

Isle of Anglesey County Council	
Report to:	The Executive
Date:	May 22, 2025
Subject:	Modernising Learning Communities and Developing the Welsh Language Strategy – potential new secondary school building in the Holyhead area
Portfolio Holder(s):	Councillor Dafydd Roberts
Head of Service / Director:	Aaron C. Evans Director of Education, Skills and Young People
Report Author: Tel: E-mail:	Emrys Bebb williambebb@ynysmon.llyw.cymru
Local Members:	Councillor Glyn Haynes Councillor Robert Llewelyn Jones Councillor Jeff M. Evans Councillor Pip O'Neill Councillor Trefor Lloyd Hughes Councillor Keith Roberts Councillor Dafydd Rhys Thomas Councillor Gwilym O. Jones Councillor Ken Taylor Councillor John I. Jones Councillor Arfon Wyn Councillor Douglas M. Fowlie Councillor Neville Evans

A –Recommendation/s and reason/s
<p>It is recommended that the Executive:</p> <ol style="list-style-type: none"> 1. Approves the proposal to “Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-old learners” and 2. Authorise officers to undertake the necessary statutory consultation. <p>Reasons:</p> <p>Officers have considered reasonable alternatives for secondary education provision in the Holyhead area. Officers conclude that a new building for Ysgol Uwchradd Caergybi worth around £66 million is the preferred option. This will ensure the current and long-term sustainability of secondary education in Holyhead and Holy Island and ensure that there are sufficient secondary places to meet current and future demand.</p>

B – What other options did you consider and why did you reject them and/or opt for this option?

In part 6 of the appended proposal paper, 6 options referred to as reasonable alternatives were considered. Another 3 options were considered but were not considered as reasonable alternatives. All options have been assessed against the key challenges identified for Ysgol Uwchradd Caergybi.

C – Why is this a decision for the Executive?

The Executive is responsible for school organisation matters, in accordance with the Council's Constitution.

Ch – Is this decision consistent with policy approved by the full Council?

It is in line with the Modernising Learning Communities and Developing the Welsh Language Strategy (adopted by the Executive Committee in July 2023).

D – Is this decision within the budget approved by the Council?

Yes – see part 7 of the appended proposal paper.

Dd – Assessing the potential impact (if relevant):

1	How does this decision impact on our long term needs as an Island?	This potential decision will ensure the long-term sustainability of secondary education in the Holyhead area and ensure that there are sufficient school places to meet the needs now and into the future. It will also ensure that new school buildings are fit for purpose and meet BREEAM standards and the standards of the Welsh Government's Modernisation of Learning Communities programme.
2	Is this a decision which it is envisaged will prevent future costs / dependencies on the Authority? If so, how?	Two possible ways of funding the project are outlined in the proposal paper. 1. The proposal is funded 65:35 by the Welsh Government through the Modernisation of Learning Communities and the Council programme. The Council's investment will be through a 50-year loan, partly financed through the capital receipts. 2. If the project is funded through the Mutual Investment Model (MIM), the

Dd – Assessing the potential impact (if relevant):		
		Project Company (the company responsible for the construction) will be responsible for the maintenance of the school for the duration of the contract (25 years).
3	Have we been working collaboratively with other organisations to come to this decision? If so, please advise whom.	<p>The Council has collaborated with a number of bodies on an engagement process on post-16 education in Anglesey.</p> <p>Responses were received from learners, parents/guardians, staff, governors, elected members, the public and other stakeholders in relation to the post-16 education provision for Ynys Môn. The providers included in the engagement were:</p> <ul style="list-style-type: none"> • Ysgol Sir Thomas Jones • Holyhead High School • Ysgol Gyfun Llangefni • Ysgol David Hughes • Ysgol Uwchradd Bodedern • Grŵp Llandrillo Menai - Coleg Menai and Coleg Glynllifon <p>The recommendation of the report was:</p> <ol style="list-style-type: none"> 1. 'Develop a closer working relationship between existing providers' 2. Authorise officers to prepare a 'Strategic Plan for the development of a closer working relationship between existing post-16 providers', which will seek to address or mitigate the challenges currently facing post-16 education provision on Anglesey, and to strengthen the rights and experience of post-16 learners. <p>This gives the Executive a solid basis to authorise officers to consult on this proposal if this is approved by the Executive.</p> <p>Co-operation with and information obtained from Estyn, GwE, Community Councils and the school has formed part of this proposal.</p>

Dd – Assessing the potential impact (if relevant):		
		If the proposal is approved and the potential project is approved, it is anticipated that the Council will consult with stakeholders as listed in the School Organisation Code for the statutory consultation process that may follow.
4	Have Anglesey citizens played a part in drafting this way forward, including those directly affected by the decision? Please explain how.	<p>Yes – there were 779 responses from Anglesey citizens as part of the engagement process on post-16 education provision.</p> <p>Nevertheless, this is a proposal paper. Stakeholders (parents/guardians, staff members, school governors and other interested parties) will have an opportunity during the potential statutory consultation process that will follow to contribute proactively and to play a role in drafting the agreed way forward.</p>
5	Note any potential impact that this decision would have on the groups protected under the Equality Act 2010.	The Authority will ensure equal opportunities for all pupils and staff regardless of their ability and background. See the Impact Assessment for more information.
6	If this is a strategic decision, note any potential impact that the decision would have on those experiencing socio-economic disadvantage.	No negative impact was found but IoACC will assess again once the location of the proposed new school building is known.
7	Note any potential impact that this decision would have on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.	It is anticipated that the proposal will have a positive impact on the Welsh language.

E – Who did you consult?		What did they say?
1	Chief Executive / Senior Leadership Team (SLT) (mandatory)	Incorporated into this report.
2	Finance / Section 151 (mandatory)	Incorporated into this report.
3	Legal / Monitoring Officer (mandatory)	Incorporated into this report.
4	Human Resources (HR)	Any HR issues arising from the recommendations should be dealt with in accordance with other recognised HR and HR processes.

E – Who did you consult?		What did they say?
5	Property	Property officials have been estimating the potential costs of the project and would continue to be a key part of the team moving forward if the proposal is accepted by the Executive Committee.
6	Information Communication Technology (ICT)	If the proposal is approved and the potential project is approved, business cases would be prepared in accordance with the Welsh Government's Sustainable Learning Communities guidelines. Potential expenditure on "Furniture, Fittings and Equipment / Information Technology" is projected to be in line with the Welsh Government's cost benchmark in that guidance.
7	Procurement	Not at this stage. If the proposal is approved by the Executive, it will be necessary to decide on the procurement method as outlined in part Dd 2 above and in the supplementary proposal paper.
8	Scrutiny	The Chair of the Corporate Scrutiny Committee will report back verbally from the Committee meeting held on 21 May 2025.
9	Local Members	No comment

F - Appendices:

Appendix 1 - Ysgol Uwchradd Caergybi proposal paper
Appendix 2 - Impact Assessment

Ff - Background papers (please contact the author of the Report for any further information):

- School Organisation Code (11/2018)
[school-organisation-code-second-edition.pdf](#)
- Report on the engagement process on post-16 education provision
- IACC's Modernising Learning Communities and Developing the Welsh Language Strategy (July 2023)
[Modernising Learning Communities.pdf](#)
- Strategic Outline Programme – Rolling Programme
[Strategic Outline Programme \(SOP\) – Rolling Programme](#)

PROPOSAL PAPER
SCHOOL ORGANISATION
Learning Service
Ysgol Uwchradd Caergybi
May 2025

Proposal to:
“Relocate Ysgol Uwchradd Caergybi learners to a new school building for
11–18-year-old learners”

Hard copies of this document are available on request by sending an email to
angleseyschools@ynysmon.gov.wales

Mae'r ddogfen hon hefyd ar gael yn Gymraeg /
This document is also available in Welsh.

