

Caerphilly County Borough Council - Integrated Impact Assessment

This integrated impact assessment (IIA) has been designed to help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:

- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Socio-economic Duty – Sections 1 to 3 of Equality Act 2010
- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles
- Welsh Language (Wales) Measure 2011
- Well-being of Future Generations (Wales) Act 2015

PLEASE NOTE: Section 3 *Socio-economic Duty* only needs to be completed if proposals are of a strategic nature or when reviewing previous strategic decisions. See page 6 of the Preparing for the Commencement of the Socio-economic Duty Welsh Government Guidance.

1. Proposal Details			
Lead Officer	Head of Service	Service Area & Department	Date
Andrea West	Sue Richards	21st Century Schools, Education and Corporate Services	23/07/2021

Is this proposal a... (please tick relevant box)											
Policy	<input type="checkbox"/>	Strategy / Plan	<input type="checkbox"/>	Practice	<input type="checkbox"/>	Procedure	<input type="checkbox"/>	Restructure	<input type="checkbox"/>	Project	<input checked="" type="checkbox"/>

What is the proposal to be assessed? <i>Provide brief details of the proposal and provide a link to any relevant report or documents.</i>
<p>21st Century Schools and Colleges Programme - Band B Phase 2 – Llancaeath Junior School & Llanfabon Infants School</p> <p>Schools in Wales need to be in good condition and suitable for the delivery of education. In some cases, schools can be modernised, repaired, refurbished, extended, or partially rebuilt to meet the standards needed for contemporary teaching and learning. However, some existing schools are no longer in the right place and in such cases, we might propose new schools or changes to existing schools.</p> <p>CCBC aspires to continue to raise school standards and improve the quality of the learning environment to create fit-for-purpose 21st century schools and give every child in Caerphilly the best possible start in life. The 21st Century Schools and Colleges programme is a</p>

major, long-term, strategic capital investment programme. It is jointly funded by the Welsh Government and local authorities and aims to create a generation of 21st century schools in Wales.

Llancaeath Junior School and Llanfabon Infants School have been identified as one of the priority projects in the 21st Century Schools Band B programme.

Llancaeath Junior School and Llanfabon Infants School are both designated as 'Community Schools' as per the definition in Chapter 4 of Part 1 of the Schools Standards and Framework Act 1998 and aim to assist infant and junior age pupils within their catchment areas *"to enable every child to achieve his/her potential and enthuse staff, pupils and parents with heightened aspirations in a supportive and safe environment. Preparing pupils to meet the needs of an ever changing world – "Working together for Success" (School Mission Statement).*

The Council wishes to make a 'regulated alteration' to these two maintained schools in line with the requirements of the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018.

We are proposing to:

- **Amalgamate Llancaeath Junior School and Llanfabon Infants School to create a new Primary School provision on the existing infants school site for those aged 3-11 years with an anticipated completion date of September 2024.**
- It is proposed that the current Llanfabon Infants School site will be reconfigured to host the new Primary School provision. A new building will be built to accommodate Key Stage 2 pupils (Junior age) and a partial refurbishment of the existing Infants School building on site with the whole Primary School provision providing accommodation for 275 pupils plus 40 nursery places, ensuring the development and delivery of an inclusive all-through primary school provision delivering the full curriculum to pupils in a modern, safe and inspiring learning environment.
- The new primary school site will have improved outside learning space and facilities that will provide a stimulating teaching and learning environment with 21st Century facilities centered on the learning, self-esteem and well-being of all pupils.
- The proposed project will take into account the desire to encourage and facilitate community use of the asset. The design will seek to include measures to enable safe 'zoning' which can be utilised by the wider community.

Further information is available on the [21st Century Schools webpages](#)



2. Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011

(The Public Sector Equality Duty requires the Council to have “due regard” to the need to eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups). Please note that an individual may have more than one protected characteristic.

Protected Characteristics	Does the proposal have any positive, negative or neutral impacts on the protected characteristics and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Age (people of all ages)	<p>Positive The proposal seeks to cater for pupils aged 3-11 and with plans to support community usage, therefore has the potential to benefit all age ranges.</p> <p>Positive With support from Welsh Government to develop a 24 place bespoke childcare unit on the school site at Llanfabon Infants School, Nelson, the Council, working with the local sessional provider could expand the number of places offered per session enabling up to 68 potential places for Childcare Offer through a range of</p>	None indicated	<p>Equality Act 2010</p> <p>Strategic Equality Plan 2020-2024</p> <p>Equal Wales 2020-2024 Easy read</p> <p>Caerphilly - Census 2011 ward profiles</p> <p>Pupil Level Annual School Census (PLASC)</p> <p>Statistical Information relating to the numbers of pupils at local authority level and their language medium for education.</p>

	<p>wraparound, after school and holiday care provision as well as offering playgroup places for 2 year olds.</p> <p>Positive The proposal relates to plans to enlarge the existing Llanfabon Infant School with a state of art extension that will increase the available accommodation up to a capacity of 275 for primary age pupils plus 40 places of nursery provision.</p> <p>Positive This proposal will ensure future projected demand can be met within the area.</p> <p>Positive The Council is also investigating the potential to develop connections in the locality, making the adjacent community centre and hall available for use by the school as part of a wider community campus approach, maximising the use of all assets in the area for all age groups.</p> <p>Positive Those that attend, work and use the building will benefit from fit for purpose, innovative 21st Century facilities.</p> <p>Positive</p>		<p>The current capacity of Llanfabon Infants is 120 plus 33 nursery places.</p> <p>The numbers currently on roll at the existing infants and junior schools are 237 (excluding Nursery provision which takes up 35 places).</p> <p>The new primary school's projected intake will be 275 plus 40 Nursery places.</p>
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	<p>This proposal will provide a stimulating teaching and learning environment with 21st Century facilities including improved ICT facilities, outdoor play and extended access provision for community use, centred on the learning, self-esteem and wellbeing of all.</p>		
<p>Disability (<i>people with disabilities/ long term conditions</i>)</p>	<p>Positive The proposal for the extension to Llanfabon Infants will be fully DDA compliant and be in line with the relevant Welsh Government Building Regulation Bulletins (BB99). The existing Llanfabon Infants School building would receive investment as part of this proposal for internal reconfiguration to create size-compliant classrooms and ensure smooth transition into the proposed new building.</p> <p>Positive The aspiration, and a pre-requisite for Welsh Government investment, is to commit to making assets available to support educational need, community use, promote community resilience and contribute to meeting several of the Council's Strategies. To optimise the use of the new infrastructure and resources, as part of the proposal, flexibility will be built into the school suited to local community use demand.</p>	<p>The Authority will look to minimise any adverse effects that extending Llanfabon Infants School may have on local residents.</p>	<p><u>Equality Act 2010</u></p> <p><u>Strategic Equality Plan 2020-2024</u></p> <p><u>Equal Wales 2020-2024 Easy read</u></p> <p><u>Well-being of Future Generations (Wales) Act 2015</u></p> <p>The Act puts in place seven well-being goals which the local authority must work to achieve.</p> <ul style="list-style-type: none"> • A Prosperous Wales • A Resilient Wales • A More Equal Wales • A Healthier Wales • A Wales of Cohesive Communities • A Wales of Vibrant Culture and Thriving Welsh Language

			<ul style="list-style-type: none"> A Globally Responsible Wales
Gender Reassignment <i>(anybody who's gender identity or gender expression is different to the sex they were assigned at birth)</i>	Neutral No anticipated change	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable
Marriage or Civil Partnership <i>(people who are married or in a civil partnership)</i>	Neutral No impact	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable
Pregnancy and Maternity <i>(women who are pregnant and/or on maternity leave)</i>	Neutral No impact	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable
Race <i>(people from black, Asian and minority ethnic communities and different racial backgrounds)</i>	Neutral No anticipated change	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable
Religion or Belief <i>(people with different religions and beliefs including people with no beliefs)</i>	Neutral No anticipated change	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable

Sex (women and men, girls and boys and those who self-identify their gender)	Neutral No anticipated change	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable
Sexual Orientation (lesbian, gay, bisexual, heterosexual)	Neutral No anticipated change	Not applicable because the facility is accessible to pupils and the wider community regardless of other specific protected characteristics	Not applicable

3. Socio-economic Duty (Strategic Decisions Only)

(The Socio-economic Duty gives us an opportunity to do things differently and put tackling inequality genuinely at the heart of key decision making. Socio-economic disadvantage means living on a low income compared to others in Wales, with little or no accumulated wealth, leading to greater material deprivation, restricting the ability to access basic goods and services)

Please consider these additional vulnerable groups and the impact your proposal may or may not have on them:

