

SCHOOL REORGANISATION

STATUTORY IMPACT ASSESSMENTS Community and Welsh Language



Cyngor Sir
CEREDIGION
County Council

YSGOL LLANGWYRYFON

Date: October 2024

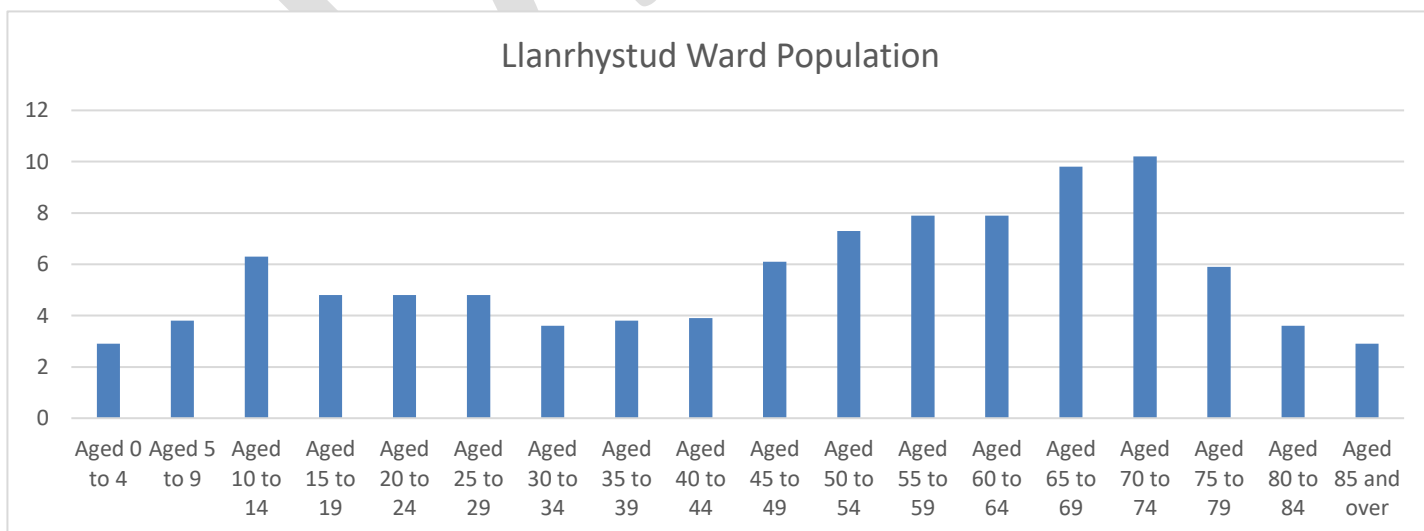
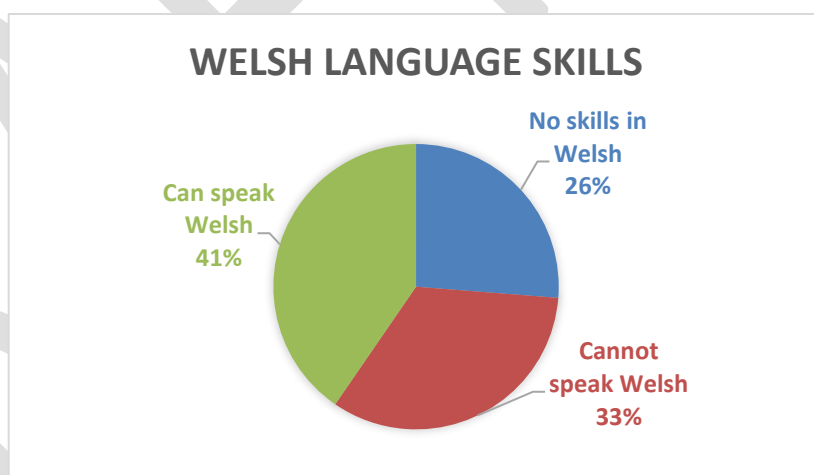
COMMUNITY IMPACT ASSESSMENT

The Welsh Government School Organisation Code (011/2018) requires local Authorities to undertake assessments of the impact on the Community and on the Welsh Language when proposing changes to the organisation of schools.

The Headteacher was invited to complete a questionnaire¹ for the purpose of assessing the current utilisation and community use of the school together with details of any activities involving the community to promote and strengthen the Welsh language.