Contents

EXECUTIVE SUMMARY	3
1. BACKGROUND AND INTRODUCTION	7
2. THE PROPOSAL	8
3. KEY DRIVERS FOR CHANGE	9
4. KEY DRIVERS FOR YSGOL UWCHRADD CAERGYBI	11
4.1 Standards/ Estyn inspections	11
4.2 Leadership and Management	11
4.3 Buildings and Resources	12
4.4 Learner Numbers / Surplus Places	13
4.5 Financial	15
4.6 Well-being, care and health	16
4.7 Curriculum for Wales	17
4.8 The Welsh Language	17
4.9 Community Use	18
4.10 Decarbonisation	19
4.11 Post 16 Provision	19
4.12 General Matters	19
5. KEY CHALLENGES FACED BY YSGOL UWCHRADD CAERGYBI	23
5.1 How could the proposal address the key challenges?	23
5.2 Consideration of specific factors	25
6. REASONABLE ALTERNATIVES TO THE PROPOSAL	28
6.1 Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-olds... ..	28
6.2 Federate Ysgol Uwchradd Caergybi, with Ysgol Cybi	30
6.3 Federate Ysgol Uwchradd Caergybi, with Ysgol Uwchradd Bodedern	33
6.4 Refurbish the current Ysgol Uwchradd Caergybi school building	36
6.5 One new multi-site school (2 sites – current site of Ysgol Uwchradd Caergybi after refurbishment and Ysgol Cybi)	38
6.6 Build one new secondary school instead of Ysgol Uwchradd Caergybi and Ysgol Uwchradd Bodedern (YUB) for 11–18-year-olds	40
6.7 Other options considered but were not considered to be reasonable alternatives to the proposal.	42
7. FINANCIAL IMPACT IF THE PROPOSAL IS IMPLEMENTED	44
7.1 Approximate cost and funding options for the new school building	44
7.2 Mutual Investment Model (MIM)	44
7.3 Annual Costs to the Council	44
7.4 Summary of Annual Cost to the Council – Mutual Investment Model	45
7.5 Summary of Annual Cost to the Council – Delivered through Capital funding	46
7.6 Short Term Costs	46
8. CONCLUSION	46

EXECUTIVE SUMMARY

This paper presents the outcomes of work undertaken to look at a range of options for the future of Ysgol Uwchradd Caergybi and has been prepared taking account of the revised Schools' Organisation Code (011/2018) ([school-organisation-code-second-edition.pdf \(gov.wales\)](https://gov.wales/school-organisation-code-second-edition.pdf)).

It will be used to seek the Executive's approval to proceed or not to proceed with the Council's preferred proposal for consultation.

The key drivers for change (Section 3) noted in the Modernising Learning Communities and Developing the Welsh Language Strategy (July 2023) include:

Standards – Providing the best education for young people in the financial climate we are in so that education can thrive following Covid-19 and respond to the future needs of Anglesey's citizens.

Leadership and Management - Increasing capacity to develop effective leadership at our schools and to plan succession.

Buildings and Resources – Ensuring high quality and fit for purpose buildings and learning environments.

Learner Numbers / Surplus Places – Providing education that corresponds to the requirements of the island's population. A reduction in surplus places to make efficient use of resources.

Financial – Ensuring that schools can operate effectively within the available budget. Aiming towards reducing the range in expenditure per learner, ensuring more equal opportunity across schools

Wellbeing, Care and Health – Improving access to ensure wellbeing, care and health at our schools.

Curriculum for Wales – Ensuring that schools have the resources and the capacity to drive Curriculum for Wales forward successfully.

The Welsh Language – Offering Welsh-medium and bilingual provision to all our learners

Community Use – Expanding use of school buildings and facilities by parents, the community and older inhabitants.

Decarbonisation – Ensuring that our schools are sustainable and contribute to the Council's Net Zero agenda.

Post-16 Provision – Strengthening learner entitlement and experience for post-16 learners.

Any potential school modernisation proposal would need to address the criteria above.

Section 4 assesses the key drivers for change for Ysgol Uwchradd Caergybi as noted in the Modernising Learning Communities and Developing the Welsh Language Strategy (July 2023). The conclusions from that assessment are as follows:

1. Standards were as outlined in the latest Estyn report dated February 2025.
2. If the proposal is implemented, the present leadership and management structure may need to be reviewed should learner numbers change in the future.
3. There is a current and projected future maintenance spend (September 2024) of almost £29 million at the current school building.
4. The current school building has been classified as grade C (Operational but major repair or replacement needed in the short to medium term). The presence of Reinforced Autoclave Aerated Concrete (RAAC) in much of the school buildings means the situation needs to be addressed in the short or near term.
5. The current school building only partially meets the requirements of the Equality Act 2010. The current building has significant accessibility issues.
6. As of September 2024, there are 29% surplus places at Ysgol Uwchradd Caergybi
7. 33.5% of learners who live in the catchment area attend schools elsewhere on the Island and in Gwynedd.
8. The cost per learner at Ysgol Uwchradd Caergybi is lower than the average for secondary schools on Anglesey. The school balances were also the highest of the 5 secondary schools on Anglesey at the end of the 2023/24 financial year at 15% of the school's budget. However, as at 31 March 2024, all schools had balances which equated to 5% or more of their school budget. The Council is facing a challenging financial situation over the next few years, (as all Local Authorities are) and school budgets cannot be excluded from this. Schools will likely continue to make use of their balances to balance their delegated budgets. The Council will continue to monitor the level and use of school balances.
9. There is a lack of playing fields on the current school site with school learners using off-site provision i.e. playing fields in Millbank.
10. The current school consists of several buildings, and this causes some challenges in delivering the Curriculum for Wales on the present split site.
11. The school is transitioning towards Welsh-medium category 3 status within the next five years. By the time it has transitioned to category 3 the school will offer a wide range of their Areas of Learning and Experience (AoLE) through the medium of Welsh wherein at least 60% of learners undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh.
12. In addition to learners using the school's facilities for extracurricular activities, community groups use Ysgol Uwchradd Caergybi's facilities during term time and in the school holidays.
13. Ysgol Uwchradd Caergybi is in the top ten of high carbon emitters out of all the Council's assets
14. An engagement on the future of the post 16 education provision for 16–18-year-olds on Anglesey was recently conducted.
15. Transport to school for learners is in line with Council's School Transport Policy.
16. The proposed location for the proposed new school building is on land near Holyhead Leisure Centre, contingent upon successful land acquisition. However, it is anticipated that transport costs may well be reduced because those learners who wish to access Welsh-medium, fully bilingual provision may not need to be transported out of their school catchment area to the nearest Welsh-medium secondary school.
17. If the housing developments that are proposed in the school's catchment area are realised, there would be sufficient room at the school for the potential additional learners.

Section 5 highlights the key challenges facing the school.

The key challenges facing Ysgol Uwchradd Caergybi and how they could be addressed by implementing the proposal, are listed below.

1. A structural inspection of the school building has shown that there are severe deficiencies. The school building has been categorised as “Operational but major repair or replacement needed in the short to medium term”. The recent Reinforced Autoclave Aerated Concrete (RAAC) remedial work were temporary measures.
2. There is a current and projected future maintenance spend (September 2024) of almost £29 million at the current school building.
3. The current school building has been classified as grade C (Operational but major repair or replacement needed in the short to medium term).
4. The current school building only partially meets the requirements of the Equality Act 2010. The current building has significant accessibility issues.
5. As of September 2024, there are 29% surplus places at Ysgol Uwchradd Caergybi
6. 33.5% of learners who live in the catchment area attend schools elsewhere on the Island and in Gwynedd.
7. There is a lack of playing fields on the current school site with school learners using playing fields in Millbank.
8. The current school consists of several buildings, and this causes some challenges in delivering the Curriculum for Wales on the present split site.
9. The school is transitioning towards Welsh-medium category 3 status within the next five years. By the time it has transitioned to category 3 the school will offer a wide range of their Areas of Learning and Experience (AoLE) through the medium of Welsh. At least 60% of learners undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh.
10. In addition to learners using the school’s facilities for extracurricular activities, community groups use Ysgol Uwchradd Caergybi’s facilities during term time and in the school holidays.
11. Ysgol Uwchradd Caergybi is in the top ten of high carbon emitters out of all the Council’s buildings.
12. An engagement on the future of the post 16 education provision for 16–18-year-olds on Anglesey was recently conducted.

