysg cyfrwng Cymraeg Categori 3.	
Ansawdd addysg holl ysgolion cyfagos o leiaf gystal â Ysgol Nebo (Arolygon Estyn)	
CYFLEON	BYGYTHIADAU
Cyfle i ddysgwyr gymysgu yn ddyddiol gyda mwy o ddysgwyr o'r un oedran.	Diswyddo Staff.
Cymuned ehangach ble gall y plant a'r rhieni elwa ar greu cysylltiadau cryfach rhwng cymunedau.	Posiblirwydd o golli adnodd cymunedol yn y pentref.
Arbed ar gostau cynnal a chadw adeilad.	

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4. Close Ysgol Gynradd Nebo and offer pupils a place at a neighboring school.

STRENGTHS	WEAKNESSES
Learners to be taught in classes of a more viable / suitable size.	Loss of school presence in Nebo.
A reduction in the percentage of surplus places.	Greater travelling distance from the homes of learners living in the Nebo catchment area.
Many children from the Nebo catchment area already attends nearby schools.	Transport costs to transport learners to an alternative school.
Reduction in the cost per pupil.	Learners to be taught in larger class sizes.
Minimum staffing protection reduced.	Losing the robust inclusive approach that Ysgol Nebo offers to support health and well-being.
Learners would not have to travel an unreasonable distance to a neighboring school.	A negative impact on the well-being of the current learners at Ysgol Nebo.
Nearby schools offering Category 3 Welsh-medium education.	
The quality of education at all neighboring schools is at least as good as Ysgol Nebo (Estyn Reports).	
OPPORTUNITIES	THREATS
Opportunity for learners to mix daily with other learners of the same age.	Staff Redundancy.
A wider community where children and parents can benefit from stronger connections between communities.	Possibility of losing a community resource in the village.
Savings on building maintenance costs.	

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5. Ysgol Nebo yn datblygu yn leoliad arbenigol ar gyfer rhai pynciau unigol (cyfleon unigryw i gyflawni gwaith maes)

CRYFDERAU	GWENDIDAU
Cadw presenoldeb safle ysgol ac adnodd cymunedol yn Nebo.	Niferoedd dysgwyr yn parhau yn isel.
Dysgwyr yn derbyn addysg cyfrwng Cymraeg Categori 3.	Cost y disgybl yn uchel.
Cymhareb staff i ddysgwyr yn gweithio'n dda yn Ysgol Nebo.	Amrediad oedran eang o fewn dosbarthiadau.
Ymagwedd gynhwysol gadarn yn Ysgol Nebo.	Maint dosbarthiadau bychain.
Iechyd a lles dysgwyr Ysgol Nebo yn ganolog i bopeth.	Niferoedd dysgwyr ddim yn ddigon i ganiatáu amser digyswilt i'r Pennaeth.
	Canran uchel o lefydd gweigion yn yr ysgol.
CYFLEON	BYGYTHIADAU
Dosbarthiadau bychain	Costau cynnal a chadw'r adeilad yn parhau.
Model unigryw sydd yn gyfle i ddysgu mewn amgylchedd awyr agored.	Canran uchel o blant dalgylch Nebo yn debygol o barhau i fynychu ysgolion all dalgylch.
Cyfrannu'n gadarnhaol at les meddyliol ac emosiynol y dysgwyr.	Yn ddibynol ar yr union fodel, posib y byddai angen gweithredu proses i gau'r ysgol bresennol ac ail agor fel ysgol arbenigol. Gallai hynny arwain at ddiswyddiadau staff.

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5. Ysgol Nebo to be developed as a specialist location for certain individual subjects (unique opportunities to carry out fieldwork).

STRENGTHS	WEAKNESSES
School site and community resource to remain in Nebo.	Learner numbers remain low.
Learners receiving Category 3 Welsh-medium education.	Cost per learner remains high.
Staff to learner ratio working well at Ysgol Nebo.	Wide age range within classes.
A robust inclusive approach at Ysgol Nebo.	Small classes.
The health and well-being of Ysgol Nebo learners is central to everything.	Numbers of learners not enough to allow non-teaching time for the Headteacher.
	High percentage of surplus places in the school.
OPPORTUNITIES	THREATS
Small classes.	Building maintenance costs continue.
A unique model that offers an opportunity to learn in an outdoor environment.	A high percentage of children from the Nebo catchment area are likely to continue attending schools outside the catchment area.
Contribute positively to the mental and emotional well-being of the learners.	Depending on the exact model, it may be necessary to implement a process to close the current school and reopen as a specialist school. That could lead to staff redundancies.

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6. Ysgol Nebo yn cynnig uned arbenigol ar gyfer cefnogi plant sydd gyda anghenion dysgu ychwanegol, lle mae addysg prif lif yn heriol iddynt.