Area profile

Ysgol LLANGWYRYFON is in the village of Llangwryfon, which is the Llanrhystud Ward with a population of 560 people. The 2021 Census data indicated the following age and language profile for the ward:



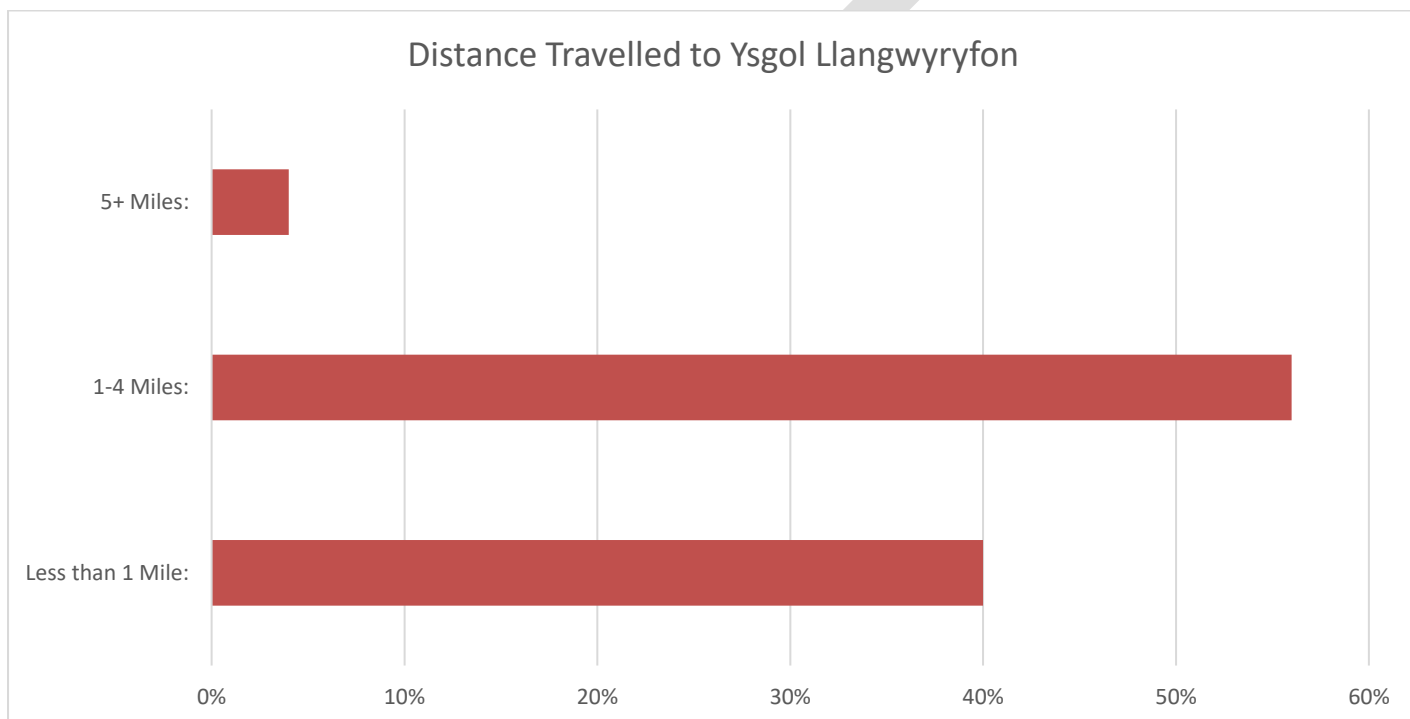
¹ Completed by Head teacher in March 2024

Proportion of pupils from the catchment area that attend the school

As there is no specific catchment area for schools in Ceredigion, parents can choose a school for their children in line with the [Local Authority's admissions policy \(2024-25\)](#)

Current distance travelled by pupils

This is the distance travelled by the current cohort from their home addresses to Ysgol Llangwryfon:



Safe Route to School and Community

Ysgol Llanilar School is less than 5.5 miles from Ysgol Llangwryfon, therefore the length of the additional journey is considered acceptable and well within the maximum 45 minutes travel time for primary pupils as noted in the Welsh Government's School Organisation Code.

Other facilities and services the school accommodates

In accordance with the School Organisation Code the following information was provided by the headteacher with regards community use and promotion of the Welsh language.

Provide details of before-school and after school activities i.e., breakfast club, after school club:

A Clwb Cyn Ysgol (club before school) is held every morning from 8:10am under the care / guidance of staff. During this period, pupils are provided with a variety of resources such as chessboards and drafts, puzzle books, jigsaws, building materials and so on. Welsh is the language medium of the Clwb Cyn Ysgol (Clwb Clonc).