Possible benefits of the proposal

The proposal, if realised would be expected to realise the following benefits (Section 5):

1. As there could be a new school building, the Council would avoid having to pay the current and projected future maintenance cost of almost £29 million (2024) on the old building.
2. As there could be a new school building, it would address the Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building.
3. The potential new school site would have its own playing fields.
4. A well-designed school environment together with green outdoor spaces could improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated.
5. A new school building will provide additional specialist modern resources e.g. laboratories and a food technology room and outdoor green spaces to drive the Curriculum for Wales forward.
6. As the potential new school building would have a lower capacity than the present building, surplus places at Ysgol Uwchradd Caergybi would be reduced.

7. It is possible that learners may remain within their catchment area because of having access to a potential new school building and modern resources. Furthermore, the intended completion date of the school building coincides with the proposed new language definition for the school i.e. Welsh-medium
8. As there could be a new secondary school building, learners who live in Ysgol Uwchradd Caergybi's catchment area but attend other secondary schools could choose to attend the potential new school rather than other secondary schools. This in turn could lead to increased use of the Welsh language in Holyhead (an area where rates of language use have historically been lower but are increasing according to 2011 census data.)¹
9. There is no additional transport cost associated with the proposal.
10. As part of the proposal, it is foreseen that new active travel routes will be planned to encourage learners and the community who need to access the site to use more sustainable means of travel.
11. Having purpose-built community resources in the new school building, as well as the co-location of other services, as well as access to modern facilities would be expected to attract increased community use and family engagement /involvement.
12. The new school building will be net zero carbon in operation and so carbon emissions from the new building would be less than the current Ysgol Uwchradd Caergybi building.
13. If the scheme is delivered via the Mutual Investment Model (MIM, see section 7) the proposal would lead to a saving in the central repairs & maintenance budget for the next 25 years.

What has been considered?

Reasonable alternatives to the proposal have been considered and assessed against the key school modernisation drivers (**Section 6**).

An Impact Assessment has also been prepared, which assesses the impact of the proposal on Equality, the Welsh Language and on the Community, as well as how the proposal meets the requirements of the Well-being of Future Generations (Wales) Act 2015 and the Human Rights Act 1998. This is a live document which will be updated regularly as we progress with the proposal.

Consideration of the benefits and key challenges Ysgol Uwchradd Caergybi faces (Section 5), has led the Council to present the following proposal for Ysgol Uwchradd Caergybi which is to:

"Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11-18-year-old learners".

If the proposal is implemented, it is anticipated that a new Ysgol Uwchradd Caergybi building will likely be completed by 2030 when the learners would relocate to it. This would minimise disruption to learners. The current Ysgol Uwchradd Caergybi school building would then close.

¹ Isle of Anglesey County Council, 2021 Census: Anglesey's Welsh language speakers (April 2023), p.9.

1. BACKGROUND AND INTRODUCTION

The Modernising Learning Communities and Developing the Welsh Language Strategy, which was adopted by the Executive on 18 July 2023, states that the Council should be committed to ensuring that all school buildings, are fit for purpose, are in the right location, meet the needs of learners and are a resource for the community.

A structural inspection of the school building has shown that there are severe deficiencies.

The condition of the Ysgol Uwchradd Caergybi building has been categorised as:

“Operational but major repair or replacement needed in the short to medium term”.

Following changes in UK Government guidance in August 2023 relating to Reinforced Autoclave Aerated Concrete (RAAC), widescale remedial work was undertaken which safeguarded the school structure in the medium-term, but this is not a long-term solution.

This paper presents the outcomes of work undertaken to look at a range of options for the future of Ysgol Uwchradd Caergybi and has been written in accordance with the expectations of the revised School Organisation Code (011/2018) and it will be presented to the Executive, seeking its decision to proceed to a statutory consultation period for the proposal.

Before arriving at the proposal (Section 2) below, the Council has considered the following:

- Key drivers for change (Section 3)
- Key drivers for change for Ysgol Uwchradd Caergybi (Section 4)
- Key challenges faced by Ysgol Uwchradd Caergybi and how they could be addressed by the proposal, (Section 5)
- Reasonable alternatives to the proposal (Section 6)

2. THE PROPOSAL

The proposal is to:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-olds”.

The proposed details for Ysgol Uwchradd Caergybi are noted below for the new school building to continue to have an age range of 11-18:

Age range	11-18 years
Learner places	900
Admission number	150
Proposed new location	Land near Holyhead Leisure Centre, contingent upon successful land acquisition.
Category	Community*
Language category	Welsh Medium**
Proposed facilities	Proposed new school building would accommodate 11–18-year-olds
Anticipated project cost	Approximately £65.9 million (estimated) (Capital Equivalent – based on the project being delivered and funded through the Mutual Investment Model).

* The categories of maintained schools in Wales are

1. community,
2. voluntary controlled (like Ysgol Cybi),
3. voluntary aided (like St Mary’s School),
4. foundation (like Ysgol Caergeiliog) and
5. community special (like Canolfan Addysg y Bont)

****Anglesey presently has 4 secondary schools in category 3 and 1 in a transitional category (T3). Ysgol Uwchradd Caergybi is in this transitional category and has begun the ambitious process of transitioning towards category 3 within a five-year plan, achieving category 3 by September 2029.**

The definition of a Category 3 secondary school is:

Category 3 – Welsh-medium school will offer a wide range of their Areas of Learning and Experience (AoLE) through the medium of Welsh. At least 60% of learners undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh. Category 3 schools are expected to continue to reflect the linguistic context of the area whilst working towards increasing their Welsh medium provision over time.

This is in line with the Council’s Modernising Learning Communities and Developing the Welsh Language Strategy. One of the Drivers for Change / Strategic Objectives in the Strategy is: **“The Welsh Language – Offering Welsh-medium and bilingual provision to all our learners.”**

Additionally, it’s in line with the Council Plan. One of the strategic objectives in the Plan is the Welsh language and one aim in it is: “Increase the number of children and young people studying through the medium of Welsh by implementing the ‘Welsh in Education Strategic Plan (WESP)’.

Although this transitional process is independent of this proposal, if the proposal is agreed, the provision of Welsh-medium education at a new Ysgol Uwchradd Caergybi building will meet the demand since nearly all primary schools within the school catchment area are designated as Welsh-medium.

The proposal would be part of Welsh Government and the Isle of Anglesey County Council’s Sustainable Communities for Learning programme.

3. KEY DRIVERS FOR CHANGE

The Modernising Learning Communities and Developing the Welsh Language Strategy (July 2023), lists the drivers for change. The relevant drivers for change in relation to any secondary school modernisation are discussed below.

1. Standards

Providing the best education for young people in the financial climate we are in so that education can thrive following Covid-19 and respond to the future needs of Anglesey's citizens. The Council wants to ensure the best possible outcomes for learners by ensuring that the system is suitable for this generation and future generations. The Council will be looking at creating the conditions so that Headteachers, teachers and learners can succeed.

2. Leadership and Management

Improve capacity to develop effective leadership at our schools and to plan succession. The Council strives to have schools which have strong leadership on all levels, including governors

3. School Buildings and Resources

Anglesey is committed to ensuring that all school buildings meet the expectations of the 21st century, are fit for purpose, are in the right location, meet the needs of learners and are a resource for the community.

4. Learner Numbers / Surplus Places

Providing education that corresponds to the requirements of the island's population. A reduction in surplus places to make efficient use of resources.

5. Financial

Ensuring that schools can operate effectively within the available budget. Aiming towards reducing the range in expenditure per learner, ensuring more equal opportunity across schools.

6. Wellbeing, Care and Health

Improving access to ensure wellbeing, care and health at our schools. Ensure schools have safe environments for learners and staff, which also promote respect and diversity. Schools which have been well-designed and thoughtfully developed school grounds enrich opportunities to learn and play. Connection and contact with nature create more positive emotions and feelings of vitality, and less negative emotions; it also offers a release from mental fatigue, and the ability to concentrate for longer.

7. Curriculum for Wales

Ensuring schools have the resources to drive the new curriculum forward successfully, to meet the four main purposes of developing:

- a. Ambitious, capable learners
- b. Enterprising, creative contributors
- c. Ethical, informed citizens
- d. Healthy, confident individuals

8. The Welsh Language

Maintain and improve bilingual and Welsh-medium provision. The aim is to develop learners' abilities as bilingual learners by the end of formal education.