- Single parents and vulnerable families
- People with low literacy/numeracy
- Pensioners
- Looked after children
- Homeless people
- Carers
- Armed Forces Community
- Students
- Single adult households
- People misusing substances
- People who have experienced the asylum system
- People of all ages leaving a care setting
- People living in the most deprived areas in Wales (WIMD)
- People involved in the criminal justice system

<u>Socio-economic Disadvantage</u>	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view?
Low Income / Income Poverty (cannot afford to maintain regular payments such as bills, food, clothing, transport etc.)	<p>Positive Providing educational facilities fit for the future will improve the education and life outcomes of the present and future pupils at Llancaeath Junior & Llanfabon Infants Schools.</p> <p>Positive Llancaeath Junior & Llanfabon Infants Schools serve the Nelson</p>	Not applicable	<p>Equality Act 2010</p> <p>Wales Act 2017 - Public sector duty regarding socio-economic inequalities</p> <p>Equality Act 2010 - Public sector duty regarding socio-economic inequalities</p> <p>Section 45 of the Wales Act 2017, amends Part 1 of the</p>

	<p>Lower Layer Super Output Area (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Although the area is not one that shows significant rates of social disadvantage there will nevertheless be some elements of deprivation. This proposal will serve the needs of all learners, irrespective of background and provide greater continuity of education from 3 to 11.</p> <p>Positive The facility will be fully accessible to people with learning disabilities regardless of any specific socio-economic disadvantage.</p>		<p>Equality Act, 2010 to give Welsh Ministers the power to commence this Duty in Wales. The Welsh Ministers have used this power to commence Sections 1 to 3 of the 2010 Act¹⁶ in Wales – the Socio-economic Duty.</p> <p>The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.</p> <p>In this instance the main consideration of inequality of outcome as a result of socio-economic disadvantage is “Education – the capability to be knowledgeable”</p> <p><u>Is Wales Fairer? – The state of equality and human rights</u> (EHRC 2018) Equality and Human Rights Commission acknowledge that Socio-economic disadvantage has a knock-on effect on education and health outcomes.</p> <p><u>Welsh Index of Multiple Deprivation (WIMD)</u></p>
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			<p>Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Areas (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Free school meals (FSM) data for Llanfabon Infants shows 25% of pupils are in receipt of FSM with Llancaeath Junior recording 22% (Estyn data) compared to a figure of 20% across CCBC and Wales as a whole.</p>
Socio-economic Disadvantage	<p>Does the proposal have any positive, negative or neutral impacts on the following and how?</p>	<p>If there are negative impacts how will these be mitigated?</p>	<p>What evidence has been used to support this view?</p>
<p>Low and/or No Wealth (<i>enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provisions for the future</i>)</p>	<p>Positive Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Area (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Although the area is not one that shows significant rates of social disadvantage there will</p>	<p>Not applicable</p>	<p>Equality Act 2010</p> <p>Wales Act 2017 - Public sector duty regarding socio-economic inequalities</p> <p>Equality Act 2010 - Public sector duty regarding socio-economic inequalities</p> <p>Section 45 of the Wales Act 2017, amends Part 1 of the Equality Act, 2010 to give Welsh Ministers the power to commence this Duty in Wales.</p>

	<p>nevertheless be some elements of deprivation. This proposal will serve the needs of all learners, irrespective of background and provide greater continuity of education from 3 to 11.</p> <p>Neutral The facility is accessible to pupils and the wider community regardless of any specific socio-economic disadvantage</p>	<p>The Welsh Ministers have used this power to commence Sections 1 to 3 of the 2010 Act16 in Wales – the Socio-economic Duty.</p> <p>The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.</p> <p>In this instance the main consideration of inequality of outcome as a result of socio-economic disadvantage is “Education – the capability to be knowledgeable”</p> <p><u>Is Wales Fairer? – The state of equality and human rights</u> (EHRC 2018) Equality and Human Rights Commission acknowledge that Socio-economic disadvantage has a knock-on effect on education and health outcomes.</p> <p><u>Welsh Index of Multiple Deprivation (WIMD)</u></p> <p>Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Areas</p>
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			<p>(LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Free school meals (FSM) data for Llanfabon Infants shows 25% of pupils are in receipt of FSM with Llancaeach Junior recording 22% (Estyn data) compared to a figure of 20% across CCBC and Wales as a whole.</p>
<p>Material Deprivation (<i>unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, hobbies etc.</i>)</p>	<p>Positive Llancaeach Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Area (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Although the area is not one that shows significant rates of social disadvantage there will nevertheless be some elements of deprivation. This proposal will serve the needs of all learners, irrespective of background and</p>	<p>Not applicable</p>	<p><u>Equality Act 2010</u></p> <p><u>Wales Act 2017 - Public sector duty regarding socio-economic inequalities</u></p> <p><u>Equality Act 2010 - Public sector duty regarding socio-economic inequalities</u></p> <p>Section 45 of the Wales Act 2017, amends Part 1 of the Equality Act, 2010 to give Welsh Ministers the power to commence this Duty in Wales. The Welsh Ministers have used this power to commence Sections 1 to 3 of the 2010</p>

	<p>provide greater continuity of education from 3 to 11.</p> <p>Positive It is a pre-requisite of Welsh Government funding that Council's optimise the use of infrastructure and resources to enable flexibility for space and facilities to be made available as community assets. Whilst the design of the proposed new school is yet to be finalised, subject to Cabinet approval to progress, discussions have included community access to the school in line with the school curriculum and after hours.</p>	<p>Act16 in Wales – the Socio-economic Duty.</p> <p>The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.</p> <p>In this instance the main consideration of inequality of outcome as a result of socio-economic disadvantage is "Education – the capability to be knowledgeable"</p> <p><u>Is Wales Fairer? – The state of equality and human rights</u> (EHRC 2018) Equality and Human Rights Commission acknowledge that Socio-economic disadvantage has a knock-on effect on education and health outcomes.</p> <p><u>Welsh Index of Multiple Deprivation (WIMD)</u></p> <p>Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Areas (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and</p>
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			<p>91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Free school meals (FSM) data for Llanfabon Infants shows 25% of pupils are in receipt of FSM with Llancaeath Junior recording 22% (Estyn data) compared to a figure of 20% across CCBC and Wales as a whole.</p>
<p>Area Deprivation (<i>where you live (rural areas), where you work (accessibility of public transport)</i>)</p>	<p>Positive Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Area (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Although the area is not one that shows significant rates of social disadvantage there will nevertheless be some elements of deprivation. This proposal will serve the needs of all learners, irrespective of background and provide greater continuity of education from 3 to 11.</p> <p>Positive The design process will seek to include measures to enable safe community use of parts of the</p>	<p>Not applicable</p>	<p><u>Equality Act 2010</u></p> <p><u>Wales Act 2017 - Public sector duty regarding socio-economic inequalities</u></p> <p><u>Equality Act 2010 - Public sector duty regarding socio-economic inequalities</u></p> <p>Section 45 of the Wales Act 2017, amends Part 1 of the Equality Act, 2010 to give Welsh Ministers the power to commence this Duty in Wales. The Welsh Ministers have used this power to commence Sections 1 to 3 of the 2010 Act¹⁶ in Wales – the Socio-economic Duty.</p> <p>The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the</p>

	<p>new school building at suitable times in keeping with the curriculum timetable and after hours. It will also strengthen and safeguard the promotion of inclusivity and wellbeing within the Community</p> <p>Positive Procurement will include Community Benefits as a core requirement e.g. around local targeted recruitment and training, supply chains, community and education initiatives in the provision of the proposed new facility.</p> <p>Positive The facility will provide inclusive facilities which will be accessible to vulnerable children and young people alongside supporting the holistic needs of their wider family and supporting their future wellbeing. When the site is being used by the community they will be able to access the facilities regardless of their personal access requirements.</p> <p>Positive The Council is investigating the potential to develop connections in the locality, making the adjacent community centre and hall available for use by the school as part of a wider</p>		<p>inequalities of outcome resulting from socio-economic disadvantage.</p> <p>In this instance the main consideration of inequality of outcome as a result of socio-economic disadvantage is “Education – the capability to be knowledgeable”</p> <p><u>Is Wales Fairer? – The state of equality and human rights</u> (EHRC 2018) Equality and Human Rights Commission acknowledge that Socio-economic disadvantage has a knock-on effect on education and health outcomes.</p> <p><u>Welsh Index of Multiple Deprivation (WIMD)</u></p> <p>Llancaeach Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Areas (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Free school meals (FSM) data for Llanfabon Infants shows 25% of pupils are in receipt of FSM with Llancaeach Junior recording</p>
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	community campus approach, maximising the use of all assets in the area for people from all age groups and social backgrounds.		22% (Estyn data) compared to a figure of 20% across CCBC and Wales as a whole.
Socio-economic Background <i>(social class i.e. parents education, employment and income)</i>	<p>Positive Facility is accessible to pupils and the wider community regardless of any specific socio-economic disadvantage</p> <p>Positive Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Area (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Although the area is not one that shows significant rates of social disadvantage there will nevertheless be some elements of deprivation. This proposal will serve the needs of all learners, irrespective of background and provide greater continuity of education from 3 to 11.</p> <p>Positive The proposed new school facility would allow for the continuation of use by the community and</p>	Not applicable	<p><u>Equality Act 2010</u></p> <p><u>Wales Act 2017 - Public sector duty regarding socio-economic inequalities</u></p> <p><u>Equality Act 2010 - Public sector duty regarding socio-economic inequalities</u></p> <p>Section 45 of the Wales Act 2017, amends Part 1 of the Equality Act, 2010 to give Welsh Ministers the power to commence this Duty in Wales. The Welsh Ministers have used this power to commence Sections 1 to 3 of the 2010 Act16 in Wales – the Socio-economic Duty.</p> <p>The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.</p>