Pupils attending the Club will have the additional opportunity beyond official school hours to communicate and socialise through the medium of Welsh.

There has been no demand across the years for an After School Club as a great many of the schools' families use extended family to meet their childcare requirements.

What additional facilities does the school provide e.g. youth clubs, play group?

An Urdd Club is held after school for pupils of Year 1 and upwards.

A programme of Welsh language and culture is provided such as Boards Game Night, Beetle Drive, Art Activities, St David's Quiz, Potes Games etc. During the Urdd club also we do activities such as litter picking in the local area.

A high percentage of pupils attends the Urdd Club.

Provide details of use outside school hours and/or during school holidays:

The school is used beyond school hours to further improve parents' ICT skills such as and ICT Workshop / use of the Hwb website for parents led by the schools' ICT Coordinator.

The school is also used outside of school hours for many and varied community events such as the following: Cawl a Chân, Bingo, Show Films, Dancing Twmpath, Christmas and Summer Fairs, Christmas Concert. These events are open for the whole community, and the Support from the local people is particularly good.

Is the school used for public meetings or events? If so, please provide details and frequency.

Meeting of the local Cylch Meithrin, Governing Body and Parents, Friends and Teachers' Committee are held regularly in the school-at least once every half term.

Welsh-medium and/or bilingual community events are organised and held:

Cawl â Chan Night – occasional

Bingo Night – occasional

Film Night – occasional

Dancing Twmpath Night– occasional

Summer Fair – annual

Christmas Fair - occasional

School Christmas Concert (two performances)

What are the current local community facilities e.g. businesses, village hall, playground, holiday play schemes etc.?

The following facilities are currently available in the local community :

Village Hall, Chapel and Church, Shop (currently closed but the space is used occasionally-with permission from the shopkeeper – to sell items made by pupils of the school as part of enterprise projects), Commercial Products Businesses, Commercial Services, Guest and Catering Businesses

There are no public green spaces in the village of Llangwryfon. The schoolyard is the only place children have to play beyond their own tallow.

Are there any Childcare providers in the area, is so please provide details:

A Cylch Meithrin is situated in the local area and is held in the Village Hall which is within a stone's throw away from the school, and accepts children from the age of 2 years old. There is a close and effective relationship with the local Cylch Meithrin. The Headteacher is on the Cylch Meithrin Committee. Resources are shared between the two organisations; some joint trips are organised, the Cylch are occasionally invited to the school for a singing and play session and they are asked to perform an item at the annual Thanksgiving Service and take part in the School Eisteddfod.

Cylch Ti a Fi is also held in the Village Hall and there is quite a few new parents in attendance. Currently, no individuals provide childcare within the local community.

It is seen that over many years, families in the area use extended family to provide Welsh-medium childcare.

Are there any pre and after school activities which provide additional opportunity to use Welsh in the school e.g. the Urdd, Mentrau Iaith clubs;

An Urdd Club is held after school for every pupil from year 1 and older.

Community events are held through the medium of Welsh such as Cawl a Chân, Bingo, Show Film, Twmpathau Danws, Fairs, Concerts, etc.

Does the school provide facilities for members of the community to learn Welsh, or undertake activities through the medium of Welsh?

Events are held under the Welsh Charter arch to promote the use of Welsh and Welshness within the school and among parents and the wider community - such as distributing books / resources to promote understanding of the language; offering guidance to parents on reading at home with their children; prepare posters about Welsh glossary to display in the local area; participate in Shwmae/Sumae Day activities; Eisteddfod y Cardi; attend a meeting of the Clwb Croeso (for newly retired people and new entrants to the area) to play board games/chat.

In addition, guidance is distributed occasionally and in the medium of Welsh to parents with the wider community relating to Recycling, healthy eating and mental well-being.

All events held at the school are through the medium of Welsh or bilingual so it is an ideal environment for anyone learning Welsh to immerse themselves in the language and practise listening and talking.

Any other information you would like to be included:

Welsh is the natural language of socialising between lessons and playing during school breaks.

It is ensured that visitors to the school communicate with the children through the medium of Welsh (but there will be a few exceptions to this during the educational year)

Volunteers come from the local community to read with the children, which is of educational benefit to the children, but also beneficial in terms of developing social skills.