9. Community use

The Council is eager to optimise use of resources and infrastructure to provide services to our communities. This means having flexible assets so that there are means for the community (including children, adults, and older people) to use the asset and the resources. This will support the resilience of communities and help mitigate against the impact of poverty.

10. Decarbonisation

The Council is committed to being a net zero carbon authority. A key part of the journey to achieve net zero carbon will be to review the use and performance of all Council assets, ensuring the smallest possible carbon footprint whilst continuing to provide services to our communities.

11. Post-16 Provision

The Council operates the Post-16 Education Consortium with Gwynedd Council and Grŵp Llandrillo Menai. The Consortium is responsible for commissioning post-16 provision to meet locally agreed curriculum requirements for education and training.

Although the Consortium has succeeded to rationalise provision, the current system isn't sustainable in terms of travel costs and small class sizes. (See the report on the post-16 engagement for further details). Additionally, as schools have already rationalised the number of non-viable courses, learners spend time travelling from one school to another.

12. General Matters

The assessment has also included general matters for example travel arrangements, Additional Learning Needs any likely housing developments in the area which may affect learner numbers.

Anglesey Freeport would be a great opportunity to enhance the economy of North Wales by attracting significant inward investment to drive economic activity, providing high-skilled, high-paid jobs for the local workforce. A Freeport is a designated area, that offers special tax, customs and regulatory benefits to encourage economic activity created by the UK and Welsh governments. The opportunities that the Freeport will create would be central to ensuring the long-term prosperity of communities across Anglesey and help protect the proud identity and heritage of the local area. This in turn could create opportunities for and create jobs for Ysgol Uwchradd Caergybi learners and reduce the exodus of young people.

The following section (section 4) applies the relevant key drivers for change to Ysgol Uwchradd Caergybi.

4. KEY DRIVERS FOR YSGOL UWCHRADD CAERGYBI

The key drivers for school modernisation from the Modernising Learning Communities and Developing the Welsh Language Strategy are considered below. In addition, general matters outside the key drivers are also considered.

4.1 Standards/ Estyn inspections

The school had an Estyn Inspection in February 2025 which is available in the link below:

[Inspection report Ysgol Uwchradd Caergybi 2025](#)

The Council wants to ensure that all children in Anglesey achieve their full potential and have the best possible experiences. Any school modernisation / reorganisation would have to at least maintain the good aspects noted by Estyn and also address any shortcomings outlined within their reports.

It is expected that the school leadership and management structure would need to deliver the full curriculum, regardless of the outcome of the proposal.

4.2 Leadership and Management

The Headteacher at Ysgol Uwchradd Caergybi has no teaching responsibilities, which allows the Headteacher time to deal with leadership and managerial matters.

The Headteacher does not have any specific and regular teaching commitments but may step in to cover lessons as required, for example due to periods of staff sickness.

If the proposal is implemented, the present leadership and management structure may need to be reviewed, should learner numbers change in the future.

As Ysgol Uwchradd Caergybi will continue to provide education for at 11–18-year-olds, some of the Headteacher's management and leadership time will continue to focus on post 16 provision.

4.3 Buildings and Resources

The table below details the current situation regarding the condition rating of the school (2024), the current and projected future maintenance spend required to raise the condition to a suitable level (not Sustainable Communities for Learning level) and how the school complies with requirements of the Equality Act 2010 with regards to accessibility. The information below is for the whole Ysgol Uwchradd Caergybi:

Ysgol Uwchradd Caergybi	September 2024
School Building – floor area	12,233 m ²
School Site Area	26,826 m ²
Current and projected future maintenance spend	£28,985,743*
Current and projected future maintenance spend per m ² (based on the building floor area)	£2,369
Current and projected future maintenance spend per m ² (based on the school site area)	£1,081
Current and projected future maintenance spend per learner (based on September 2023 and September 2024 learner numbers respectively)	£35,092
Condition Grade** as at 2-12-23	C
Number of mobile classrooms on site	None
Equality Act 2010	The school building has significant accessibility issues
Suitability for curriculum delivery	Satisfactory, performing as intended, but does not effectively support the delivery of the curriculum in some areas.

*The increase in current and projected future maintenance spend is mainly due to work that will be required in the future to replace RAAC, following changes to UK Government guidance in August 2023.

**Welsh Government categorises the condition of school buildings on a scale of A-D. Below is a definition of the different categories:

A – As new

B – Functionally safe and shows only minor deterioration

C – Operational but major repair or replacement needed in the short to medium term

D – A severe risk of failure

Ysgol Uwchradd Caergybi is classed as “Operational but major repair or replacement needed in the short to medium term”.

4.4 Learner Numbers / Surplus Places

Details of the learner numbers on roll (September 2024), learner numbers for the past four years (January 2024 PLASC) and future learner projections to 2029 (as provided by the school as of September 2024) are shown in this section. In addition, details of learners who travel between catchment areas are also included.

4.4.1 Current and past learner numbers for Ysgol Uwchradd Caergybi for the past four years (based on annual January PLASC figures)

Ysgol Uwchradd Caergybi	Capacity	Learner numbers					
		January 2020	January 2021	January 2022	January 2023	January 2024	September 2024
Years 7-11		703	739	752	733	728	724
Years 12-13		114	140	131	140	115	102
Years 7-13	1,170	817	879	883	873	843	826
% Surplus Places		30.2%	24.9%	24.5%	25.4%	27.9%	29.4%

4.4.2 Five-year forecasts

The projections shown in the table below (as of September 2024) are based on a formula used by the Council to calculate forecasts:

Ysgol Uwchradd Caergybi	Capacity	Projected Sept 2025	Projected Sept 2026	Projected Sept 2027	Projected Sept 2028	Projected Sept 2029
Years 7-11		696	699	695	648	626
Years 12-13		112	101	96	107	105
Years 7-13	1170	807	800	790	754	732
% Surplus Places		31.0%	31.6%	32.5%	35.6%	37.4%

4.4.3 Learners who travel between catchments areas.

As of September 2024, the table below notes the percentage of learners who travel from outside the Ysgol Uwchradd Caergybi catchment area to attend the school:

Total number of out of catchment learners	Total School Population	Out of catchment learners as a % of the school population
37	826	4.5%

The number of children attending the school from outside the catchment area is low at Ysgol Uwchradd Caergybi.

The table below shows which secondary school on Anglesey these learners attend:

	September 2024	
Number of learners registered as living in the Ysgol Uwchradd Caergybi (YUC) catchment area	1,436	
Schools attended	Number of learners	Approximate %
Ysgol Uwchradd Caergybi	826	57.5%
Ysgol Uwchradd Bodedern	406	28.3%
Ysgol David Hughes	13	0.9%
Ysgol Gyfun Llangefni	30	2.1%
Ysgol Syr Thomas Jones	2	0.1%
Ysgol Friars - Bangor	132	9.2%
Other Gwynedd schools	27	1.9%

4.5 Financial

The table below shows the cost per learner for Ysgol Uwchradd Caergybi and other secondary schools in Anglesey for the 2024/25 financial year:

School	Ysgol Uwchradd Caergybi	Ysgol Syr Thomas Jones	Ysgol Gyfun Llangefni	Ysgol David Hughes	Ysgol Uwchradd Bodedern	Average Secondary Primary
Cost per learner (2024/25)	£6,428	£7,323	£6,605	£6,368	£6,853	£6,690

Source: Stats Wales website - [Delegated School Budgets per learner, by sector \(£\) \(gov.wales\)](https://gov.wales/delegated-school-budgets-per-learner-by-sector)

The cost per learner at Ysgol Uwchradd Caergybi (£6,428) is below the average for secondary schools in Anglesey (£6,690).