CRYFDERAU	GWENDIDAU
Cadw ysgol ac adnodd cymunedol yn Nebo.	Niferoedd dysgwyr yn parhau yn isel, gan nad yw lleoli uned ADY ar safle ysgol yn arferol yn denu dysgwyr ychwanegol i'r ysgol.
Ysgol o fewn pellter rhesymol i gartref dysgwyr y dalgylch.	Cost y dysgwr yn parhau yn uchel.
Dysgwyr yn derbyn addysg cyfrwng Cymraeg Categori 3.	Amrediad oedran eang o fewn dosbarthiadau.
Cymhareb staff i ddysgwyr yn gweithio'n dda yn Ysgol Nebo.	Maint dosbarthiadau bychain.
Ymagwedd gynhwysol gadarn yn Ysgol Nebo.	Niferoedd dysgwyr ddim yn ddigon i ganiatáu amser digyswllt i'r Pennaeth.
Iechyd a lles dysgwyr Ysgol Nebo yn ganolog i bopeth.	Costau cludiant uwch i gludo dysgwyr i'r Uned ADY.
CYFLEON	BYGYTHIADAU
Gwell defnydd o'r adeilad drwy leoli uned ADY ar y safle.	Gwasanaeth ADY a Chynhwysiad yn gweithio efo ysgolion i sicrhau bod disgyblion gydag anawsterau penodol yn cael eu cynnwys yn y cwricwlwm, gan sicrhau ethos gynhwysol ysgol gyfan, gyda disgyblion ag ADY yn cael eu cefnogi i gymryd rhan lawn yng nghymuned yr ysgol.
Dosbarthiadau bychain.	Diffyg cyllideb cyfalaf i wneud addasiadau i'r safle.
Cyfrannu'n gadarnhaol at les meddyliol ac emosiynol y dysgwyr.	Costau cynnal a chadw'r adeilad yn parhau.
Gweithgareddau cymunedol rhwng yr ysgol â'r gymuned.	Angen hyfforddiant / recriwtio staff arbenigol.
Uwch-sgilio staff presennol Ysgol Nebo.	Canolfannau arbenigol eisoes wedi'u sefydlu ar gyfer plant gyda anghenion dwys
	Aberthu gofod dysgu ar gyfer yr Uned ADY ar y safle.
	Canran uchel o blant dalgylch Nebo yn debygol o barhau i fynychu ysgolion all dalgylch.

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

STRENGTHS	WEAKNESSES
School and community resource to remain in Nebo.	Learner numbers remain low, as locating an ALN unit on a school site does not usually attract additional learners to the school.
School within reasonable distance of the homes of learners in the catchment area.	Cost per learner remains high.
Learners receiving Category 3 Welsh-medium education.	Wide age range within classes.
Staff to learner ratio working well at Ysgol Nebo.	Small classes.
A robust inclusive approach at Ysgol Nebo.	Numbers of learners not enough to allow non-teaching time for the Headteacher.
The health and well-being of Ysgol Nebo learners is central to everything.	Higher transport costs to transport learners to the ALN Unit.
OPPORTUNITIES	THREATS
Increased use of building.	The ALN and Inclusion Service works with schools to ensure that learners with specific needs are included in the curriculum, ensuring the inclusive ethos of the whole school, with learners with ALN being supported to participate fully in the school community.
Small classes.	Lack of capital funding to adapt / modify the site.
Contribute positively to the mental and emotional well-being of the learners.	Building maintenance costs continue.
Community activities between the school and the community.	It would be necessary to recruit specialist staff.
Upskilling the current staff of Ysgol Nebo.	Specialist centres have already been established.
	Sacrifice learning space for the ALN Unit on site.
	A high percentage of children from the Nebo catchment area are likely to continue attending schools outside the catchment area.

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7. Ysgol Nebo yn cynnig Uned Iaith ar gyfer dalgylch Dyffryn Nantlle

CRYFDERAU	GWENDIDAU
Cadw ysgol ac adnodd cymunedol yn Nebo.	Niferoedd dysgwyr yn parhau yn isel, gan nad yw lleoli uned iaith ar safle ysgol yn arferol yn denu dysgwyr ychwanegol i'r ysgol.
Ysgol o fewn pellter rhesymol i gartref dysgwyr y dalgylch.	Cost y dysgwr yn parhau yn uchel.
Dysgwyr yn derbyn addysg cyfrwng Cymraeg Categori 3.	Amrediad oedran eang o fewn dosbarthiadau.
Maint dosbarthiadau bychain.	Maint dosbarthiadau bychain.
	Niferoedd dysgwyr ddim yn ddigon i ganiatáu amser digyswllt i'r Pennaeth.
	Costau cludiant uwch i gludo dysgwyr i'r Uned Iaith.
CYFLEON	BYGYTHIADAU
Uned iaith penodol i ddalgylch Dyffryn Nantlle.	Dim arian cyfalaf i ddatblygu Ysgol Nebo. Buddsoddiad o dros £2 miliwn (Grant Llywodraeth Cymru) wedi galluogi Cyngor Gwynedd wireddu'r weledigaeth newydd ar gyfer Cyfundrefn Addysg Drochi yng Ngwynedd tuag at 2032 a thu hwnt (Cabinet Gorffennaf 2021).
Gwell defnydd o'r adeilad.	Canolfannau iaith Uwchradd a Chynradd yn gwasanaethu ym mhob ardal yng Ngwynedd (Arfon, Dwyfor a Meirionnydd).
Gweithgareddau cymunedol rhwng yr ysgol â'r gymuned.	Costau i addasu'r safle a chostau rhedeg ychwanegol i'r Gyfundrefn Drochi i gynnal Uned Iaith.
	Costau cynnal a chadw'r adeilad yn parhau
	Aberthu gofod dysgu ar gyfer yr Uned Iaith.
	Canran uchel o blant dalgylch Nebo yn debygol o barhau i fynychu ysgolion all dalgylch.