	<p>possibly expand what could be offered.</p> <p>Positive The facility will provide inclusive facilities for children and young people supporting the holistic needs of their wider family and their future wellbeing.</p>	<p>In this instance the main consideration of inequality of outcome as a result of socio-economic disadvantage is “Education – the capability to be knowledgeable”</p> <p><u>Is Wales Fairer? – The state of equality and human rights</u> (EHRC 2018) Equality and Human Rights Commission acknowledge that Socio-economic disadvantage has a knock-on effect on education and health outcomes.</p> <p><u>Welsh Index of Multiple Deprivation (WIMD)</u></p> <p>Llancaeach Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Areas (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Free school meals (FSM) data for Llanfabon Infants shows 25% of pupils are in receipt of FSM with Llancaeach Junior recording 22% (Estyn data) compared to a figure of 20% across CCBC and Wales as a whole.</p>
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<p>Socio-economic Disadvantage <i>(What cumulative impact will the proposal have on people or groups because of their protected characteristic(s) or vulnerability or because they are already disadvantaged)</i></p>	<p>Positive Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Area (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Although the area is not one that shows significant rates of social disadvantage there will nevertheless be some elements of deprivation. This proposal will serve the needs of all learners, irrespective of background and provide greater continuity of education from 3 to 11.</p> <p>Positive It is a pre-requisite of Welsh Government funding that Council's optimise the use of infrastructure and resources to enable flexibility for space and facilities to be made available as community assets. This will include safe zoning parts of the school including the hall and a multi-function classroom for community use. Whilst the design</p>		<p><u>Equality Act 2010</u></p> <p><u>Wales Act 2017 - Public sector duty regarding socio-economic inequalities</u></p> <p><u>Equality Act 2010 - Public sector duty regarding socio-economic inequalities</u></p> <p>Section 45 of the Wales Act 2017, amends Part 1 of the Equality Act, 2010 to give Welsh Ministers the power to commence this Duty in Wales. The Welsh Ministers have used this power to commence Sections 1 to 3 of the 2010 Act16 in Wales – the Socio-economic Duty.</p> <p>The Duty places a legal responsibility on bodies when they are taking strategic decisions to have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.</p> <p>In this instance the main consideration of inequality of outcome as a result of socio-economic disadvantage is "Education – the capability to be knowledgeable"</p>
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	<p>of the proposed new build is yet to be finalised, subject to Cabinet approval to progress, discussions have included community use of the school during school time, where appropriate with the curriculum timetable and after hours.</p> <p>Positive With support from Welsh Government to develop a 24 place bespoke childcare unit on the school site at Llanfabon Infants School, Nelson, the Council, working with the local sessional provider, could expand the number of places offered per session enabling up to 68 potential places for Childcare Offer through a range of wraparound, after school and holiday care provision as well as offering playgroup places for 2 year olds. This development will help support families where parents need local childcare provision to work alongside their employment conditions.</p>		<p><u>Is Wales Fairer? – The state of equality and human rights</u> (EHRC 2018) Equality and Human Rights Commission acknowledge that Socio-economic disadvantage has a knock-on effect on education and health outcomes.</p> <p><u>Welsh Index of Multiple Deprivation (WIMD)</u></p> <p>Llancaeath Junior & Llanfabon Infants Schools serve the Nelson Lower Layer Super Output Areas (LSOAs). Of these three areas the Nelson 2 is ranked 41 out of 110 LSOAs across Caerphilly; areas 1 and 3 are ranked 80 and 91 respectively in Caerphilly and are placed in the 50% of least deprived LSOAs in Wales.</p> <p>Free school meals (FSM) data for Llanfabon Infants shows 25% of pupils are in receipt of FSM with Llancaeath Junior recording 22% (Estyn data) compared to a figure of 20% across CCBC and Wales as a whole.</p>
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4. Corporate Plan – Council’s Well-being Objectives

(How does your proposal deliver against any/all of the Council’s Well-being Objectives? Which in turn support the national well-being goals for Wales as outlined in the Well-being of Future Generations (Wales) Act 2015. Are there any impacts (positive, negative or neutral? If there are negative impacts how have these been mitigated?) [Well-being Objectives](#)

Objective 1 - Improve education opportunities for all

[21st century schools - Caerphilly](#)

A link to the Council’s capital investment programme for schools.

Positive

This proposal seeks to increase the opportunities for young learners of nursery and primary age and the community to access high quality educational facilities. The proposal relates to the amalgamation of Llancaeath Junior School & Llanfabon Infants School incorporating a new extension to the Llanfabon Infants School along with an internal reconfiguration of the existing Infants School building to form a combined primary school on the Llanfabon site. The proposed change will provide accommodation for up to 275 primary age pupils plus a 40 place nursery provision in a stimulating teaching and learning environment with 21st Century facilities including improved ICT facilities, outdoor play and extended access provision for community use.

Positive

This proposal looks to remove a set of school buildings at Llancaeath Junior School that date from 1909 that are considered to be in a C+ category of condition. Llanfabon Infants School is also categorised as a C+ condition school. The proposals for the new extension and re-configuration of Llanfabon Infants will address the current combined backlog maintenance across the two schools.

Objective 2 - Enabling employment

Positive

As part of the funding requirements for all 21st Century School proposals, Welsh Government stipulates that Community Benefits are a core requirement of any procurement process related to the award of contracts and will therefore be scored as part of the Quality evaluation. These include a number of targets around local recruitment and training, supply chains, community and education initiatives.

Positive

The inclusion of up to 68 potential places of Childcare Offer through a range of wraparound, after school and holiday care provision as well as

	offering playgroup places for 2year olds will add to the support enabling local families to take up employment.
Objective 3 - Address the availability, condition and sustainability of homes throughout the county borough and provide advice, assistance or support to help improve people's well-being	Not applicable to this proposal
Objective 4 - Promote a modern, integrated and sustainable transport system that increases opportunity, promotes prosperity and minimises the adverse impact on the environment	<p>Neutral</p> <p>There is a Statutory duty placed upon the Authority to provide pupils with free transport to their nearest suitable school if they reside beyond 'walking distance' to that school. All pupils are assessed in accordance with the Learner Travel (Wales) Measure 2008. However, the Authority does offer a more generous policy than what is statutorily required by the Measure. It is anticipated that a status quo will be maintained as the new primary school will be on the site of the existing infants' school and only 0.5 miles from the current junior school.</p> <p>Positive</p> <p>The distance between Llancaeath Junior school and Llanfabon Infants school is within a 0.5 mile radius, therefore the likely effect of different travelling arrangements as a result of the proposal is negligible. It is also anticipated that the amalgamation to form the new primary provision will have a positive impact on traffic and travel within the area, removing high volumes of traffic and parking congestion from the main roadway through Nelson village and also decreasing journeys where siblings will now be attending the same location.</p>
Objective 5 - Creating a county borough that supports healthy lifestyle in accordance with the Sustainable Development principle with in the Well-being of Future Generations (Wales) Act 2015	<p><u>Well-being of Future Generations (Wales) Act 2015</u></p> <ul style="list-style-type: none"> • A Prosperous Wales • A More Equal Wales • A healthier Wales • A Wales of cohesive communities <p>Positive</p> <p>The intention to integrate existing community provision with the development of the new primary school facility will help both the pupils and the local community to be part of a healthier Wales and support community cohesion.</p>

	<p>Positive</p> <p>Providing educational facilities fit for the future will improve the education and life outcomes of the present pupils at Llancaeath Junior and Llanfabon Infants schools and future pupils at the new Primary School. The facility will be fully accessible to all learners regardless of any specific socio-economic disadvantage, enabling children accessing the school to thrive, with the knock-on positive effects for the children, their families and the local area.</p>
<p>Objective 6 - Support citizens to remain independent and improve their well-being</p>	<p>Positive</p> <p>The proposal includes the development of Foundation Phase nursery provision and will enable continuity of provision between nursery and primary making transition easy for pupils and for parents.</p> <p>Positive</p> <p>The provision of wraparound childcare, after school and holiday provision will enable working families to have the access to provision similar to that existing in other parts of CCBC.</p>

4a. Links to any other relevant Council Policy

(How does your proposal deliver against any other relevant Council Policy?)