In September 2024, 33.4% of learners at Ysgol Uwchradd Caergybi were entitled to free school meals. The table below shows how this compares with the other secondary schools on Anglesey:

School	% learners entitled to free school meals
Ysgol Uwchradd Caergybi	33%
Ysgol Uwchradd Bodedern	22%
Ysgol Syr Thomas Jones	20%
Ysgol Gyfun Llangefni	20%
Ysgol David Hughes	10%

4.5.1 School Budgets

School	Ysgol Uwchradd Caergybi	Ysgol Syr Thomas Jones	Ysgol Gyfun Llangefni	Ysgol David Hughes	Ysgol Uwchradd Bodedern	Average Secondary School balance
Position of School Balances as at 31st March 2024	£945,565	£258,916	£527,586	£347,322	£543,426	£524,563
% of the school budget	15%	7%	10%	5%	10%	9%

As at 31 March 2024, all schools had balances which equated to 5% or more of their school budget. The Council is facing a challenging financial situation over the next few years, (as all Local Authorities are) and school budgets cannot be excluded from this. Schools will likely continue to make use of their balances to balance their delegated budgets. The Council will continue to monitor the level and use of school balances.

The school balances for Ysgol Uwchradd Caergybi is the highest of all 5 secondary schools and is 80% higher than the average for Anglesey's secondary schools. Therefore, if the proposal is not implemented, Ysgol Uwchradd Caergybi has a higher school balance to use than the other secondary schools on Anglesey.

4.6 Well-being, care and health

There is a strong connection between school buildings / environments and wellbeing, care and health. A well-designed school environment could improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated. Well-designed and thoughtfully developed school grounds enrich opportunities to learn and play. Connection and contact with nature create more positive emotions and feelings of vitality, and less negative emotions; it also offers a release from mental fatigue, and the ability to concentrate for longer.

With regard to well-being, care, support and guidance, the report of February 2025 stated in part: ***“There is a strong culture of safeguarding at the school. Many pupils feel safe and nearly all know where to go for support if needed. Systems to report, respond and manage concerns are robust and well-understood. Leaders respond swiftly to any negative trends in attitudes or emerging issues by providing them with useful professional learning opportunities to discuss these aspects and plan to address them. Training arrangements and safe recruitment practices are suitable.”***

The wellbeing, care and health of learners could well be improved if the proposal is implemented.

There is no suitable green playing field accessible to learners on the current Ysgol Uwchradd Caergybi site and learners currently use the playing fields at Millbank. A new school building for Ysgol Uwchradd Caergybi could address all these factors.

A new school building with more space, a light and airy atmosphere, and modern design would offer numerous benefits. In recently completed new local schools, the enhanced space has allowed the children to feel more relaxed and comfortable in a much better learning environment and has improved the overall well-being of all that attend the school. There has been increased student engagement, better behaviour and increased community engagement.

The proposed new school building will have more area available per learner as shown in the table below. This will contribute to the improved well-being of learners at the proposed new school building:

	Ysgol Uwchradd Caergybi	New school building
Capacity	1,170	900
School Site Area (m ²)	26,826	55,300*
Area available per learner (m ²)	22.9	61.4*

*Source Welsh Government - Area Guidelines for Schools in Wales Sustainable Communities for Learning – issued March 2025

4.7 Curriculum for Wales

If the proposal is implemented, it would ensure that the school's curriculum will continue support its learners to become:

- ambitious, capable learners, ready to learn throughout their lives
- enterprising, creative contributors, ready to play a full part in life and work
- ethical, informed citizens of Wales and the world
- healthy, confident individuals, ready to lead fulfilling lives as valued members of society

This would be the case for all learners at the school.

4.8 The Welsh Language

The Council's aim will be to maintain and improve bilingual and Welsh-medium provision in line with Welsh Government's Welsh Language Strategy, Cymraeg 2050: A million Welsh speakers, and the Council's own Welsh in Education Strategic Plan (WESP) for 2022-2032. The aim is to fully develop learners' abilities as bilingual learners by the end of formal education.

Realisation of the proposal would support the current trend of improvement against the outcomes 3-7 below of the Council's WESP.

Outcome 3 - More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.

Outcome 4- More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.

Outcome 5- More opportunities for learners to use Welsh in different contexts in school.

Outcome 6- An increase in the provision of Welsh-medium education for learners with additional

learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018.

Outcome 7- Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

Fforwm Iaith Ynys Môn (Anglesey Welsh language forum, which is independent from the Council) receives progress information about the Council's Welsh in Education Strategic Plan (WESP) on a quarterly basis.

All schools and local authorities in Wales inform parents and the Welsh Government of the language they intend to teach. In Wales, this can be through either English or Welsh, or through a combination of both languages. Since the policy for categorising schools in this way was first introduced in 2007, schools and local authorities have taken our lead around how they should categorise their schools according to the amount of the curriculum is delivered through the medium of Welsh.

The number of school categories are being reduced to three in the primary sector and three in the secondary sector. An English medium school would be a Category 1 school, a dual language school would be a Category 2 school, and a Welsh-medium school would be a Category 3 school. Between these categories are transitional categories e.g. T2 (between Cat 1 and Cat 2) and T3 (Between Cat 2 and Cat 3).

One of the core principles in introducing the new arrangements is that schools should not offer less Welsh-medium provision in the future than has been done in the past. In reducing the number of categories, there is the option for schools to grow their Welsh language provision within that category. Any change (reduction or increase) in Welsh-medium provision would constitute a 'regulated alteration' as set out under section 42 of the School Standards and Organisation Act 2013 and trigger a consultation process as outlined in the School Organisation Code 2018. Developing more Welsh speakers confident in their ability to use their language in as many contexts as possible is at the heart of Cymraeg 2050: A million Welsh speakers. This is why, in defining a school language category, we've placed greater emphasis on opportunities to use and enjoy Welsh outside the classroom.

Currently, thirty-eight primary schools are in category 3. And one Foundation Primary School is in category 2. The definition of Category 3 for Primary schools is:

Welsh is the school's main language of internal communication. Communication with parents and carers is in either English, Welsh or bilingually as needed. This is a school with a strong Welsh language ethos at its core, supporting and enabling learners' Welsh language use in all social context in and outside of school. In a Welsh immersion setting all learners are taught fully in Welsh, with English being used on occasion to ensure understanding during early immersion. From aged 7 onwards at least 80% of learner's school activities (both curricular and extra-curricular) will be in Welsh.

In addition, Anglesey presently has 4 Secondary schools in category 3 and 1 in a transitional category (T3). **Ysgol Uwchradd Caergybi is in this transitional category and has begun the ambitious process of transitioning towards category 3 within a five-year plan, achieving category 3 by September 2029.**

Although this transitional process is independent of this proposal, if the proposal is agreed, it will increase the provision of Welsh medium education at Ysgol Uwchradd Caergybi to meet demand.

The definition of a Category 3 Secondary school is:

Category 3 – Welsh-medium school will offer a wide range of their Areas of Learning and Experience (AoLE) through the medium of Welsh. At least 60% of learners undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh. Category 3 schools are expected to continue to reflect the linguistic context of the area whilst working towards increasing their Welsh medium provision over time.

4.9 Community Use

A new school building for Ysgol Uwchradd Caergybi could also optimise use of resources and infrastructure to provide services to the Holyhead and surrounding area communities. This means having flexible assets so that there are means for the community (including children, adults, and older people) to use the asset and the resources. Some facilities within the new YUC will be made available for use by the community outside of school hours. This could support the resilience of communities and help mitigate against the impact of poverty.

This would enable the Council and the potential new school to be Community Focused School, building strong partnerships with families, engaging with the wider community and collaborating effectively with other sectors and services. This would be in line with Welsh Government's latest guidance:

[Community Focused Schools \[HTML\] | GOV.WALES](#)

4.10 Decarbonisation

A key part of the journey to achieve net zero carbon at the Council is to review the use and performance of all Council assets, ensuring the smallest possible carbon footprint whilst continuing to provide services to our communities. Ysgol Uwchradd Caergybi is in the top ten of carbon emitters out of all the Council's assets. If the proposal was implemented, a potential new school building would address this issue as the building will be net zero carbon.

See data below for carbon dioxide emissions for the school:

Carbon dioxide emissions (tonnes CO ₂ e or tCO ₂ e)	2021/22	2022/23	2023/24
Electricity	64	59	57
Gas	159	152	150
Total	223	211	207

Although carbon dioxide emissions are decreasing, YUC remains among the top ten Council buildings with the highest emissions.

4.11 Post 16 Provision

The Council operates a Post-16 Education Consortium with Gwynedd and Grŵp Llandrillo Menai, and the Consortium is responsible for commissioning post-16 provision to meet locally agreed curriculum requirements for education and training.