The school and its children contribute to the local community by:

- * Singing in old people's homes at Christmas
- * Making collections for Food Banks
- * Preparing goods for the homeless
- * Fundraising for numerous charities such as Children in Need , Ukrainian Appeal, MacMillan, Comic Relief,
- * Participation in Christmas and Summer time events by the YFC for school pupils and young people in the area
- * Maintenance of the Children's Garden in the village with members of the Gardening Club
- * Going to the Clwb Croeso meeting to play games/ chat
- * Participating in community events such as Cwrdd y Mynydd at the top of Mynydd Bach, Thanksgiving Service in Church, Village Eisteddfod/ 'Cwrdd Bach' in the chapel
- *Take part in performances to mark local historical events such as the 'Rhyfel y Saes Bach'
- *Performing at the village's Carol Singing Service at Christmas

All this community activity in our view promotes community cohesion and strengthens the sense of belonging to community amongst the pupils.

Below are some quotation from the Estyn inspectors report from May 2022

- By promoting pupils to make full use of Welsh in all aspects of school life, staff ensure a very strong Welsh ethos.
- The youngest pupils who have Welsh new to them learn the language quickly.
- Pupils take pride in the Welsh language and use it naturally in conversation with each other within their classes and during break times
- They are very proud of their school and enjoy being part of its community . They appreciate opportunities to visit the local area regularly
- Pupils have experiences that develop them into informed citizens about their area and legacy and proud of their Welshness and nation.

Facilities that could be enhanced in the event of the school closure

The above-mentioned facilities could see enhanced use.

Facilities provided by Ysgol Llanilar (alternative school) as noted in a questionnaire completed by the Headteacher:

Provide details of before-school and after school activities i.e., breakfast club, after school club:

The school offers a successful Breakfast Club which starts at 8.15am. The club is run by school staff and is a chance for the children to socialise, play and have breakfast before the school day starts.

An after school club called Clwb llar is held every Tuesday, Wednesday and Thursday. The club is £7 and is open until 5.15pm.

What additional facilities does the school provide e.g. youth clubs, play group?

Every Monday Adran yr Urdd Bro llar is held where the children in the foundation phase play games, take part in sports and craft activities. This will lead to opportunities for learners to take part in sports competitions and the Urdd's Eisteddfod.

BMO Coaching offers fitness sessions after school for children from Reception to Year 2 every week.

Are there any pre and after school activities which provide additional opportunity to use Welsh in the school e.g. the Urdd, Mentrau Iaith clubs;

Every Monday Adran yr Urdd Bro llar is held where the children from the foundation phase play games and have fun through the medium of Welsh.

BMO Coaching offers fitness sessions in Welsh after school for children from Reception to Year 2 every week.

Does the school provide facilities for members of the community to learn Welsh, or undertake activities through the medium of Welsh?

The school plays a crucial part in the community. Llanilar Community Primary School won the Siarter Iaith Gold Prize and encourages our community to use and be proud of our Welshness which is an important part of this accreditation. Our Cewri Cymraeg have shared QR codes across businesses within the community with phrases to support and encourage people to start conversations in Welsh. We host events frequently during the year for families and the school community performs and participate in activities through the medium of Welsh.

Parents, carers and the community of the school are encouraged to learn Welsh by sharing course information online. These are shown on the noticeboards outside the school.

The school pupils frequently entertain the Llanilar Cylch Ti a Fi by singing Welsh songs. Llanilar Cylch Meithrin visits the school weekly to listen to stories in order to strengthen the relationship

between the Cylch and the school. Additionally, members from the Women's Institute visit to read and chat with the learners weekly.

How parents' and pupils' engagement with the alternative school will be supported

Close engagement with the pupils, the parents and the community would be vitally important. It would be necessary to support the process of integrating the pupils in a sensitive and careful manner in order to ensure continuation and progression in their learning. The individual needs of the pupils would need to be considered to ensure an effective transition. It is acknowledged that there could be an impact on pupils' ability to participate in after school activities.

Impact on health and wellbeing

Pupils who currently walk to school can continue to walk to a designated pick-up point in Llangwryfon close to the existing location.

Impact on public transport provision

If the proposal was approved, it is not envisaged that it will have any implication on public transport provision.

Impact on wider community safety issues

It is not envisaged that there will be any impact on wider community safety.

If closure would encourage families to leave the community or discourage families from moving to the community

The information provided by the school details the current community events and facilities available for families with primary school age children. If the school were to close, it is possible that some families could potentially move from the area or for others to be discouraged from moving to the area.