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7. Ysgol Nebo offers a Language Unit for the Dyffryn Nantlle catchment area

STRENGTHS	WEAKNESSES
School and community resource to remain in Nebo.	Learner numbers remain low, as locating an ALN unit on a school site does not usually attract additional learners to the school.
School is within a reasonable distance of the homes of the learners living in the catchment area.	Cost per learner remains high.
Learners receiving Category 3 Welsh-medium education.	Wide age range within classes.
Dosbarthiadau bychain.	Small classes.
	Numbers of learners not enough to allow non-teaching time for the Headteacher.
	Higher transport costs to transport learners to the language Unit.
OPPORTUNITIES	THREATS
Specific Language Unit for Dyffryn Nantlle catchment area.	No capital funding to develop Ysgol Nebo. An investment of over £2 million (Welsh Government Grant) has enabled Cyngor Gwynedd to fulfil the new vision for an Immersion Education System in Gwynedd towards 2032 and beyond (Cabinet July 2021).
Increased use of building.	Secondary and Primary language centres serving all areas in Gwynedd (Arfon, Dwyfor and Meirionnydd).
Community activities between the school and the community.	Costs to adapt the site and additional running costs for the Welsh Language Immersion Education System to maintain a Language Unit.
	Building maintenance costs continue.
	Sacrifice learning space for the Language Unit on site.
	A high percentage of children from the Nebo catchment area are likely to continue attending schools outside the catchment area.

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CAMAU NESAF/ NEXT STEPS

Camau Nesaf / <i>Next Steps</i>	Dyddiad / <i>Date</i>
Dyddiad cau ar gyfer derbyn unrhyw gywiriadau / sylwadau <i>Closing date for receiving any corrections / comments</i>	23/05/2025
Cyfarfod Panel Adolygu 3 / <i>Review Panel Meeting 3</i>	Gorffennaf 2025 / <i>July 2025</i>
Adrodd yn ôl i Gabinet ar ganlyniad y trafodaethau / <i>Report back to Cabinet on the outcome of the discussions</i>	Medi 2025 / <i>September 2025</i>



20

REVIEW PANEL YSGOL GYNRADD NEBO

Addysg

Meeting:	Review Panel Ysgol Nebo	Date/Time/Location: 12 May 2025, 18:00, Ysgol Nebo
Present:	<p><u>Elected Members:</u> Cllr. Dewi Jones (Education Cabinet Member).</p> <p><u>Education Department:</u> Gwern ap Rhisiart (Head of Education), Rhian Eifiona Hughes (Modernising Education Officer), Hana Llyn Roberts (Education Project Officer).</p> <p><u>Ysgol Nebo Staff and Governors:</u> 10 Member</p> <p><u>Parents / Guardians:</u> 2 Member</p> <p><u>Nebo and Nasareth Committee:</u> 1 Member</p>	

Minutes of Meeting

	Item / Subject	Record / Actions
1	Welcome	<ul style="list-style-type: none"> Gwern ap Rhisiart, Head of Education, welcomed everyone to the meeting.
2	Current Situation	<ul style="list-style-type: none"> We went through the presentation which highlights the current situation and addressed the main challenges which are: <ul style="list-style-type: none"> The school has the lowest number of pupils in the county. Projections remain low A high number of surplus places Small class sizes A wide-age range within classes The cost per pupil among the highest in the county and significantly higher than the county average School receives an additional sum of £49,404 (September 2024) through the staffing protection. GapRh noted that there has been no change to the challenges since the last meeting and the projections remain low. He explained that the Authority has a duty in accordance with the School Organisation Code to review the provision if there is a high percentage of surplus places.
3	Possible Options	<ul style="list-style-type: none"> It was noted that 7 options came to our attention. 3 options have been offered by the Education Department and an additional 4 has been presented by you as stakeholders. It was noted that the Education Department carried out a SWOT analysis on the 7 options in relation to the challenges the school faces. Stakeholders were asked to let the Department of Education know if something is factually incorrect and it was explained that the meeting tonight was an opportunity to receive stakeholder input. <p>Option 1: Status Quo- Continue with the current situation.</p> <ul style="list-style-type: none"> We went through the strengths, weaknesses, opportunities and threats of the option. One parent noted the lack of flexible arrangements for children in schools and identified it as a weakness that the Council does not have a policy permitting flexi-