The proposal contributes the following Strategies:

- **Shared Ambitions Strategy (2019-2022)**

This proposal will deliver upon the Council's ambition to provide every learner with the best life chances through the provision of high quality teaching, learning and leadership across our impressive 21st Century school settings.

- **Caerphilly Welsh in Education Strategic Plan (2018 – 2020)**

The Council's commitment to Welsh medium education development is a priority as evidenced in Band B of the Welsh Government's 21st Century Schools programme. The Council's vision is to secure equality of access by promoting and supporting the development of inclusive education and giving a commitment to providing the best possible quality of education and services within available resources.

Furthermore, in equipping schools and education providers the aim is to increase standards in Welsh and promote the use of the Welsh language within families, communities and workplaces.

- **Caerphilly Welsh Language Strategy**

The baseline for the strategy is the current language profile of the borough. According to the 2011 Census, Caerphilly county borough had 19,251 Welsh speakers (11.2% of the population) with a further 12% less fluently, and according to the Pupil Level Annual School Census figures from January 2016, 16.9% of the primary school population and 12.7% of the secondary school population were in Welsh medium education. This strategy therefore proposes a minimum 3% target increase in the number of Welsh speakers between 2017 and 2022. This target therefore means that by the 2021 Census, Caerphilly county borough will have a minimum 14.2% Welsh speaking population.

- **Caerphilly Strategic Equality Plan**

A statutory document under the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011, this four-year plan explains in straightforward terms what each of the equalities issues actually means and under what wider legislation we have responsibilities as a council. It highlights links to legislation and regulations covering the Welsh Language Standards and Human Rights issues and how it supports 4 of the 7 aims of Welsh Government's Well-being of Future Generations (Wales) Act 2015; A healthier Wales, A more equal Wales, A Wales of cohesive communities and A Wales of vibrant culture and thriving Welsh language.

- **Childcare Sufficiency Assessment**

A report that brings together a range of different data and information to develop a picture of the current childcare market and to identify whether there are any gaps in supply.

- **CCBC Decarbonisation Strategy**

CCBC has an excellent track record of implementing initiatives that benefit the environment. The authority has reduced carbon emissions by investing in technologies that reduce consumption and we have worked hard to raise awareness of the importance of carbon reduction with our staff, pupils and residents across the county borough. Proposals will consider how best to deliver this agenda as part of the build process and future operational matters.




The utilisation of this new Integrated Impact Assessment design will further help support the Council in making informed and effective decisions whilst ensuring compliance with a range of relevant legislation, including:



- Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011
- Welsh Language (Wales) Measure 2011
- Socio-economic Duty – Sections 1 to 3 of the Equality Act 2010
- Well-being of Future Generations (Wales) Act 2015

- Statutory Consultation v Doctrine of Legitimate Expectation and Gunning Principles

5. Well-being of Future Generations (Wales) Act 2015 – The Five Ways of Working (ICLIP)

(Also known as the sustainable development principles. The Act requires the Council to consider how any proposal improves the economic, social, environmental and cultural well-being of Wales using the five ways of working as a baseline)

Ways of Working	How have you used the Sustainable Development Principles in forming the proposal?
Long Term 	<p>The proposed amalgamation will bring together Llancaeach Junior School, described by Estyn as “a good school”, and Llanfabon Infants school, described as a school that has in recent years made “significant progress”. The extension and reconfiguration of Llanfabon Infants School to create the new Primary School will bring together the recognised strengths of the two schools and provide a platform, through the provision of custom built and fit for purpose facilities, for the new school to move towards excellence. The new school infrastructure will secure opportunities for pupils, families and the wider community in utilising the facility to its fullest.</p>
Prevention 	<p>Providing learners in the catchment area of the existing schools with a new, reconfigured and extended Primary School will enable pupils to access a 21st century facility and to receive tailor made learning opportunities with a continuity from ages 3 to 11 that will enhance their progress through the new national curriculum for Wales.</p>
Integration 	<p>The proposal to amalgamate Llancaeach Junior School and Llanfabon Infants school into a new Primary School will impact on Wellbeing Goals:</p> <ul style="list-style-type: none"> • A Prosperous Wales • A More Equal Wales • A healthier Wales • A Wales of cohesive communities <p>The proposed facilities will provide opportunities for pupils, families and the wider community.</p>
Collaboration	<p>The Council has worked with staff in school and across a range of departments to shape many of the proposals for the</p>

	<p>new build and its facilities. This will continue and include engagement with the learners to ensure their voice is heard in the development process.</p> <p>A cross-departmental working group consisting of representatives from the 21st Century Schools Team, Education Directorate, Sport and Leisure, Inclusion Services, Property Services, Finance and Health and Safety has worked through the options process from long-listing to recommending a way forward as per this proposal.</p>
<p>Involvement</p> 	<p>This proposal looks to amalgamate two community schools, an Infants School and a Junior School, to create a new 3-11 Primary School. This places the proposed change within the scope of the School Organisation Code (2018) therefore the guidance within the Code, especially with regard to consultation and engagement, will be closely followed.</p> <p>The consultation will be run under Section 3 of the School Organisation Code 2018 and will be synergistic with CCBC's "Consultation and Engagement Framework" and "Spectrum of Engagement". A multi-media consultation approach will be developed informed by all the relevant guidance.</p> <p>The Learner Voice will also be captured as part of this process.</p> <p>Subject to Cabinet approval and the outcome of the Educational consultation process, there will be a separate planning application process that will address a number of material planning considerations. This process will enable further involvement and engagement opportunities for interested parties.</p>

6. Well-being of Future Generations (Wales) Act 2015

<u>Well-being Goals</u>	Does the proposal maximise our contribution to the Well-being Goal and how?
<p>A Prosperous Wales <i>An innovative, productive and low carbon society which recognises the limits of the global environment and therefore uses resources efficiently and proportionately (including acting on climate change); and which develops a skilled and well-educated population in an economy which generates wealth and provides employment opportunities, allowing people to take advantage of the wealth generated through securing decent work</i></p>	<p>A skilled and well-educated workforce enables individuals to lead successful lives and contribute to the wider economy.</p> <p>This proposal supports this Well-being goal by:</p> <p>Embodied Carbon / Operational Carbon The 21st Century Schools Band B Programme looks to deliver a combination of new school builds, expansions, amalgamations, relocations and refurbishments, all with the potential to support the Welsh Government and Council's strategies on decarbonisation and provide a new model of delivery. As such, skilled and knowledgeable workforce sectors will be engaged to deliver this outcome.</p>

	<p>Future Prospects:</p> <p>A new extension to and reconfiguration of the existing Llanfabon Infants School will create a new Primary School with 21st century facilities designed to deliver the new national curriculum and the requisite skills in young people. This in turn will provide the base for developing a skilled and well-educated workforce that is needed to underpin economic growth in Wales.</p>
<p>A Resilient Wales</p> <p><i>A nation which maintains and enhances a biodiverse natural environment healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for climate change)</i></p>	<p>Young people who have developed positive wellbeing and healthy lifestyles will be better able to cope with the changes that the future will bring and thereby make Wales a more resilient nation.</p> <p>This proposal supports this Well-being goal by:</p> <p>Replacing outdated buildings with new extensions that will be fully BREEAM compliant. There is also the opportunity to reconfigure an existing building making it more sustainable and environmentally friendly with a reduced impact on climate change.</p> <p>There is an aspiration that this proposal will also reduce traffic flows in the Nelson area with a consequent positive impact on the environment and climate change.</p> <p>The development of an up to date 21st century primary school will be of significant benefit to its pupils and, as suggested by Estyn, a high quality learning environment of this nature will have a positive impact on pupil learning, wellbeing and outcomes.</p>
<p>A Healthier Wales</p> <p><i>A society in which people's physical and mental well-being is maximised and in which choices and behaviours that benefit future health are understood</i></p>	<p>Enabling people to develop healthy lifestyles and positive wellbeing has positive long term benefits for their own health and for society in general.</p> <p>This proposal supports this Well-being goal by:</p> <p>The proposed new extension and reconfiguration of Llanfabon Infants School will accommodate 275 primary age learners plus 40 Nursery places. There will also be wrap around childcare provision for between 24 and 68 places. The continuity of provision on the one site will be of significant benefit to children, pupils, parents, families and the local community.</p>