Impact closure could have on other local services

The village benefits from having a Hall, Church and Chapel, as confirmed above, are used by community groups.

What community activities would cease or be diminished by being required to move elsewhere

Details of the use of the school by the local community has been detailed above and it confirms a strong link with the local community and local Church and Chapel.

Whether the loss of the school will have a detrimental effect on the wider economy of the community

If the proposal is approved, the closure of the school may have a limited impact on the wider economy of the community.

Overall effect of closure on the local community

The information provided by the school with regards community use has been detailed above and whilst the school and grounds are used for community events, the village does benefit from other facilities.

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WELSH-LANGUAGE IMPACT ASSESSMENT

Language category of the school: Welsh Medium

Language category of the alternative school: Welsh Medium

All pupils in the Foundation Learning Phase experience areas of learning through the medium of Welsh. Welsh is the main teaching medium at Key Stage 2. English is introduced formally as a subject at Key Stage 2 and may occasionally be used for some aspects of other subjects.

Facilities for members of the community to learn Welsh and undertake activities through the medium of Welsh and where alternative facilities could be provided:

The school questionnaire states members of the community are invited to join in with school activities.

Appropriateness of providing additional after school facilities at the alternative school to secure standards in the Welsh language:

A questionnaire completed by Ysgol Llanilar stated:

“The school plays a crucial part in the community. Llanilar Community Primary School won the Siarter Iaith Gold Prize and encourages our community to use and be proud of our Welshness which is an important part of this accreditation. Our Cewri Cymraeg have shared QR codes across businesses within the community with phrases to support and encourage people to start conversations in Welsh. We host events frequently during the year for families and the school community performs and participate in activities through the medium of Welsh.

Parents, carers and the community of the school are encouraged to learn Welsh by sharing course information online. These are shown on the noticeboards outside the school.”

The school pupils frequently entertain the Llanilar Cylch Ti a Fi by singing Welsh songs. Llanilar Cylch Meithrin visits the school weekly to listen to stories in order to strengthen the relationship between the Cylch and the school. Additionally, members from the Women’s Institute visit to read and chat with the learners weekly.

Every Monday Adran yr Urdd Bro llar is held where the children from the foundation phase play games and have fun through the medium of Welsh.

BMO Coaching offers fitness sessions in Welsh after school for children from Reception to Year 2 every week.

How parents' and pupils' engagement with the alternative school and the specific language enhancement it offers could be supported:

Close engagement with the pupils, the parents and the community would be vitally important. It would be necessary to support the process of integrating the pupils in a sensitive and careful manner in order to ensure continuation and progression in their learning. The individual needs of the pupils would need to be considered to ensure an effective transition. It is acknowledged that there could be an impact on pupils' ability to participate in after school activities.

Observations provided by the Local Authority's Welsh Medium education forum and Information on how the proposal fits with the Authority's Welsh in Education Strategic Plan:

The Welsh language forum meets termly to monitor the Welsh in Education Strategic Plan. The proposal does not impact on the recommendations within the WESP as both schools are existing Welsh medium schools.

WELSH LANGUAGE STRATEGIC PLAN

Ceredigion County Council's Welsh in Education Strategic Plan 2022-32 is clear in its aim and principle of developing our pupils' ability to use both Welsh and English fluently and confidently in a variety of situations. This will enable them to become full members of the bilingual society of which they are a part, fostering pride in the languages, heritage and culture of Ceredigion and Wales.

Ceredigion Education Authority seeks to ensure appropriate emphasis on the Welsh language and culture and strongly believes in the educational value of being able to communicate fluently in both Welsh and English as a benefit to all pupils. The Education Authority declares itself firmly in favour of developing pupils who are confidently bilingual in all of Ceredigion's primary and secondary schools.

The Ceredigion Schools' Language Strategy (2008) is key to the success of the bilingual provision and the Ceredigion Schools' Language Policy is a firm and unambiguous basis for the Welsh in Education Strategic Plan 2022-32, and the provision and implementation of practical targets will lead to progress in bilingualism at all levels.

Ceredigion Education Authority seeks to ensure that children and young people are offered rich, relevant and creative contexts (including ICT developments and Digital Competency), enabling them to extend and apply their language skills. Offering opportunities to enhance oral skills (specifically) at all stages of the educational journey is a core element in order to ensure fluent and confident speakers.