		<p>schooling regarding the number of days children educated at home attend school. The parent suggested that if such a policy were introduced, school numbers would increase.</p> <ul style="list-style-type: none"> • GapRh recognises the challenge and understands that a percentage of parents want to homeschool part-time. If we change the policy this would have an impact on all schools not just Ysgol Nebo. • GapRh agrees to look at the flexible arrangement element and report back. • One parent noted that some parents choose to take their children outside the catchment area because there is no Cylch Meithrin or after-school club available. GapRh acknowledged that maintaining a Cylch Meithrin would be challenging given the low number of children in the catchment area—only 8 primary-aged pupils currently live within the Nebo catchment. • A comment was made that the Council is not promoting small class sizes as a positive feature. It was felt that small classes were being portrayed as a weakness, when in fact they should be recognised as a strength in the SWOT analysis. It was noted that research has shown school ethos and pupil wellbeing tend to be stronger in smaller schools. Reference was also made to private schools, where class sizes typically do not exceed 15 pupils, raising the question of why larger class sizes (e.g., 30 pupils) are considered more desirable. • GapRh acknowledged the point, agreeing that classes of 30 can be challenging, but noted that Ysgol Nebo is dealing with class sizes with single figures. • A further comment questioned why a wide age range in classes is seen as a weakness, when it can also be considered a strength. • It was agreed that both small class sizes and a wide age range should be added to the SWOT analysis as strengths identified by stakeholders <p>Option 2: Federation with a nearby school.</p> <ul style="list-style-type: none"> • It was explained that federation is a formal process in which two schools come together under the leadership of a single headteacher. While federation with a nearby school could offer certain advantages—such as maintaining a community resource and removing the need for transport to an alternative school—it was noted that many of the current challenges would likely remain. • It was added that federation is a model that depends on the willingness of other schools to enter into such an arrangement and collaborate. • It was noted that discussions with neighbouring schools will take place as part of the process. <p>Option 3: Federation with neighboring school while adding a specialist unit for children with additional learning needs at Ysgol Nebo, where mainstream education is challenging for them.</p> <ul style="list-style-type: none"> • GapRh went through the strengths, weaknesses, opportunities and threats. • GapRh noted that there is a growing demand for ALN (Additional Learning Needs) support, and this is currently being reviewed. He explained that the Education Department's ALN and Inclusion Strategy focuses on inclusive education within mainstream schools, rather than moving pupils to external provisions. • The Local Member mentioned the possibility of accessing grants to improve ALN provision. GapRh confirmed that ALN grants are available to all schools. However, if
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		<p>Ysgol Nebo were to be transformed into a dedicated ALN unit, it would require significant investment.</p> <ul style="list-style-type: none"> • A comment was made that small schools often provide better inclusion due to the increased level of individual support. It was also noted that the demand for ALN support is rising. • Stakeholders highlighted that while the option focuses on ALN, it should also consider the needs of children who experience anxiety or difficulties coping in larger school environments—even if they do not meet the criteria for ALN. Early intervention in these cases could lead to long-term savings. • GapRh agreed and confirmed that these considerations can be included under the ALN-focused option. • A further comment emphasised the need to expand on the strengths regarding community impact. GapRh responded that these aspects will be addressed in the Community Impact Assessment, which will be presented to the Cabinet. • The Headteacher noted that several pupils from outside the catchment area choose to attend Ysgol Nebo. • A question was raised about how catchment areas are determined, and whether it would be possible to expand Nebo's catchment area. • GapRh explained that catchment areas are historic and long-established, and expanding Nebo's catchment area would reduce the catchment areas of neighbouring schools. He also noted that under the Access Policy, parents are currently free to choose which school their children attend. <p>Option 4: Close Ysgol Nebo and offer the learners a place in a nearby school.</p> <ul style="list-style-type: none"> • GapRh went through the strengths, weaknesses, opportunities and threats. • The Authority acknowledged that this option would result in the loss of a community resource. However, it was noted that the Council has a Post-use Policy, which ensures that the community is given the first opportunity to take over and make use of the building. • A comment was raised expressing concern over the potential negative impact on learners' well-being if this option were implemented. It was emphasised that children's welfare should be identified as a weakness under this option in the SWOT analysis. • Concern was expressed by parents that if Ysgol Nebo and a neighbouring school were to close, there would be no other small school option within the catchment area. It was noted that Ysgol Nebo is a valuable resource for children experiencing severe anxiety who are unable to cope in a larger school setting. <p>Option 5: Ysgol Nebo to be developed as a specialist location for certain individual subjects (unique opportunities to carry out fieldwork).</p> <ul style="list-style-type: none"> • It was noted that this option was raised at the last meeting. We went through the strengths, weaknesses, opportunities and threats that arise from the option. • It was explained that if this option were to be implemented, we would have to implement a process to close the current school, and re-open as a specialist school as the provision is changing, and that could lead to staff redundancies. <p>Option 6: Ysgol Nebo to offer a specialist unit to support children with additional learning needs, where mainstream education is challenging for them.</p>
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		<ul style="list-style-type: none"> • It was noted that this option had been raised at the previous meeting. • GapRh presented an overview of the strengths, weaknesses, opportunities, and threats related to this option. • One stakeholder pointed out that, similar to Option 3, this option not only addresses ALN but also provides a setting for children experiencing anxiety and those unable to cope in a larger school environment—even if they do not fall under the formal ALN category. • It was noted that this option presents a unique opportunity for the Council to pilot an alternative model of provision in Nebo—something innovative and different from current practice. • A strength was identified in the potential to upskill current staff rather than having to recruit new staff. • It was noted that the school’s current capacity figure does not fairly reflect the situation on the ground. GapRh acknowledged this point and expressed willingness to review the school’s admission number and capacity. However, he noted that this does not alter the current challenges facing the school. <p>Option 7: Establish a Language Unit for the Dyffryn Nantlle catchment area at Ysgol Nebo.</p> <ul style="list-style-type: none"> • It was noted that this option had been highlighted at the previous meeting. • It was explained that adapting the school to include a Language Unit could bring certain benefits—for example, retaining the building as a community resource and establishing a dedicated language unit within Dyffryn Nantlle. However, it was also noted that all existing challenges would remain, and significant investment would be required to adapt the school and create appropriate facilities. • It was further explained that investment has already been made to implement the Immersion Education System in Gwynedd, and as a result, there is currently no additional demand for new language centres in the county.
4	General Comments on the SWOT Analysis	<ul style="list-style-type: none"> • One individual expressed concern that there appeared to be more strengths listed under Option 4, which led her to question whether the process was pre-assuming the process. • It was emphasised that the purpose of the session was to gather input from stakeholders on the various options, and that the Council is being fully transparent about the challenges facing the school. • It was confirmed that no option is currently being favoured, and that a more detailed evaluation will be undertaken for all options before any decisions are made.
5	Next Steps	<ul style="list-style-type: none"> • Stakeholders were asked to submit any corrections or comments by 23 May. If additional time is needed, the Headteacher is welcome to contact the Modernising Education Team to make arrangements. • It was noted that the presentation will be circulated and to include the input received during tonight’s meeting. • Reference was made to a third meeting, where an evaluation of the 7 options will be presented before the summer holidays (July). • It was noted that there is an intention to report back to the Cabinet in September, with a recommendation following the completion of all relevant assessments. It was explained that, should the Cabinet decide to proceed with a formal proposal, there would be a public consultation period, during which the community would have the opportunity to provide feedback.