Although the Post-16 Education Consortium has succeeded to rationalise provision, the current system isn't sustainable in terms of travel costs and small class sizes. Additionally, as schools have already rationalised the number of non-viable courses, learners spend regular intervals travelling from one school to another.

See the report on the post-16 engagement undertaken in February and March 2025 for further details.

4.12 General Matters

This section refers to travel arrangements, Additional Learning Needs, any likely housing developments in the area which may affect learner numbers.

4.12.1 Travel

The proposed location for the proposed new school building is on land near Holyhead Leisure Centre, contingent upon successful land acquisition. This may mean that there may be additional travelling times and costs. However, it is anticipated that some transport costs may well be reduced because those learners who wish to access Welsh-medium, fully bilingual provision will not need to be transported out of their school catchment area to the nearest Welsh-medium secondary school.

The Council has a duty to provide travel assistance in accordance with the Learner Travel (Wales) Measure 2008. The Council provides free school transport for full time secondary school learners residing 3 miles or more from the school in whose catchment area they reside (except for 6th form learners / further education students). Further information available from the school transport policy <https://www.anglesey.gov.wales/en/Residents/Schools-and-learning/School-transport/School-Transport-Policy.aspx>

The Sustainable Communities for Learning programme is linked to the **Active Travel (Wales) Act 2013**. The Act sets a clear ambition to improve walking and cycling routes to help us satisfy our environmental and health objectives. If the proposal is accepted, active travel plans will be reviewed and prepared in accordance with the Act for the new Ysgol Uwchradd Caergybi building once a new site is chosen.

4.12.2 Additional Learning Needs (ALN)

If the current proposal is agreed, it would result in a change in the learning environment of learners from Ysgol Uwchradd Caergybi. It is however, acknowledged the change could prove more challenging for some learners with additional learning needs (ALN). All practical steps would be taken to ensure minimum disruption and to assist learners with any transfer, the Council would obtain advice from specific teams (which the learners are subject to) to identify and implement relevant strategies to ease the transition. This could include (for example)

- a visual resource with photographs of key people/places in the school. This can be sent directly to children with ALN or who are considered vulnerable.
- provide visual resources regarding the rules and routines of the day such as photographs of the school uniform, number of lessons per day, lunchtime etc.
- arrange for the class teacher to phone, visit, or write to the learner to speak to them and to let them know that they are thinking of them prior to the transition.
- School to provide parents and carers with Q&A leaflet with key questions and answers often asked.
- Schools to try to get as much information about the learner as possible from the parents and carers, the learner, the previous school, or any agencies related to the learner.

If the proposal is accepted, a needs assessment would be undertaken to identify the level and type of support that is required to ease the transition of learners who have additional learning needs.

Any learners with additional learning need currently attending Ysgol Uwchradd Caergybi would continue to receive the level of support that is required to meet their individual educational needs at the new school building.

The Council would provide appropriate help and support for ALN learners. Should parents with learners who are registered ALN have any questions regarding the support offered, individual meetings can be arranged with the ALN and Inclusion Senior Manager by telephone on 01286 679007 or Email: GweinyddolADYaCH@gwynedd.llyw.cymru

4.12.3 Housing developments

Projections confirm that learner numbers for Ysgol Uwchradd Caergybi are expected to fall.

The table below shows the remaining allocation for housing developments in the school catchment areas with planning permission (2018-2026).

Remaining allocation for housing developments in the catchment area with or without planning permission (2018-2026)	Estimated Corresponding number of learners*
529	Estimate - 80 learners

*Evidence suggests that each house within the relevant Medium Super Output Area [MSOA*¹] has, on average 0.15 young people of secondary school age. Multiplying the number of housing developments with 0.15, gives an estimated number of additional children who would need to be educated at that particular school.

*¹ MSOA - areas as defined by the Office of National Statistics, for reporting census information. The MSOA's typically consist of between 2,000 and 6,000 households and have a population of between 5,000 and 15,000 persons. More information on the MSOA's can be found on the following link - [Census 2021 geographies - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/census/2021-geographies)

Should all the housing provision noted above materialise, there would still be sufficient places at the new school building for Ysgol Uwchradd Caergybi

It is important to note that projections are difficult as some learners attend the schools from other catchment areas.

4.12.4 Anglesey Freeport

Anglesey Freeport has the potential to be a great opportunity to enhance the economy of North Wales by attracting significant inward investment to drive economic activity, providing high-skilled, high-paid jobs for the local workforce. A Freeport is a designated area, that offers special tax, customs and regulatory benefits to encourage economic activity created by the UK and Welsh governments to boost investment in parts of the country with generous incentives. The opportunities that the Freeport will create will be central to ensuring the long-term prosperity of communities across Anglesey and help protect the proud identity and heritage of the local area. This in turn will create opportunities for and create jobs for Ysgol Uwchradd Caergybi learners and reduce the exodus of young people. Careers and Work-related Education is a new cross-cutting theme in the Curriculum for Wales where schools must plan quality careers and work-related experiences. The opportunities around the Anglesey Freeport could help young people have experiences that will open their eyes to potential employment opportunities in the area.

Below are the conclusions drawn from the key drivers for change for Ysgol Uwchradd Caergybi.

- Standards were as outlined in the last Estyn report dated February 2025.
- There could be changes to the present leadership and management structure if the proposal is implemented and should learner numbers change in the future.
- There is a current and projected future maintenance spend (September 2024) of almost £29 million at the current school building.
- The current school building has been classified as grade C (Operational but major repair or replacement needed in the short to medium term). Following changes in UK Government guidance relating to Reinforced Autoclave Aerated Concrete (RAAC), widescale remedial work was undertaken which safeguarded the school structure in the medium-term. However, a long-term solution is urgently required.
- The current school building only partially meets the requirements of the Equality Act 2010. The current building has significant accessibility issues.
- As of September 2024, there are 29% surplus places at Ysgol Uwchradd Caergybi
- 33.5% of learners who live in the catchment area attend schools elsewhere on the Island and in Gwynedd.
- The cost per learner at Ysgol Uwchradd Caergybi is lower than the average for secondary schools on Anglesey. The school balances were also the highest of the 5 secondary schools on Anglesey at the end of the 2023/24 financial year at 15% of the school's budget.
- There is a lack of playing fields on the current school site with school learners using playing fields in Millbank.
- Ysgol Uwchradd Caergybi is currently categorised as T3 that is teaching through the medium of English with significant teaching through the medium of the Welsh language. The change of category is independent of this proposal.
- In addition to learners using the school's facilities for extracurricular activities, community groups use Ysgol Uwchradd Caergybi's facilities during term time and in the school holidays.
- Ysgol Uwchradd Caergybi is in the top ten of high carbon emitters out of all the Council's assets
- Transport to school for learners is in line with Council's School Transport Policy.
- The proposed location for the proposed new school building is on land near Holyhead Leisure Centre, contingent upon successful land acquisition. However, it is anticipated that transport costs may well be reduced because those learners who wish to access Welsh-medium, fully bilingual provision may not need to be transported out of their school catchment area to the nearest Welsh-medium secondary school.
- If the housing developments that are proposed in the school's catchment area are realised, there would be sufficient room at the school for the potential additional year 12 and 13 learners.

It can therefore be concluded from this section that the school building for Ysgol Uwchradd Caergybi requires attention to provide a sustainable model for future years.

The key challenges that Ysgol Uwchradd Caergybi faces and how they may be addressed by the proposal are discussed in section 5.

5. KEY CHALLENGES FACED BY YSGOL UWCHRADD CAERGYBI

This section discusses the key challenges faced by Ysgol Uwchradd Caergybi and how they could be addressed by the proposal. In addition, consideration is given to specific factors when determining school organisation proposals for secondary schools.

5.1 How could the proposal address the key challenges?

The table below shows how the key challenges faced by Ysgol Uwchradd Caergybi could be addressed by the proposal to:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-olds”.