The Authority will also ensure that families are aware of, and have access to the support available, as their children and young people develop along the language pathway/continuum. The Authority will continue to focus on strengthening the Welsh language in its primary schools through investment and improvements to the provision, to create firm foundations for learning through the medium of Welsh and other languages in secondary school.

The Authority will work on a regional and cross regional level to share resources and expertise and encourage links between schools to improve the quality of language teaching and learning.

The Authority, through this strategy is contributing to its duty under the Well-being of Future Generations (Wales) Act 2015 to promote and safeguard the culture and heritage of Wales and the Welsh language. It contributes to the goal of 'a Wales of vibrant culture and thriving Welsh language.'

This scheme is intertwined with the Welsh Government Language Strategy of creating one million Welsh speakers by 2050. Ceredigion Education Authority agrees with the view that the education system is the main method of ensuring that children develop their Welsh language skills, and of creating new Welsh speakers.

[Welsh in Education Strategic Plan 2022-2032 \(ceredigion.gov.uk\)](https://www.ceredigion.gov.uk/welsh-in-education-strategic-plan-2022-2032)

Potential impact (Ysgol Llangwryfon)	The impact of the proposal on the Welsh language and the community			Current situation	Possible Mitigations should the proposal be implemented
	Positive	Negative	Neutral		
Medium of Education			✓	Both schools – Ysgol Llangwryfon and the alternative school – are Welsh medium schools.	
Opportunities for pre school children to use Welsh	✓			<p>“Ti a Fi” groups exist in both areas.</p> <p>Cylch Meithrin Llangwryfon closed in Summer 2024.</p> <p>Cylch Meithrin run by Mudiad Meithrin at the alternative school site with weekly visits to the school strengthening the links between the community and the school</p>	<ul style="list-style-type: none"> • Discussion with Mudiad Meithrin to organise sessions for parents to enable the sharing of information on the alternative school's Nursery provision • Campaign to promote the area’s education provision - Nursery to Primary School - including the preparation and distribution of information leaflets, advertisements in the newspaper or/and on social websites • New campaign to distribute "Byw a Bod" booklet to parents

					<ul style="list-style-type: none"> • LEARN** sub-committee and CERED* to organise social sessions for families to encourage the use of the Welsh language
Transfer to Welsh medium/ English medium Secondary School		✓		<p><u>PLASC Data 2024:</u> 100% (6) of Ysgol Llangwryfon children transferred to Welsh medium schools.</p> <p>75% (15) of Year 6 children in the alternative school transferred to Welsh medium schools and 21% (4) transferred to an English medium school, 4% (1) transferred to schools outside the County.</p>	<ul style="list-style-type: none"> • Discussion with Secondary and Through Age School Headteachers to discuss transition arrangements • Welsh Language Support Team and CERED* to organise sessions to raise awareness of the benefits of Welsh language education - to be held for parents of pre-school and Year 6 children in the area • Promote Language Immersion Centres for latecomers ensuring their integration into Welsh-medium education.

<p>Extra-curricular opportunities for pupils to use Welsh</p>			<p>✓</p>	<p>Ysgol Llangwryfon offers a pre-School Club (Clwb Clonc) which offers the opportunity to socialise beyond school hours together with the after-school Urdd Club for Year 1 pupils and upwards.</p> <p>The alternative school offers a Breakfast Club and Clwb llar which is an after-school Club for pupils and Adran yr Urdd for children from the age of 4.</p>	<ul style="list-style-type: none"> • Youth Service and CERED* to consider Welsh language social activities for children and young people in the area • Discussion with Urdd Officer to consider establishing Adran yr Urdd in Llangwryfon
<p>Opportunities for pupils to participate in Siarter Iaith county activities</p>			<p>✓</p>	<p>Both schools are active in Siarter Iaith school activities.</p> <p>Ysgol Llangwryfon has secured the Siarter Iaith Silver Award (showing that there is a Welsh ethos at the school).</p>	

				The alternative school has secured the Siarter Iaith Gold Award (showing that there is a strong Welsh ethos at the school).	
The sustainability of the Welsh language ethos and the use of Welsh by pupils in class and during breaks			✓	<p>The Welsh ethos exists in both schools as highlighted by the Siarter Iaith Awards and Estyn inspection comments:</p> <p>Ysgol Llangwryfon Estyn Inspection noted: <i>"Pupils take pride in the Welsh language and use it naturally when conversing with each other within their classes and during break times... By promoting pupils to make full use of Welsh in all aspects of school life, staff ensure a very strong Welsh ethos... the pupils are proud of their heritage and their Welshness"</i></p>	