		<ul style="list-style-type: none">The Headteacher shared that staff have expressed concern about their employment situation. It was proposed to arrange a follow-up session with the school to discuss any concerns, and that Human Resources could be present, if deemed appropriate at this stage.
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YSGOL NEBO

14 Gorffennaf 2025
14 July 2025



Parch • Gwasanaethu • Positif • Gweithio fel tîm • Gwerth am arian
 Respect • Serving • Positive • Working as a team • Value for money

1

AGENDA

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| 1. Croeso | 1. Welcome |
| 2. Trafodaethau blaenorol | 2. Previous discussions |
| 3. Gwerthusiad Opsiynau | 3. Options Appraisal |
| 4. Camau Nesaf ac Amserlen Amlinellol | 4. Next Steps and the Outline Timetable |
| 5. Cloi | 5. Close |



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 Respect • Serving • Positive • Working as a team • Value for money

2

TRAFODAETHAU BLAENOROL / PREVIOUS DISCUSSIONS

Parch • Gwasanaethu • Positif • Gweithio fel tîm • Gwerth am arian
Respect • Serving • Positive • Working as a team • Value for money



3

PRIF HERIAU'R SEFYLLFA BRESENNOL / MAIN CHALLENGES OF THE PRESENT SITUATION

1	Nifer disgyblion yr ysgol yr isaf yn y sir <i>The number of pupils at the school is the lowest in the county</i>
2	Rhagamcanion yn parhau yn isel <i>Projections remain low</i>
3	Nifer uchel o lefydd gweigion <i>High number of surplus places</i>
4	Maint dosbarthiadau bychain <i>Small class sizes</i>
5	Amrediad ystod oedran eang o fewn dosbarthiadau <i>Broad age range within classes</i>
6	Cost y disgybl ymysg yr uchaf yn y sir a sylweddol uwch na'r cyfartaledd sirol <i>Cost per pupil amongst the highest in the county and significantly higher than the county average</i>
7	Ysgol yn derbyn swm ychwanegol o £49,404 (Medi 2024) trwy'r gwarchodaeth staffio <i>School receives an additional £49,404 (September 2024) through the minimum staffing protection</i>

4

RHESTR HIR OPSIYNAU / LONG LIST OF OPTIONS

Yn sgil y mewnbwn a dderbyniwyd yn ystod, ac yn dilyn y cyfarfod cyntaf, cynhyrchwyd rhestr o opsiynau i'w hystyried. Er bod yr achos dros newid wedi ei sefydlu, mae'r opsiwn 'Gwneud Dim' wedi ei gynnwys at ddiben cymharu.

As a result of the input received during, and following the first meeting, a list of options was produced for consideration. Although the case for change has been established, the 'Do Nothing' option is included for comparison purposes.