	<p>The proposal for an extended and reconfigured, fit for purpose primary school will provide a stimulating teaching and learning environment with 21st Century facilities including improved ICT facilities, centred on the learning, self-esteem and well-being of all pupils. The proposals will bring improved learning spaces and community facilities.</p> <p>The latter will be made available for the community at suitable times in keeping with the curriculum timetable and after hours. There will be an opportunity to integrate existing close by community facilities with the school to allow for even more effective use of the Council's community and education resources.</p> <p>The improved environment of the new school will have a positive effect on the mental well-being of the pupils. The new outdoor activity and softplay areas will support the pupils to develop a healthy lifestyle and stay fit. These facilities will also be available for community use and therefore will play a part in supporting healthy lifestyles in the local community.</p>
<p>A More Equal Wales <i>A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances)</i></p>	<p>Everyone in Wales should be able to live their lives and achieve their potential.</p> <p>This proposal supports this Well-being goal by:</p> <p>Community Use: Those that attend, work and use the building will benefit from a fit for purpose, innovative 21st Century facility. In addition, the proposal intends to extend access at the new premises to include community use and childcare provision.</p> <p>As part of the 21st Century School remit, consideration must be given for the school to benefit from enabling the facilities to be shared with the wider community. The proposed project will take into account the desire to encourage and facilitate community use of the asset in a safe, manageable way. To this end the design process will seek to include measures to enable safe use of the hall, multi-purpose classroom and outdoor play areas for the community at suitable times in keeping with the curriculum timetable.</p> <p>The Wi-Fi and Information Technology infrastructure will be established to support public access and community use.</p> <p>Impact on other schools:</p>

The small increase in capacity should have little impact on neighbouring schools but does provide some additionality to meet anticipated future demand. A phasing in of the admission number to 40 will be considered if this is helpful in avoiding any undue impact on neighbouring schools.

This brand new 21st century school will provide sufficient places within its catchment so that all potential pupils in the area, irrespective of background or circumstance can take advantage of the excellent facilities, teaching and learning in the new school.

The projected roll for the next six years is:

Actual and Projected Numbers in attendance			
	Llanfabon Infants School		Llancaeath Junior School
Year	Number on Roll	Excluding Nursery	Number on Roll
2020	130	107	138
2021	123	90	147
2022	122	90	142
2023	121	89	148
2024	130	99	138
2025	131	98	132
2026	129	98	127

Two community English medium primary schools and two community Welsh medium schools are within close proximity to the existing site which include, Greenhill Primary, Ystrad Mynach Primary, YG Bro Allta and Ysgol Penallta

Increasing the admission number by a manageable amount will allow for the growth while not over developing the provision to destabilise other already established educational provisions within the area.

Well-being Goals

Does the proposal maximise our contribution to the Well-being Goal and how?

A Wales of Cohesive Communities
Attractive, viable, safe and well-connected communities

The education of all young people, irrespective of need, should be seen as being inclusive; local communities will benefit from the investment in the 21st century schools programme; both these propositions underpin the sense of belonging and cohesion in communities across Caerphilly.

	<p>This proposal supports this Well-being goal by:</p> <p>The School: Llancaeach Junior and Llanfabon Infants schools cater for pupils of primary school age from the Nelson area of Caerphilly County. It is a fully inclusive community where all pupils feel safe and valued. The schools' levels of care, support and guidance, teaching and learning are all good and result in nearly all pupils developing as enthusiastic learners. The aim of the proposal is to ensure that we continue to build on the good and very effective leadership and good/significant progress ratings of the schools by Estyn through the amalgamation of the two schools on the Llanfabon Infants School site with a new extension and refurbished buildings to create a new, fit for purpose primary school facility.</p> <p>There is a clear link between new and improved school buildings and improved performance as highlighted by ESTYN. The Council believes that this proposal represents the best opportunity to safeguard and sustain educational standards for the future and provides a platform for improvement through significant investment in permanent facilities. This will provide a stimulating teaching and learning environment with 21st Century facilities including improved ICT and renewed outdoor play and soft play facilities with extended access provision for community use. All of this to be centred on the learning, self-esteem and wellbeing of all.</p> <p>Active Travel:</p> <p>It is the intention of the Authority to provide a system of transport that will seek to ensure pupils can safely and comfortably access their education. The proposed amalgamation on the Llanfabon Infants School site is 0.5 miles from Llancaeach Junior School. It is unlikely that transport and active travel arrangements will be significantly affected. The Council is looking for a simplification of arrangements to support families, especially where siblings may be separated across locations and a reduction in the overall number of journeys.</p>
<p>A Wales of Vibrant Culture and Thriving Welsh Language <i>A society that promotes and protects culture, heritage and the Welsh language, and which</i></p>	<p>The country's culture acknowledges and celebrates being bilingual in all aspects of everyday life.</p> <p>This proposal supports this Well-being goal by:</p>

<p><i>encourages people to participate in the arts, and sports and recreation</i></p>	<p>Cultural Heritage and Welsh Language in the Community: The Local Authority is fully aware of its obligations under the Welsh Language (Wales) Measure 2011. The Welsh language has official status in Wales and the measure places duties on bodies to use the Welsh language, and the rights which arise from the enforceability of those duties, which enable Welsh speakers to use the language in dealings with those bodies (such as the provision of services by those bodies).</p> <p>Welsh Language Commissioner (Standards and 5 Year Strategy)</p> <p>Through promoting the use of the Welsh language and facilitating the use of the Welsh language in its English-medium schools the Council is demonstrating its commitment to working towards ensuring that the Welsh language is treated no less favourably than the English language.</p> <p>The country's culture acknowledges and celebrates being bilingual in all aspects of everyday life and in providing Welsh medium opportunities in education, it supports the active usage of Welsh language for pupils, families and in the wider community. At Llanfabon and Llancaeath, Estyn reports that pupils make good progress in developing their Welsh language skills as they move through the two schools and that by the end of Year 6, most pupils can read and write effectively in Welsh.</p> <p>Further details are found in section 7 of this document.</p>
<p>A Globally Responsible Wales <i>A nation which, when doing anything to improve the economic, social, environmental and cultural well-being of Wales, takes account of whether doing such a thing may make a positive contribution to global well-being</i></p>	<p>The Welsh Language is an intrinsic part of the well-being of the whole of Wales and its identity and unique language enriches the global community of diverse cultures.</p> <p>This proposal supports this Well-being goal by:</p> <p>Community Impact: The proposed project will take into account the desire to encourage and facilitate community use of the asset. To this end the design process will seek to include measures to enable safe community use of the new extension and reconfigured school buildings, including the hall, multi-purpose classroom and outdoor play areas, at suitable times in keeping with the curriculum timetable. The new and reconfigured buildings will be accessible and will create opportunities to integrate the facility into the community with community usage opportunities helping to upskill people.</p>

	<p>There is a local community centre and a piece of redundant land owned by the Council that borders the school perimeter and it is the intention of the Council as part of this proposal to investigate utilising the land as part of a wider campus to encompass improved parking and drop off facilities and potentially shared use of the community hall by the school and the local community. This is in line with the Council's ambition to maximise the use of its assets for the benefit of local communities.</p> <p>Community Benefits: As part of the funding requirements for all 21st Century School proposals, Welsh Government stipulates that Community Benefits are a core requirement of any contract procurement and will therefore be scored as part of the Quality evaluation. These include a number of targets around local recruitment and training, supply chains, community and education initiatives.</p>
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7. Welsh Language (Wales) Measure 2011 and Welsh Language Standards

(The Welsh Language Measure 2011 and the Welsh Language Standards require the Council to have 'due regard' for the positive or negative impact a proposal may have on opportunities to use the Welsh language and ensuring the Welsh language is treated no less favourably than the English language) insert link to WL Commissioners Policy Making Standards Guidance



Requirement	Does the proposal have any positive, negative or neutral impacts on the following and how?	If there are negative impacts how will these be mitigated?	What evidence has been used to support this view? e.g the WESP, TAN20, LDP, Pupil Level Annual School Census
<p>Links with Welsh Government's Cymraeg 2050 Strategy and CCBC's Five Year Welsh Language Strategy 2017-2022 and the Language Profile</p>	<p>Positive Pupils make good progress in developing their Welsh language skills as they move through the schools.</p> <p>Positive Engagement with Caerphilly's Welsh Language Forum will be undertaken as part of the</p>	<p>Not applicable</p>	<p>Welsh Language (Wales) Measure 2011 (legislation.gov.uk)</p> <p>Key legislation giving the Welsh Language official legal status in Wales.</p> <p>Caerphilly Welsh in Education Strategic Plan 2017-2020</p>