				<p>Ysgol Llanilar Estyn Inspection noted: "<i>The school has a robust Welsh ethos which provides various opportunities for pupils to develop positive approaches to the Welsh language. The provision promotes pupils to make full use of Welsh in all aspects of school life.</i>"</p>	
Use of Welsh in the community			✓	<p>A number of community groups support and promote the Welsh language in the Llangwryfon area eg. Young Farmers Club, Urdd, Cymdeithas Tabor, Clwb Croeso Eisteddfod y Cardi.</p> <p>Llangwryfon village hall offers a range of Welsh social activities</p> <p>Both schools are involved in the</p>	<ul style="list-style-type: none"> • Increase CERED's* provision and involvement with the area working with the community to identify social activities to promote use of the Welsh language • CERED* to work with local businesses to increase the use and visibility of Welsh through schemes such as 'Hapus i Siarad' • Discussion with Aberystwyth University's

				<p>local community and pupils have a wealth of community experiences through the medium of Welsh.</p>	<p>Welsh for Adults Team to consider setting up Welsh lessons locally</p> <ul style="list-style-type: none"> • Promoting the 'Croeso i Geredigion' Welcome Pack in the area (for newcomers) • Youth Service to discuss with the Urdd and YFC organisations to consider potential projects to strengthen engagement with children and young people in the area • Bilingual Futures Forum LEARN and BELONG sub-committees** to discuss and consider the impacts of the proposal, drawing together various organisations to consider potential projects to promote the Welsh language and culture locally • Ceredigion's new Language Strategy puts in place actions to promote Welsh
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					<p>and Welshness across the county</p> <ul style="list-style-type: none"> • The County Council's Community Grants Department to promote community grants for Welsh language related projects • Support the work of Bro 360, to promote Welsh-medium cultural and social events. Encourage the opportunities to share stories of importance locally. • Possibility of creating a Community Hub on the current school site ***
Welsh language activities in the community			✓	<p>Meetings of the Governing Body and Parents, Friends and Teachers Committee are held regularly at Ysgol Llangwryfon.</p> <p>Welsh-medium community events are organised and</p>	<ul style="list-style-type: none"> • Ceredigion's new Welsh Language Strategy provides a clear focus to promote the Welsh language across the County • Increase CERED's* provision and involvement with the area working with the

				<p>run by a number of different organisations including the YFC, the Chapel etc across the area.</p> <p>Thriving community organisations in the village including the Chapel, Church, YFC, Cymdeithas Tabor.</p>	<p>community to identify social activities to promote the use of the Welsh language</p> <ul style="list-style-type: none"> • Bilingual Futures Forum BELONG sub-committee** to discuss and consider the effects of the proposal, drawing together various organisations to consider potential projects to promote the Welsh language and culture locally • Possibility of creating a Community Hub on the current school site ***
Number of Welsh speakers in the future			✓	<p>Thriving community organisations in the village such as Chapel, Church, YFC, Cymdeithas Tabor.</p>	<ul style="list-style-type: none"> • Pupils continue to receive Welsh language education at alternative school • Ceredigion's new Welsh Language Strategy provides a clear focus to promote the Welsh language across the County • Increase CERED's*

					<p>provision and involvement with the area working with the community to identify social activities to promote the use of the Welsh language</p> <ul style="list-style-type: none"> • Bilingual Futures Forum BELONG sub-committee** to discuss and consider the effects of the proposal, drawing together various organisations to consider potential projects to promote the Welsh language and culture locally • Promote the 'Croeso i Geredigion' Welcome Pack in the area (for newcomers)
Visibility of Welsh in the community		✓		The Welsh language is visible through school activities, pupils' activities in the community and other community based activities	<ul style="list-style-type: none"> • Increase CERED's* provision and involvement with the area working with the community to identify social activities to promote the use

				run by organisations such as YFC, the Urdd, Cymdeithas Tabor	<p>of the Welsh language</p> <ul style="list-style-type: none"> • CERED* to work with local businesses to increase the use and visibility of Welsh through schemes such as 'Hapus i Siarad' • Promote the 'Croeso i Geredigion' Welcome Pack in the area (for newcomers)
Viability of other community resources			✓	Thriving community resources exist in the village such as Chapel, Church, Village Hall with local organisations making regular use of them	<ul style="list-style-type: none"> • The County Council's Community Grants Department to promote community grants for Welsh language -related projects and further develop existing community resources • Possibility of creating a Community Hub on the current school site ***