1	Dim newid - parhau gyda'r sefyllfa bresennol	1	No change – continue with the current situation
2	Ffederaleiddio gydag ysgol gyfagos	2	Federation with a neighboring school
3	Ffederaleiddio gydag ysgol gyfagos gan ychwanegu uned arbenigol ar gyfer plant ag anghenion dysgu ychwanegol yn Ysgol Nebo	3	Federation with a neighboring school while adding a specialist unit for children with additional learning needs at Ysgol Nebo
4	Cau Ysgol Nebo a chynnig lle i'r dysgwyr mewn ysgol gyfagos	4	Close Ysgol Nebo and offer places to the learners in a neighboring school.
5	Ysgol Nebo yn datblygu yn leoliad arbenigol ar gyfer rhai pynciau unigol (cyfleon unigryw i gyflawni gwaith maes)	5	Ysgol Nebo to be developed as a specialist location for certain individual subjects (unique opportunities to carry out fieldwork).
6	Ysgol Nebo yn cynnig uned arbenigol ar gyfer cefnogi plant sydd gyda anghenion dysgu ychwanegol, lle mae addysg prif lif yn heriol iddynt	6	Ysgol Nebo to offer a specialist unit to support children with additional learning needs, where mainstream education is challenging for them.
7	Ysgol Nebo yn cynnig Uned Iaith ar gyfer dalgylch Dyffryn Nantlle	7	Establish a Language Unit for the Dyffryn Nantlle catchment area at Ysgol Nebo.

5

GWERTHUSIAD OPSIYNAU / OPTIONS APPRAISAL

Parch • Gwasanaethu • Positif • Gweithio fel tîm • Gwerth am arian
Respect • Serving • Positive • Working as a team • Value for money



6

OPSIYNAU I'W GWERTHUSO / OPTIONS TO APPRAISE

1	Dim newid - parhau gyda'r sefyllfa bresennol
2	Ffederaleiddio gydag ysgol gyfagos
3	Ffederaleiddio gydag ysgol gyfagos gan ychwanegu uned arbenigol ar gyfer plant ag anghenion dysgu ychwanegol yn Ysgol Nebo
4	Cau Ysgol Nebo a chynnig lle i'r dysgwyr mewn ysgol cyfagos
5	Ysgol Nebo yn datblygu yn leoliad arbenigol ar gyfer rhai pynciau unigol (cyfleon unigryw i gyflawni gwaith maes)
6	Ysgol Nebo yn cynnig uned arbenigol ar gyfer cefnogi plant sydd gyda anghenion dysgu ychwanegol, lle mae addysg prif lif yn heriol iddynt
7	Ysgol Nebo yn cynnig Uned Iaith ar gyfer dalgylch Dyffryn Nantlle

1	No change – continue with the current situation
2	Federation with a nearby school
3	Federation with neighboring school while adding a specialist unit for children with additional learning needs at Ysgol Nebo
4	Close Ysgol Nebo and offer places to the learners in a neighboring school.
5	Ysgol Nebo to be developed as a specialist location for certain individual subjects (unique opportunities to carry out fieldwork).
6	Ysgol Nebo to offer a specialist unit to support children with additional learning needs, where mainstream education is challenging for them.
7	Establish a Language Unit for the Dyffryn Nantlle catchment area at Ysgol Nebo.

7

YSTYRIAETHAU / CONSIDERATIONS

Wrth gymharu opsiynau, byddwn yn rhoi ystyriaeth i sawl ffactor, gan gynnwys:
In comparing options, we will consider several factors, including:

1	Niferoedd dysgwyr a llefydd gweigion/ <i>Pupil numbers and surplus places</i>
2	Maint dosbarthiadau ac amrediad oedran/ <i>Class sizes and age range</i>
3	Adnoddau ariannol / <i>Financial resources</i>
4	Arweinyddiaeth a Staffio / <i>Leadership and Staffing</i>
5	Ffactorau daearyddol a teithio / <i>Geographical and travel factors</i>
6	Y Gymuned / <i>The Community</i>
7	Yr iaith Gymraeg / <i>The Welsh language</i>
8	Ansawdd addysg / <i>Quality of education</i>
9	Cyflwr ac addasrwydd adeiladau / <i>Condition and suitability of the buildings</i>



8

ESIAMPL GWERTHUSIAD OPSIYNAU / OPTIONS APPRAISAL EXAMPLE

Allwedd
Glas – Manteision
Coch – Anfanteision
Du – Ffeithiau / Sylwadau

Key:
Blue – Advantages
Red – Disadvantages
Black – Facts / Comments

1	2 (a)	2 (b)	3	4	5	6	7	8 (a)	8 (b)
Status Quo	Newid ystod oed Ysgol Aberoch o 3-8 oed i 3-11 oed	Newid ystod oed Ysgol Aberoch o 3-8 oed i 13-9 oed	Ffederaleiddio gydag ysgol gyfnewid Ysgol Aberoch, a CA2 ar safle'r ysgol newid	Ffederaleiddio gydag ysgol gyfnewid Ysgol Aberoch, a CA2 ar safle'r ysgol newid	Ffederaleiddio gydag ysgol gyfnewid Ysgol Aberoch, a CA2 ar safle'r ysgol newid	Cau Ysgol Aberoch a Chwynnau i'r dyddigau masn ysgol masn	Ueddi canolion luth ar safle Ysgol Aberoch	Safonau cych mestri yn Ysgol Aberoch	Newid ystod oed Ysgol Aberoch o 3-8 oed i 3-9 oed a safonau cych mestri yn Ysgol Aberoch
Maint doddiad ysgol annwyl oedion	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.	Maint doddiad ysgol annwyl oedion Ysgol Aberoch yn parhau yn ffechan o ddiartha 5 (CA2) (Medd 2019). Annwyl oedion hys at 4 mlynedd yn parhau yn y doddiad CA2.
Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.
Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.	Yn ystod ystod oed ysgol yn ymestyn yr annwyl oed o frown y diartha CA2 o 3 mlynedd ysgol i 4.