	Key challenges	How they would be addressed by the proposal
Buildings and resources	An inspection of the school building denotes that there are severe deficiencies. The school building has been categorised as “Operational but major repair or replacement needed in the short to medium term”. The recent Reinforced Autoclave Aerated Concrete (RAAC) remedial work in 30% of the school building were temporary measures.	By investing in school buildings, the Council wants to create better facilities that learners and the wider community can use. This includes access to continuous adult learning, childcare, sport, leisure, other social activities, and cultural activities. Investing in a new school building for Ysgol Uwchradd Caergybi also lowers the maintenance burden on the Council.
Learner numbers	There are currently 29% surplus places at Ysgol Uwchradd Caergybi	By implementing this proposal, the Council would make more efficient use of resources and reduce the surplus places at the school.
Wellbeing, Care and Health	<p>There is no suitable green playing field accessible to learners on the current site.</p> <p>The school fields are located off the school site, across two roads and behind a nearby primary school.</p> <p>The school only partially meets the requirements of the Equality Act 2010 and is unable to offer wide access throughout the school site.</p> <p>There is some use of the school's facilities by the community.</p>	<p>A well-designed school environment can improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated.</p> <p>Well-designed and thoughtfully developed school grounds enrich opportunities to learn and play. Connection and contact with nature create more positive emotions and feelings of vitality, and less negative emotions; it also offers a release from mental fatigue, and the ability to concentrate for longer.</p> <p>The Council is committed to investing in a Community Focused Schools learning environment, by co-locating key services, and ensuring a stronger engagement with parents and carers outside traditional hours.</p>

	Key challenges	How they would be addressed by the proposal
		The Council's Community Focused Schools programme addresses child poverty and mitigate its effects, including educational inequalities children experience because of living in poverty.
Curriculum for Wales	There is no designated sports hall available. The Leisure Centre is too far away from the school site. The school's gymnasium and outside space limits what can be offered to learners in relation to Health & Wellbeing.	A new school building for Ysgol Uwchradd Caergybi could ensure the school has the resources to drive the new curriculum forward successfully, to meet the four main purposes of developing: <ul style="list-style-type: none"> •Ambitious capable learners •Enterprising creative contributors •Ethical, informed citizens •Healthy, confident individuals
The Welsh Language	Ysgol Uwchradd Caergybi is the only secondary school on Anglesey that is not currently Welsh-medium. It is now categorised as T3 and is therefore in a transitional phase towards becoming Welsh-medium by September 2029.	The transition to being a Welsh medium school has begun and will continue over the next 5 years to develop and strengthen the Welsh-medium and bilingual provision in the classroom and in informal contexts. By being a community focused school, the new setting can also serve as a community hub to help support and encourage Welsh-speaking in the wider community. Furthermore, the new proposal could ensure wider and more efficient access to Welsh medium provision in the Holyhead area, allowing learners to stay within their geographical catchment area for secondary school provision whilst also ensuring they progress along the language continuum. This in turn may have a positive impact on Welsh language use in the area.
Decarbonisation	The current school building is in the Council's top 10 buildings in terms of high carbon emissions. In 2023/24, the emissions were 207t CO ₂ e. (See section 4.10 above for further information) The Council is of the opinion that nothing further can be done to reduce decarbonisation at the building in its current condition.	The new school building would be a net zero carbon school once in operation. The proposal would enable the Council to improve biodiversity on the possible site and to offset carbon emissions.

	Key challenges	How they would be addressed by the proposal
Post 16 provision	The number of bilingual courses in post-16 education offered by the school is limited owing to its language category.	If this proposal is realised, the new Ysgol Uwchradd Caergybi would be a Category 3 Welsh medium secondary school when it opens. It is expected there will thereafter be an increase in the number of courses available through the Welsh-medium at post-16.
Equality Act 2010	The current Ysgol Uwchradd Caergybi building has significant access issues.	If the proposal comes to fruition, the new Ysgol Uwchradd Caergybi will fully meet the requirements of the Equality Act 2010.

5.2 Consideration of specific factors

The school organisation code states that the following specific factors outlined in the table below requires consideration when determining school organisation proposals for secondary schools.

Specific factors	How is it addressed by the proposal
Will the proposal lead to an improvement in the educational or training achievements of persons who are above compulsory school age but below the age of 19.	The proposal invests in the learning environment of a Community Focused School which serves an area of high deprivation (in September 2024, 33.4% of learners are entitled to free school meals), co-locating key services, and securing stronger engagement with parents and carers outside traditional hours. This will aid tackling the impact of poverty on educational attainment to ensure high standards and aspirations for all, leading to improved pathways.
Will proposal contribute to an appropriate range of relevant courses and qualifications and high quality, employer informed, vocational learning routes targeted at learners of all abilities, whilst maintaining GCSE, AS/A level and other established courses, as required under the Learning and Skills (Wales) Measure 2009 for 14–19-year-old learners.	Schools on Anglesey form part of the Anglesey-Gwynedd post-16 Education Consortium. The proposal will see learners continue to access the same appropriate range of relevant courses and qualifications and high quality; employer-informed, vocational learning routes targeted at learners of all abilities. These will either be accessed at the school, on another school-site or at Coleg Menai (the FE college).
Is the proposal likely to lead to increased participation in learning by learners beyond compulsory school age, considering transport issues and costs to the learner and others, the affordability of such costs, and the likelihood of learners being willing to travel.	Learners will be under no detriment as post compulsory school-age learners aren't eligible for free school-transport provision. However, as part of the proposal, new active travel routes will be planned to encourage learners and the community who need to access the site to use more sustainable means of travel.

Specific factors	How is it addressed by the proposal
The extent to which the proposal contributes to the 14-19 agenda taking account of the views of regional 14-19 networks.	The proposal will maintain the current successful partnership working in a consortium framework, where schools across Anglesey and Gwynedd, alongside the FE college, ensure cost effective and efficient joint planning and delivery of services for Learning Pathways and post-16 education and training. The proposal may also offer the opportunity to expand the range of subjects on offer with on-site access to specialist resources. The proposal will complement the existing system for post-16. See the report on the post-16 engagement for further details.
The effect of proposals on 11-16 provision in schools.	Curriculum 14-19 see above.
How proposals would affect the viability of institutions already providing good-quality post-16 provision, including school sixth forms, Further Education Institutions and private training organisations.	Post-16 education and training will continue to be planned strategically and delivered (cost) effectively across the two counties for the benefit of post-16 learners. As per the terms of the agreement, joint planning and delivery of services for post-16 education and training will continue to ensure there is no duplication of provision. The proposal will contribute to the wider review of post-16 education provision on the Island.
How proposals might affect the sustainability or enhancement of Welsh medium provision in the regional 14-19 network and wider area and promote access to availability of Welsh medium courses in post-16 education.	In line with the Welsh in Education Strategic Plan and the new school's transitional status, it is foreseen that the new proposal will ensure wider access to Welsh medium provision and increase availability of Welsh medium courses in post-16 education by the completion date.
The extent to which proposals will provide additional learner benefits compared with the status quo and other tenable options for post-16 organisation.	The proposal would be a key part of the local community, offering opportunities to use the school's modern facilities for well-being, play, sporting, cultural and other community activities. Other support or advice services would also be signposted.
How proposals might affect the discretionary transport provision the Council may provide to learners above compulsory school age.	The discretionary transport provision to be addressed once the location of the new school building is confirmed. The Council would be looking to decrease the discretionary transport cost.

5.3 Summary of the key challenges faced by Ysgol Uwchradd Caergybi

The key challenges facing Ysgol Uwchradd Caergybi and how they could be addressed by implementing the proposal, are listed below.