	<p>implementation of this proposal to ensure that all the relevant organisations are involved in the promotion of the Welsh language.</p>		<p><u>Caerphilly - Welsh Language Strategy 2017-2022</u></p> <p>The target to increase the Welsh speaking population by 3% over the duration of the strategy</p> <p><i>Strategic area 2 -</i></p> <p>Increase the use of the Welsh language amongst children and young people and improve their awareness of the value of Welsh.</p> <p> </p> <p>Strategic area 5-</p> <p>Increase opportunities for people to use the Welsh language in the workplace by enabling and supporting fluent staff and staff who are learning, to use the Welsh language in the workplace.</p> <p> </p> <p><u>Technical Advice Note 20 – Planning and the Welsh Language</u></p> <p>The purpose of TAN20 is to provide guidance on how the Welsh language may be given appropriate consideration in the planning system and on compliance with the requirements of planning and other relevant legislation</p> <p> </p> <p><u>Welsh Language Strategy – Cymraeg 2050.</u></p>
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			<p>The strategy recognises the need to provide Welsh speakers with easily accessible opportunities to use their skills in social and work settings.</p> <p>Menter Iaith Caerffili : Welsh Language Profile 2016</p> <p>This profile examines the position of the Welsh language in the County Borough of Caerphilly, and the way that Welsh speakers in the area use the Welsh language in their communities.</p> <p>Pupil Level Annual School Census (PLASC)</p> <p>Statistical Information relating to the numbers of pupils at local authority level and their language medium for education:</p> <p>Caerphilly Region Figures (2019/20 data set)</p> <ul style="list-style-type: none"> • Welsh Medium – 4,676 • English medium – 23,126
<p>Compliance with the Welsh Language Standards.</p> <p><i>Specifically Standards 88 - 93</i></p>	<p>Positive</p> <p>Any meetings with the school to discuss provision of education through the child / family's preferred language and the right that they have to this under the Welsh Language</p>	<p>The process during both the Consultation period and Objection period will ensure that key consultees are targeted as outlined in the CCBC</p>	<p>Welsh Language (Wales) Measure 2011 (legislation.gov.uk)</p> <p>Key legislation giving the Welsh Language official legal status in Wales.</p> <p>Caerphilly Welsh in Education Strategic Plan 2017-2020</p>

	<p>Measure can be accommodated at present. This creates opportunities for persons to use the Welsh language and treats the Welsh language no less favourably than the English language.</p> <p>Positive</p> <p>All documentation including the website relating to the proposal is produced in Welsh and English, further supporting use the Welsh language and treating the Welsh language no less favourably than the English language.</p> <p>Positive</p> <p>It will be possible to send and receive all consultation and objection responses in Welsh and English ensuring that the Welsh language is treated no less favourably than the English language.</p>	<p>Consultation and Engagement Framework; the process will provide opportunities to respond in the language of choice – Welsh or English.</p> <p>In addition, the views of children and young people affected by this proposal will be consulted upon through targeted information and feedback sessions and the production of child friendly versions of the documentation also available in either Welsh or English.</p>	<p><u>Caerphilly - Welsh Language Strategy 2017-2022</u></p> <p>The target to increase the Welsh speaking population by 3% over the duration of the strategy</p> <p><i>Strategic area 2 -</i></p> <p>Increase the use of the Welsh language amongst children and young people and improve their awareness of the value of Welsh.</p> <p><i>Strategic area 5-</i></p> <p>Increase opportunities for people to use the Welsh language in the workplace by enabling and supporting fluent staff and staff who are learning, to use the Welsh language in the workplace.</p> <p><u>Technical Advice Note 20 – Planning and the Welsh Language</u></p> <p>The purpose of TAN20 is to provide guidance on how the Welsh language may be given appropriate consideration in the planning system and on compliance with the requirements of planning and other relevant legislation</p>
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			<p><u>Welsh Language Strategy – Cymraeg 2050.</u></p> <p>The strategy recognises the need to provide Welsh speakers with easily accessible opportunities to use their skills in social and work settings.</p> <p><u>Menter Iaith Caerffili : Welsh Language Profile 2016</u></p> <p>This profile examines the position of the Welsh language in the County Borough of Caerphilly, and the way that Welsh speakers in the area use the Welsh language in their communities.</p> <p><u>Pupil Level Annual School Census (PLASC)</u></p> <p>Statistical Information relating to the numbers of pupils at local authority level and their language medium for education:</p> <p>Caerphilly Region Figures (2019/20 data set)</p> <ul style="list-style-type: none"> • Welsh Medium – 4,676 • English medium – 23,126
<p>Opportunities to promote the Welsh language <i>e.g. status, use of Welsh language services, use of Welsh in everyday life in work / community</i></p>	<p>Positive Pupils make good progress in developing their Welsh</p>	<p>Not applicable</p>	<p><u>Welsh Language (Wales) Measure 2011 (legislation.gov.uk)</u></p>

	<p>language skills as they move through the schools.</p> <p>Positive</p> <p>Any meetings with the school to discuss provision of education through the child / family's preferred language and the right that they have to this under the Welsh Language Measure can be accommodated at present.</p> <p>Positive</p> <p>All signage in the proposed new build will be bi-lingual.</p> <p>Positive</p> <p>Consultation will be undertaken bilingually where this is appropriate and / or requested.</p>	<p>Signage will be bilingual</p> <p>When recruiting new staff to the school an emphasis will be placed on the ability to deliver the curriculum through the medium of Welsh; this will be considered a desirable quality.</p>	<p>Key legislation giving the Welsh Language official legal status in Wales.</p> <p><u>Caerphilly Welsh in Education Strategic Plan 2017-2020</u></p> <p><u>Caerphilly - Welsh Language Strategy 2017-2022</u></p> <p>The target to increase the Welsh speaking population by 3% over the duration of the strategy</p> <p><i>Strategic area 2 -</i></p> <p>Increase the use of the Welsh language amongst children and young people and improve their awareness of the value of Welsh.</p> <p> </p> <p>Strategic area 5-</p> <p>Increase opportunities for people to use the Welsh language in the workplace by enabling and supporting fluent staff and staff who are learning, to use the Welsh language in the workplace.</p> <p> </p> <p><u>Technical Advice Note 20 – Planning and the Welsh Language</u></p> <p>The purpose of TAN20 is to provide guidance on how the Welsh language may be given appropriate consideration in the planning system and on</p>
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			<p>compliance with the requirements of planning and other relevant legislation</p> <p><u>Welsh Language Strategy – Cymraeg 2050.</u></p> <p>The strategy recognises the need to provide Welsh speakers with easily accessible opportunities to use their skills in social and work settings.</p> <p><u>Menter Iaith Caerffili : Welsh Language Profile 2016</u></p> <p>This profile examines the position of the Welsh language in the County Borough of Caerphilly, and the way that Welsh speakers in the area use the Welsh language in their communities.</p> <p><u>Pupil Level Annual School Census (PLASC)</u></p> <p>Statistical Information relating to the numbers of pupils at local authority level and their language medium for education:</p> <p>Caerphilly Region Figures (2019/20 data set)</p> <ul style="list-style-type: none"> • Welsh Medium – 4,676 • English medium – 23,126
<p>Opportunities for persons to use the Welsh language e.g. staff, residents and visitors</p>	<p>Positive</p>		<p><u>Welsh Language (Wales) Measure 2011 (legislation.gov.uk)</u></p>