*CERED– Ceredigion Welsh Language Initiative

**LEARN and BELONG Sub-Committees - The Ceredigion Bilingual Futures Forum is made up of representatives from various organisations and is responsible for monitoring the implementation of the Ceredigion Language Strategy which aims to develop the use of the Welsh language in the County. In 2024, 4 sub-committees were created to focus on each of the 4 strategic themes of the Language Strategy - Learn, Belong, Live and Succeed. The LEARN sub-committee will

focus on actions relating to Education, Skills and activities for children, young people and families. The BELONG Subcommittee will focus on actions relating to the Welsh language in the community and Welsh Culture.

*** The Statutory Consultation Document states "the school will initially be offered as a resource to the local community"

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EQUALITY IMPACT ASSESSMENT

The Equality Act 2010

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies, and makes it easier for people to understand and comply with it. The majority of the Act came into force on the 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty') replacing the separate duties on race, disability, and gender equality. This came into force on the 5 April 2011.

What is the general duty?

The aim of the general duty is to ensure that the public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of the services and that they are kept under review. This will achieve better outcomes for all.

Under the legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends the coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that the duty to pay 'due regard' be demonstrated in the decision-making process. It is also important to note that the public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

Socio-economic Duty


It would be necessary to support the process for all pupils including those from economically deprived backgrounds in a sensitive and careful manner in order to ensure continuation and progression in their learning process. All pupils in the primary sector are entitled to a free school meal.

Protected Characteristic	Impact			Details of the nature of impact
	Positive	Negative	Neither	
Age	✓			Pupils would attend a school with a larger cohort of pupils where pupils would be taught in classes of similar age range, providing additional opportunities for peer support and learning
Disability	✓			Ysgol Llanilar complies with DDA and offers improved facilities. Support will be provided where necessary to support pupils who have specialist needs in an appropriate and secure environment. All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
Gender reassignment / transgender			✓	Any pupils, parents/carers and staff will be treated equitably and in line with the relevant policies.
Marriage or civil partnership			✓	All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
Pregnancy or maternity			✓	All staff employed at the school will be treated equitably regardless of their status within this protected characteristic.
Race			✓	Integration support will be provided where necessary in an appropriate manner.
Religion or Belief or non-belief			✓	All schools adhere to the requirements of the Curriculum for Wales.
Sex/Gender identity			✓	This will not have any detrimental impact on the provision provided. All stakeholders falling into this protected characteristic will be treated equitably in line with relevant policies and procedures.
Sexual Orientation			✓	Any stakeholders falling into this protected characteristic will be treated equitably in line with relevant policies and procedures.
Socio-economic disadvantage			✓	All primary school pupils receive free school meals. Everyone is treated equally irrespective of their personal circumstances.


THE WELL-BEING OF FUTURE GENERATIONS (WALES) ACT 2015

The Well-being of Future Generations (Wales) Act 2015 gives a legally-binding common purpose of seven Well-being Goals and five Ways of Working designed to support and deliver a public service that meets the needs of the present without compromising the ability of future generations to meet their own needs.


Long term

	<p>The importance of balancing short-term needs with the need to safeguard the ability to also meet long-term needs</p>	<p>Ensuring the long-term sustainability of education in Ceredigion and ensuring that there are sufficient school places to meet the needs both now and in the future.</p>
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Prevention

	<p>How acting to prevent problems occurring or getting worse may help public bodies meet their objective</p>	<p>The annual review of school places to include pupil projections and financial resilience is undertaken in line with the objectives of the Corporate Strategy.</p>
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Integration

	<p>Considering how the public body's well-being objectives may impact upon each of the well-being goals, on their other objectives, or on the objectives of other public bodies</p>	<p>Community integration is a focus of all schools creating an environment to support culture, heritage and the Welsh language.</p>
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Collaboration

	<p>Acting in collaboration with any other person (or different parts of the body itself) that could help the body to meet its wellbeing objectives</p>	<p>Increase collaboration between services and communities to ensure the continued delivery of education to all pupils.</p>
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Involvement

	<p>The importance of involving people with an interest in achieving the well-being goals, and ensuring that those people reflect the diversity of the area which the body serves</p>	<p>The statutory consultation process provides an opportunity for all stakeholders (to include pupils, staff, governors and the community), to respond to the proposal.</p>
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