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CAMAU NESAF / NEXT STEPS

Camau / Steps	Amserlen Amlinellol / Outline Timetable
Cwblhau gwerthusiad opsiynau <i>Complete the options appraisal</i>	Gorffennaf – Awst 2025 <i>July – August 2025</i>
Cynnal Asesiadau Effaith (e.e. Ieithyddol, Cymunedol, Cydraddoldeb + Asesiad yn erbyn y Ddeddf Llesiant) ar opsiynau rhestr fer <i>Undertake Impact Assessments (e.g. Language, Community, Equality + Assessment against the Wellbeing Act) on the short list of options</i>	Awst - Medi 2025 <i>August - September 2025</i>
Cyfarfod Cabinet Cynghor Gwynedd <i>Cynghor Gwynedd Cabinet Meeting</i>	14 Hydref 2025 <i>14 October 2025</i>

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YSGOL NEBO REVIEW PANEL

Addysg

Meeting:	Ysgol Nebo Review Panel	Date/Time/Location: 14 July 2025, 18:00, Ysgol Nebo
Present:	<u>Education Department Officers:</u> Gwern ap Rhisiart (Head of Education Department), Gwenno Haf Jones (Senior Modernising Education Officer), Hana Llyn Roberts (Education Project Officer). <u>Staff, Governors and Parents/Guardians of Ysgol Nebo:</u> 9	

	Item/Subject	Minutes
1	Welcome	<ul style="list-style-type: none"> Gwern ap Rhisiart, Head of Education welcomed everyone to the meeting.
2	Previous discussions	<ul style="list-style-type: none"> It was noted that the purpose of the meeting was to provide an update on the process, explain what the next steps were and give stakeholders the opportunity to ask questions. GapRh went through the main challenges of the current situation that had already been presented in the previous meetings; <ol style="list-style-type: none"> Number of school pupils at the lowest in the county Projections remained low High number of surplus places Small class sizes Broad age ranges within classes Cost per learner among the highest in the county and substantially higher than the county average The school received an additional amount of £49,404 (September 2024) via the staffing protection policy It was recognised that some may consider that some of the main challenges that had been identified above could also be seen as strengths.
3	Options Appraisal	<ul style="list-style-type: none"> It was explained that the Education Department would proceed to carry out an options appraisal, measuring each of the options against the considerations. The 7 options were addressed; <ol style="list-style-type: none"> No change - continue with the current situation Federalisation with a nearby school Federalisation with a nearby school adding a specialist unit for children with additional learning needs at Ysgol Nebo Close Ysgol Nebo and offer a place for the learners in a nearby school Ysgol Nebo developed as a specialist location for some individual subjects (unique opportunities to carry out field work) Ysgol Nebo offering a specialist unit to support children with additional learning needs, where mainstream education is a challenge for them Ysgol Nebo offering a Language Unit for the Dyffryn Nantlle catchment area It was explained that several factors would be taken into account when formulating the options appraisal, including; <ol style="list-style-type: none"> Pupil numbers and surplus places Class sizes and age ranges Financial resources Leadership and Staffing Geographical factors and transport The community The Welsh language Quality of education Condition and suitability of buildings