	<p>When considering the expansion of provision, recruitment and selection processes will reflect the local need but will also support job creation.</p> <p>Positive The proposal will create further opportunities for people to use the Welsh language through day to day activities, including pupils and teachers.</p> <p>Positive The Council is pro-active in supporting staff with free Welsh courses with some tailored to specific work areas. This proposal would support staff in accessing any provision as required.</p> <p>Positive Pupils make good progress in developing their Welsh language skills as they move through the school.</p> <p>Positive Foundation phase pupils develop a suitable understanding of simple Welsh words and phrases. They join in enthusiastically to sing</p>	<p>Welsh 2nd language provision is currently offered.</p> <p>Staff recruitment and selection processes will include reference to the desirable skill of being a Welsh speaker.</p>	<p>Key legislation giving the Welsh Language official legal status in Wales.</p> <p><u>Caerphilly Welsh in Education Strategic Plan 2017-2020</u></p> <p><u>Caerphilly - Welsh Language Strategy 2017-2022</u></p> <p>The target to increase the Welsh speaking population by 3% over the duration of the strategy</p> <p><i>Strategic area 2 -</i></p> <p>Increase the use of the Welsh language amongst children and young people and improve their awareness of the value of Welsh.</p> <p>Strategic area 5-</p> <p>Increase opportunities for people to use the Welsh language in the workplace by enabling and supporting fluent staff and staff who are learning, to use the Welsh language in the workplace.</p> <p><u>Technical Advice Note 20 – Planning and the Welsh Language</u></p> <p>The purpose of TAN20 is to provide guidance on how the Welsh language may be given appropriate consideration in the planning system and on</p>
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	<p>simple Welsh songs in assembly.</p> <p>They respond well to the ‘Criw Cymraeg’s’ enthusiastic efforts to encourage them to use the phrase of the week.</p> <p>By Year 2, many pupils are beginning to write simple structured sentences in Welsh, including sentences using the past tense.</p> <p>Positive Most pupils in key stage 2 build well on this good foundation of Welsh.</p> <p>By the end of key stage 2, many pupils read simple Welsh texts confidently. They are able to translate and extract information successfully and they read their own work expressively. Many older pupils write capable personal profiles, using correct sentence structures and the past tense.</p> <p>The amalgamation of the two schools will allow for greater continuity in the development of the pupils’ Welsh language skills and a larger pool of staff expertise to draw upon.</p>		<p>compliance with the requirements of planning and other relevant legislation <u>Welsh Language Strategy – Cymraeg 2050.</u></p> <p>The strategy recognises the need to provide Welsh speakers with easily accessible opportunities to use their skills in social and work settings.</p> <p><u>Menter Iaith Caerffili : Welsh Language Profile 2016</u></p> <p>This profile examines the position of the Welsh language in the County Borough of Caerphilly, and the way that Welsh speakers in the area use the Welsh language in their communities.</p> <p><u>Pupil Level Annual School Census (PLASC)</u></p> <p>Statistical Information relating to the numbers of pupils at local authority level and their language medium for education:</p> <p>Caerphilly Region Figures (2019/20 data set)</p> <ul style="list-style-type: none"> • Welsh Medium – 4,676 • English medium – 23,126
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<p>Treating the Welsh language no less favourably than the English language</p>	<p>Positive</p> <p>Any meetings with the school to discuss provision of education through the child / family's preferred language and the right that they have to this under the Welsh Language Measure can be accommodated at present.</p> <p>Positive</p> <p>All documentation including the website relating to the proposal is produced in Welsh and English</p> <p>Positive</p> <p>It will be possible to send and receive all consultation and objection responses in Welsh and English ensuring that the Welsh language is treated no less favourably than the English language.</p>	<p>Welsh 2nd language provision is currently offered</p>	<p><u>Welsh Language (Wales) Measure 2011 (legislation.gov.uk)</u></p> <p>Key legislation giving the Welsh Language official legal status in Wales.</p> <p><u>Caerphilly Welsh in Education Strategic Plan 2017-2020</u></p> <p><u>Caerphilly - Welsh Language Strategy 2017-2022</u></p> <p>The target to increase the Welsh speaking population by 3% over the duration of the strategy</p> <p><i>Strategic area 2 -</i></p> <p>Increase the use of the Welsh language amongst children and young people and improve their awareness of the value of Welsh.</p> <p> </p> <p><i>Strategic area 5-</i></p> <p>Increase opportunities for people to use the Welsh language in the workplace by enabling and supporting fluent staff and staff who are learning, to use the Welsh language in the workplace.</p> <p> </p> <p><u>Technical Advice Note 20 – Planning and the Welsh Language</u></p>
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			<p>The purpose of TAN20 is to provide guidance on how the Welsh language may be given appropriate consideration in the planning system and on compliance with the requirements of planning and other relevant legislation</p> <p><u>Welsh Language Strategy – Cymraeg 2050.</u></p> <p>The strategy recognises the need to provide Welsh speakers with easily accessible opportunities to use their skills in social and work settings.</p> <p><u>Menter Iaith Caerffili : Welsh Language Profile 2016</u></p> <p>This profile examines the position of the Welsh language in the County Borough of Caerphilly, and the way that Welsh speakers in the area use the Welsh language in their communities.</p> <p><u>Pupil Level Annual School Census (PLASC)</u></p> <p>Statistical Information relating to the numbers of pupils at local authority level and their language medium for education:</p> <p>Caerphilly Region Figures (2019/20 data set)</p>
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			<ul style="list-style-type: none"> • Welsh Medium – 4,676 • English medium – 23,126
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7a. Having considered the impacts above, how has the proposal been developed so that there are positive effects, or increased positive effects on (a) opportunities for persons to use the Welsh language, and b) treating the Welsh language no less favourably than the English language.

Need and demand

As part of the proposal to amalgamate Llanfabon Infants and Llancaeath Junior schools to form a new primary school the Council seeks to further support the local and national agenda in the development of Welsh standards in education to equip a bilingual Wales with a skilled bilingual workforce, supporting the Welsh Government's vision for Welsh in Education. The more pupils who enjoy developing their Welsh language skills in primary education, the more are likely to continue developing these skills in secondary education and have opportunities to enrich their lives in Wales using the Welsh language.

Location

The proposed site for the new primary school has been identified at Llanfabon Infants School which lies around 0.5 miles from Llancaeath Junior School. It provides minimal disruption to existing pupil travel arrangements and remains located central to the existing catchment areas within the village of Nelson.

The proposed development is sensitive to the needs of the community and there is also a clear understanding from the details provided in this Integrated Impact Assessment and related documentation to the proposal that the current and projected linguistic profile of the communities and the area support the need for English medium education.

Timing

Subject to Cabinet approval and a separate full planning application process, it is envisaged that an anticipated occupation date would be September 2024.

8. Data and Information

(What data or other evidence has been used to inform the development of the proposal? Evidence may include the outcome of previous consultations, existing databases, pilot projects, review of customer complaints and compliments and or other service user feedback, national and regional data, academic publications and consultants' reports etc.)

Data/evidence <i>(Please provide link to report if appropriate)</i>	Key relevant findings	How has the data/evidence informed this proposal?

<p>A number of areas of data feed into the research behind this proposal:</p> <ul style="list-style-type: none"> • The demographics of the local area including future trends as set out in section 6 • Projected housing developments within the area • the findings of the Welsh medium education assessment 2018 • the parental demand survey 2018 • the categorisation of school buildings including the backlog maintenance of the two schools combined • data on social disadvantage across the county borough • the demand for community use <p>These are the basis for all future trend projections of demand and provide evidence of need for additional places and upgraded facilities at this location in the county borough.</p>	<p>The 21st Century Schools and Colleges programme is a major, long-term, strategic capital investment programme. It is jointly funded by the Welsh Government and local authorities and aims to create a generation of 21st century schools in Wales with the priority areas being:</p> <ul style="list-style-type: none"> • Reduce the number of poor condition schools • Ensure that we have the right size schools in the right location • Provide enough places to deliver Welsh and English medium education • Ensure the effective and efficient use of the educational estate <p>The School Organisation Code 2018 is made under Sections 38 and 39 of the School Standards and Organisation (Wales) Act 2013 and applies to proposals in respect of maintained schools as defined at Section 98 of the 2013 Act. That is a school in Wales, which is a community, foundation or voluntary school, a community special school or a maintained nursery school. The School Organisation Code 2018, provides clear statutory guidance as to the processes that need to be adhered to when bringing forward a proposal.</p> <p>As this proposal suggests amalgamating two community schools into a new primary school and relocating the junior school to the infants' school site, the consultation process falls within the scope of the School Organisation Code. The consultation</p>	<p>The proposal will benefit pupils from within the Llancaeath Junior and Llanfabon Infants catchment areas in providing a modern fit-for purpose 21st Century provision to further enhance and support the delivery of education through the medium of English in the Nelson area.</p> <p>This Integrated Impact Assessment will be presented to Education Scrutiny Committee and Cabinet to support the decision making process</p> <p>A separate planning application process including additional consultation will be undertaken to address building and transport related issues.</p>
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	<p>process will follow that outlined in Section 3 of the School Organisation Code 2018 and will be synergistic with the CCBC “Consultation and Engagement Framework” and “Spectrum of Engagement”.</p> <p>Progression at each stage is subject to scrutiny, review and approval by Cabinet Members and, in addition, Welsh Government is engaged in the process as one of the key delivery partners and a co-funder of the project.</p>	
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Were there any gaps identified in the evidence and data used to develop this proposal and how will these gaps be filled?

Details of further consultation can be included in Section 9.

There were no gaps identified in the evidence and data used to develop this proposal.

9. Consultation

(In some instances, there is a legal requirement to consult. In others, even where there is no legal obligation, there may be a legitimate expectation from people that a consultation will take place. Where it has been determined that consultation is required, [The Gunning Principles](#) must be adhered to. Consider the [Consultation and Engagement Framework](#). Please note that this may need to be updated as the proposal develops and to strengthen the assessment.

Briefly describe any recent or planned consultations paying particular attention to evidencing the Gunning Principles.

The consultation process will proceed in line with the requirements of the School Organisation Code 2018 and be synergistic with the CCBC Consultation and Engagement Framework and the ‘Spectrum of Engagement’.

The process also supports the Involvement Principle under the 5 ways of working in relation to the Socio-economic Duty, with specific reference to the need to “be guided by the voices of socio-economically disadvantaged people”.

A wide range of stakeholders will be engaged during the consultation process as prescribed by the School Organisation Code 2018. This will include taking account of the “learner voice”. A variety of channels of communication and forms of media will be utilised in order to support strong engagement in the process.

All documentation will be made available in both Welsh and English throughout the process and other formats will be available on request.

The principles of engagement outlined in the Local Authority's Consultation and Engagement Framework 2020 will be acknowledged and the project team will engage with any additional 'interested parties' as required.

The School Organisation Code 2018 states that when undertaking a consultation process in connection with a school proposal, the Council must publish information to enable transparent, balanced and open decision making. That is the process being adopted with this proposal and it will ensure the appropriate level of consultee engagement and transparency.

The proposal is still in the formative stage until a final determination is made by Cabinet who act as the decision making body in this instance.

10. Monitoring and Review

How will the implementation and the impact of the proposal be monitored, including implementation of any amendments?

The programme is managed by a Project Board comprising of the Corporate Director – Education and Corporate Services, Head of Education Planning and Strategy, Chief Education Officer, Cabinet Member for Education and Achievement, Interim Head of Property Services and 21st Century Schools Manager. The Project Board provides the overall direction, management and control for the Programme, being accountable for the success of the Programme and is the ultimate decision making body for the Programme.

A Project Management Team comprising of the Head of Education Planning and Strategy, and resources and staff from Property Services will oversee the day to day development and implementation of each constituent project, reporting to the Board and other relevant senior officers, as appropriate.

Key personnel have received Equality Impact Assessment Awareness, Integrated Impact Assessment sessions and Equalities Awareness Training and attended training and information sessions delivered by Welsh Government. Training needs will be constantly reviewed throughout the process and addressed when the need is evident.

In addition, the 21st Century Schools Manager and Principal Officer have met with representatives from the Equalities, Welsh Language and Consultation Team to take guidance where required.

What are the practical arrangements for monitoring?

The Council recognises that the whole organisation must be skilled in making the very best use of available resources. Good project management is recognised as being an essential ingredient to success in tackling our strategic work programme.

Project management principles will be followed (Prince2 and MS Project) throughout the programme. Programme management principles will be employed for the overarching Band B programme and the project will utilise the experience of the project team involved in the Band A project. This will commence with a Programme execution plan that will define the programme objectives, responsibilities, dependant actions and risks. The latter will include risk elimination or mitigation actions and risk owner. An overall programme monitoring tool will integrate and coordinate procurement, design and construction programmes and will highlight key dependencies and the critical path.

In addition to the numerous reports that need to be produced in line with the requirements of the School Organisation Code 2018 and internal Caerphilly County Borough Council decision making processes, a business case model is followed to secure Welsh Government funding.

An initial Outline Business Case / Strategic Outline Business Case was developed at the concept stage based on the five key areas that underpin the Better Business Case Process (Five Cases Business Model).

The Business Case focused on:

- the strategic justification and investment objectives for the project (Strategic Case)
- the reasoning behind reduction of the long list to a short list of options and analysis of the options appraisal and benefits (Economic Case)
- the outline cost of the project and details of match funding and profile of spend (Financial Case)
- the proposed management structure (Management Case)
- the commercial strategy (Commercial Case)

Approval to secure the funding in principle is agreed by Welsh Government at this point prior to the proposal progressing through the consultation processes.

As the proposal progresses through the consultation processes, regular meetings with 21st Century Schools Officers in Welsh Government are held to update them on progress.

	<p>Once a final determination is made on the proposal by Cabinet, a Full Business Case will be submitted to Welsh Government which will solely focus on the tendered costs unless anything has changed since agreement to the original business case was submitted. At this point, with the approval of Welsh Government, the funding is released to implement the proposal.</p> <p>Should the proposal then be implemented (based on approval as outlined above), on completion of the works a Welsh Government Closing Report is produced, supported with full project costings and analysis as to whether the community benefits have been achieved.</p> <p>The 21st Century Schools team are required to monitor projects for their first five years through completion of post occupancy evaluation workshops with pupils and staff. This is also reported to Welsh Government and supports the Council in considering best practice and any areas for improvement on future projects.</p>
<p>How will the results of the monitoring be used to develop future proposals?</p>	<p>The Council produces a protocol document for each school opening/closure/amalgamation project. This outlines individual and team responsibilities for the full list of actions required over the 3 stages of design and pre-construction, construction and school occupation and decommissioning.</p> <p>Regular monitoring meetings take place and typically involve 21st Century Schools Team, Headteachers, Education advisers, Property Services, Catering Services, ICT, Traffic Management, Procurement and Audit representation. Relevant stakeholders will also be involved in post project evaluation to review outcomes to ensure improvements are made for future projects.</p> <p>Benefits Realisation will be monitored by the project team and Caerphilly County Borough Council and reported to Welsh Government through the project closure report and other relevant documentation. Community benefits will be reported quarterly and yearly and when the project ends.</p> <p>The project will be subject to gateway review as required by the funding agreement. The review is one by which independent practitioners from outside the programme/project use their experience and expertise to examine the progress and likelihood of successful delivery of the programme or project. Any recommendations of the review team will be taken on board and implemented as appropriate.</p> <p>A post contract review will also be undertaken.</p>

When is the proposal due to be reviewed?	Decisions (in relation to proposals which require approval or determination) must be made and issued in the form of a decision letter. The decision letter must set out clearly the reasons for the decision with reference to the School Organisation Code 2018. The Decision letter will be published electronically on the Council's website and the consultees as outlined in Section 5.6 of the School Organisation Code will be advised by letter/email of the availability of the document.
Who is responsible for ensuring this happens?	<p>Cabinet Members will be asked to review the proposal and make the final determination as to whether to implement the proposal as outlined below:</p> <p>To amalgamate the existing Llancaeath Junior School with Llanfabon Infants School on the site of the infants' school to include primary education, nursery provision, childcare provisions and community use of the facility. The existing Llanfabon buildings will benefit from a new extension and a re-configuration of the current infants' school.</p> <p>If approved, it will be the responsibility of the Author of this report (or nominated officer within their section) to ensure the Integrated Impact Assessment and proposal is reviewed and any mitigating actions followed up on and actioned.</p>

11. Recommendation and Reasoning

X

Implement proposal with no amendments



Implement proposal taking account of the mitigating actions outlined



Reject the proposal due to disproportionate impact on equality, poverty and socio-economic disadvantage

Have you contacted relevant officers for advice and guidance?

Yes X

No



12. Reason(s) for Recommendation

(Provide below a summary of the Integrated Impact Assessment. This summary should be included in the “Summary of Integrated Impact Assessment” section of the Corporate Report Template. The Integrated Impact Assessment should be published alongside the Report proposal).

It is the recommendation of this Integrated Impact Assessment and in line with the processes outlined in the School Organisation Code 2018 that Members endorse the proposal to create a new Primary School through the amalgamation of Llancaeath Junior and Llanfabon Infants Schools on the Llanfabon site to include primary education, nursery provision, childcare provisions and community use of the facility. The proposal includes the re-configuration of the current infants’ school and the building of a new extension.

The information gathered and reviewed as part of this IIA demonstrates the potential for increased demand for English medium education in the Nelson area and the need to upgrade the existing junior and infant schools to a new primary school facility.

13. Version Control

(The IIA should be used in the early stages of the proposal development process. The IIA can be strengthened as time progresses to help shape the proposal. The Version Control section will act as an audit trail to evidence how the IIA has been developed over time)

Version No.	Author	Brief description of the amendments/update	Revision Date
1.	Andrea West	To ensure compliance with the new socio-economic duty set out in section 1 of the Equality Act 2010, which came into force on 31 st March 2021, this newly established Integrated Impact Assessment (IIA) template has been utilised.	
2.			

Integrated Impact Assessment Author

Name:	Andrea West
Job Title:	21 ST Century Schools Manager
Date:	<i>A.West</i>

Head of Service Approval

Name:	Sue Richards
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Job Title:	Head of Education Planning and Strategy		
Signature:	<i>S. Richards</i>	Date:	23.7.2021