		<ul style="list-style-type: none"> It was added that we would consider the content of the SWOT assessment and comments received during the local discussions when formulating the options appraisal. Following the appraisal of options, it was explained that we would short-list the long-list and then carry out impact assessments on the short-list. An example from a previous project showing how the appraisal would look was presented, with options listed along the top and considerations down on the left side.
4	Next Steps and Outline Timetable	<ul style="list-style-type: none"> It was noted that the next steps were for Education Department officers to complete an options appraisal and conduct impact assessments. This would enable us to reach a decision on the short-list, and on the preferred option that would best respond to the considerations. It was added that the Education Department would then submit a report to the Cabinet on 14 October. It was noted that the Education Department would share the contents of the report with school representatives before the report went public. There would also be a request for comments from the local member. It was noted that the Cabinet will decide on the way forward, and it could involve a consultation period on a preferred option, depending on their decision. It was explained that if there was a decision to consult, then that period would be a 6-week period, and there would be an opportunity for anyone to submit comments. It was explained that any statutory process would be conducted in accordance with the School Organisation Code.
5	Questions and Observations	<ul style="list-style-type: none"> One of the stakeholders asked whether the Council was the proposer, noting that it did not seem appropriate that the officers were short-listing, and questioned whether it should be the responsibility of the Cabinet to short-list. It was challenged whether this was in line with the requirements of the Schools Organisation Code. It was noted that the Governors had worked hard on the options and that it would be unfair to disregard them. GapRh noted that we would weigh up every option and carry out further work on them. It was emphasised that Cabinet members would be able to see all the options considered. The draft report will be shared with school representatives before reporting to the Cabinet, but the report would not be finalised until it would be submitted to the Cabinet; it is possible that the report will be revised before the final version is published. It was asked whether the Cabinet would be open to the public to attend on the day. It was noted that Cabinet meetings were open to the public to attend but there were clear rules in terms of contributing. It was noted that the public were welcome to attend but there was no opportunity for the public to speak during the meeting. It was noted that there would be an opportunity for the Local Member to speak on behalf of local stakeholders. It was explained that the Cabinet meeting would also be broadcast live on-line. One observation was raised regarding options not meeting the requirements of the Schools Organisation Code. It was highlighted, in the code, when referring to rural schools, that it noted <i>"Among the options to be considered rather than closing a school could be whether there is room for the school to be better integrated into a wider process within the local authority for asset management and community planning. This could include, for example, creating effective links with local strategies to regenerate communities."</i> It was felt that this had not been included in the list of options and that it had been missed as an option to consider. GapRh noted that he accepted the observation, and we would ensure that all aspects of the School Organisation Code will be addressed as the Education Department prepared the report/documentation for the Cabinet. We would also examine community aspects in the preparation of the report and impact assessments. The accuracy and basis of the figure noted as the County average Cost per pupil (£5,233) was challenged, and the need for the data to be transparent was emphasised. It was also felt that it was unfair to compare a small school with the rest of the County, smaller schools could not compete, it would look less favourable. It was noted that all the data needed to be shared. GapRh noted that we would verify the accuracy of figures when moving forward.



		<ul style="list-style-type: none"> • It was confirmed that integrated hours were not included in the cost per learner figures and that figures were calculated by the Education Department's accountants. • In response to a question about what would happen to the school building if the school were to close, it was noted that the Council had an after-use policy for such cases, which allowed the first proposal to go to the community. In cases where schools closed, if there was no community interest in the school building, then the building would be transferred to the Council. • Should the school building be transferred to the community, it was asked whether it would be possible for the community to maintain this educational provision with the Council's support. Should there be a decision to close the school, GapRh noted that it would not be anticipated that the Council would fund the provision. • It was asked who owned the school building. GapRh noted that he would make enquiries with the estates department to find out who owned the building. • An observation was made regarding the community use. It was highlighted that the School Organisation Code stated, "<i>whether the possibility of making fuller use of the existing buildings as a community or educational resource could be explored; (Local authorities should consider whether it would be feasible and economical to co-locate local services within the school to counter the school's maintenance costs);</i>" It was asked whether this should be considered at this point? GapRh noted that we would address all aspects of the Code when preparing the report to the Cabinet. • It was questioned how the specialist unit could be funded and whether grants were available. GapRh noted that capital grants were available, but a revenue budget was challenging to sustain. • Another member of the panel noted that it was not necessarily additional provision and, therefore, no additional cost to the Council if the provision was already there. • Another comment made was the need for a unit for children who did not necessarily have special needs, but found it difficult to attend a larger school. By undertaking school visits, there was clearly a concern to include children who did not necessarily have intense needs. An excellent opportunity to think creatively and save a rural school. • GapRh noted that he recognised the need, but also recognised that parents needed children to integrate with local communities; resources and funding are also a factor. • Another observation made was that the reduced number of pupils was not necessarily the result of reduced birth rates but due to more parents choosing to home-school; and that there is a need to consider a flexi-schooling policy.
	Conclusion	<ul style="list-style-type: none"> • GapRh noted that he welcomed all observations raised this evening and that this was an engagement session. Should the Cabinet resolve to proceed to consultation on any option, there would be an opportunity to offer further observations at that time. It was noted that we would proceed to consider the enquiries raised this evening and get back to you with responses as soon as possible.



Input following Ysgol Nebo Panel Review Meetings

Following the local meetings, below is a summary of the comments received:

PAY Nebo meeting 1 – 18 March 2025

Six letters were received from Ysgol Nebo stakeholders following the first local meeting. Here is a summary of the main comments made in the correspondence:

- Several letters indicated support for Ysgol Nebo and opposed the option to close the school, stating the negative impact closing the school would have on the community.
- It was stated that Ysgol Nebo is a community hub.
- The importance of Ysgol Nebo and the advantages of small rural schools, such as small class sizes.
- An option was offered to develop Ysgol Nebo as a school for alternative education provision to support children who experience challenges in larger schools.
- The Cabinet is asked to invest in rural schools such as Ysgol Nebo and develop it into a unique site that would cater for emotional, behavioural or academic difficulties.
- Options were offered for consideration. It was noted that these options were included in the options evaluation.
- Concerns were raised about the effect of closing Ysgol Nebo on the Welsh language in Nebo and Nasareth.

PAY Nebo meeting 2 – 12 May 2025

Two letters were received from Ysgol Nebo stakeholders following the second local meeting. Here is a summary of the main comments made in the correspondence:

- Identify further comments and case studies to be considered in relation to the option "Ysgol Nebo to offer the 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".
- Identify support for the option offered by the Governing Body together with the option to develop Nebo as a specialist center e.g. for fieldwork