- A structural inspection of the school building denotes that there are severe deficiencies. The school building has been categorised as “Operational but major repair or replacement needed in the short to medium term”. The urgent Reinforced Autoclave Aerated Concrete (RAAC) remedial work conducted during 2023/24 in 30% of the school building were temporary measures. This was as a result of changes in UK government guidance.
- There is a current and projected future maintenance spend (September 2024) of almost £29 million at the current school building.
- The current school building has been classified as grade C (Operational but major repair or replacement needed in the short to medium term).
- The current school building only partially meets the requirements of the Equality Act 2010. The current building has significant accessibility issues.
- As of September 2024, there are 29% surplus places at Ysgol Uwchradd Caergybi
- 33.5% of learners who live in the catchment area attend schools elsewhere on the Island and in Gwynedd.
- There is a lack of playing fields on the current school site with school learners using playing fields in Millbank.
- The current school consists of several buildings, and this causes some challenges in delivering the Curriculum for Wales on the present split site
- Ysgol Uwchradd Caergybi is currently categorised as T3 that is teaching through the medium of English with significant teaching through the medium of the Welsh language. The change of category is independent of this proposal.
- In addition to learners using the school’s facilities for extracurricular activities, community groups use Ysgol Uwchradd Caergybi’s facilities during term time and in the school holidays.
- Ysgol Uwchradd Caergybi is in the top ten of high carbon emitters out of all the Council’s assets (third in terms of electricity usage and fifth in terms of mains gas usage).
- For post 16 education, there appears to be an issue with sustainability of the current provision in terms of travel costs and small class sizes. Additionally, as schools have already rationalised the number of non-viable courses, learners spend time travelling from one school to another.

It can therefore be concluded from this section that a new school building for Ysgol Uwchradd Caergybi is required to provide a sustainable model for future years.

6. REASONABLE ALTERNATIVES TO THE PROPOSAL

This section identifies reasonable alternatives to the proposal to:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11-18 year olds”.

The proposal (section 6.1 below) and the reasonable alternatives have been assessed against the drivers for change as noted in section 3 and 4.

6.1 Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-olds

Estimated cost: £66 million capital equivalent costs anticipated – based on the assumption that the proposal is to be funded through the Mutual Investment Model (MIM). Capacity 900		
Driver	Opportunities	Challenges
1.Standards	<ul style="list-style-type: none"> Standards would be expected to be at least maintained in the new school building. 	<ul style="list-style-type: none"> Ensure that there is no lowering of standards as new learners and staff take place. With reduced capacity, fewer staff will be required. This can have an impact on standards
2.Leadership and Management	<ul style="list-style-type: none"> Could build on the leadership and management structure already seen at the current school building. 	<ul style="list-style-type: none"> Managerial impact over a transitional period such as the opening of a new school building i.e. leadership focused on more active issues when moving. Need to fund the release of a school leader. If it is on a larger location, it will require more site management.
3.Building and Resources	<ul style="list-style-type: none"> Addresses the current and projected future maintenance cost, of almost £29 million. Addresses those current mitigations due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building were temporary measures. More green outdoor space than at the current site, in line with Building Bulletin guidelines. 	<ul style="list-style-type: none"> Maintain control over expenditure on new premises (overspending) and ensure that it meets a quality standard With more safe site management systems, there will be more demand on site managers as well as implications such as maintenance (e.g. grounds).
4.Learner Numbers /Surplus Places	<ul style="list-style-type: none"> Increased likelihood that learners will remain within their catchment area because of having access to a new school building and modern resources and possibly a facility on a campus style site. 	<ul style="list-style-type: none"> Parents will still have the same right to apply for their children to transfer to an out-of-catchment school, whether or not the new school building goes ahead. If the number of applications exceeds the school's capacity, there may be more admissions appeals.
5.Financial	<ul style="list-style-type: none"> No additional Transport Cost Would lead to a saving of approximately £45,798 against the central Repairs & Maintenance budget for the next 	<ul style="list-style-type: none"> Additional Cost of approximately £2,000k through the delegated school's budget. If the scheme was delivered through MIM, the Council's

Estimated cost: £66 million capital equivalent costs anticipated – based on the assumption that the proposal is to be funded through the Mutual Investment Model (MIM). Capacity 900

Driver	Opportunities	Challenges
	<p>25 years (if the scheme is delivered via the Mutual Investment Model (MIM))</p> <ul style="list-style-type: none"> Reduction in current and projected future maintenance cost, of £29 million (2024). 	<p>contribution (estimated 17%) towards the Annual Service Charge would result in an additional revenue cost of approximately £1.3 million per annum for the Council to fund for years 1-25 and approx. £94,000-£141,000 for years 26-60</p>
6.Wellbeing, Care and Health	<ul style="list-style-type: none"> A well-designed school environment together with green outdoor spaces could improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated. Use of a possible new facility would also benefit the wider community. 	<ul style="list-style-type: none"> Children who are already accustomed to the current school building may find it challenging from moving to a new school. Also, if the distance is greater than the current distance for some learners, it can have an impact on attendance. Operational issues to consider with the public also having access to the school building.
7.Curriculum for Wales	<ul style="list-style-type: none"> New school building could provide additional specialist modern resources and outdoor green spaces to drive the new curriculum forward. 	<ul style="list-style-type: none"> No obvious challenges.
8.The Welsh Language	<ul style="list-style-type: none"> The transition to a Welsh medium school by 2029 would continue. Transport cost savings as the school would be Welsh medium, transporting learners to a nearby Welsh medium secondary school would not be required. 	<ul style="list-style-type: none"> No obvious challenges. But depending on the school reaching language category 3.
9.Community use	<ul style="list-style-type: none"> Having purpose-built community resources in the new school building and access to modern facilities would be expected to attract increased community use and family engagement /involvement. 	<ul style="list-style-type: none"> Potential relocation of community asset.
10.Decarbonisation	<ul style="list-style-type: none"> The new school building would be net zero carbon in operation which would reduce the carbon emissions for Ysgol Uwchradd Caergybi. 	<ul style="list-style-type: none"> However, it is recognised that the carbon emission savings may be slightly reduced due to the potential extra travel for some learners.
11.Post 16 Provision	<ul style="list-style-type: none"> Post 16 education would continue at a proposed new site. 	<ul style="list-style-type: none"> No obvious challenges.

6.2 Federate Ysgol Uwchradd Caergybi, with Ysgol Cybi

To federate describes a formal and legal agreement by which the schools involved work together in a formal partnership under a single governing body.

Based on no capital costs incurred.

Driver	Opportunities	Challenges
1.Standards	<ul style="list-style-type: none"> Standards would be expected to be at least maintained in the new school building. Improved curriculum experiences and progression for learners Opportunities for sharing staff expertise, resources and good practice but would need to be managed carefully. Possibility of attaining consistency of teaching and learning methodology. Efficiencies re training opportunities for teachers at both schools. 	<ul style="list-style-type: none"> Access to learning environment/materials can change significantly as learners move from Year 6 to 7. There may be an impact on standards
2.Leadership and Management	<ul style="list-style-type: none"> Opportunity to develop a new senior management team 	<ul style="list-style-type: none"> Potential impact on leadership team with loss of experienced staff and governors as result of possible restructuring. The school status would need to be addressed as Ysgol Cybi is a Voluntary Controlled Church in Wales School and Ysgol Uwchradd Caergybi is a community school.
3.Building and Resources	<ul style="list-style-type: none"> No disruption to education because the buildings are already in place 	<ul style="list-style-type: none"> Would not address that the school building at Ysgol Uwchradd Caergybi requires significant attention and has been categorised as: "Operational but major repair or replacement needed in the short to medium term". In addition, does not address the fact those current mitigations due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building were temporary measures. Schools separated by a main road.
4. Learner Numbers /Surplus Places	<ul style="list-style-type: none"> Likelihood that Cybi learners may transfer to Ysgol Uwchradd Caergybi which could retain learners within their catchment area. 	<ul style="list-style-type: none"> Parents will still have the same right to apply for their children to transfer to an out-of-catchment school.

To federate describes a formal and legal agreement by which the schools involved work together in a formal partnership under a single governing body.

Based on no capital costs incurred.

Driver	Opportunities	Challenges
		<ul style="list-style-type: none"> ▪ If the number of applications exceeds the school's capacity, there may be more admissions appeals.
5.Financial	<ul style="list-style-type: none"> ▪ It is difficult to estimate the impact of the proposal on staffing costs, as the staffing structure would be decided by the governing body. Based on assumptions made by Council officers, we estimate that the proposal could lead to staffing cost saving in the region of £135,000 if Ysgol Uwchradd Caergybi and Ysgol Cybi federate. ▪ Each school retains its own budget. ▪ No additional transport cost. 	<ul style="list-style-type: none"> ▪ Whilst there are staffing cost savings to federating indicated as an opportunity, as schools receive their budgets via a set delegated school formula, it will not result in any corporate budget saving for the Council. ▪ Does not address the current and projected future maintenance cost of the individual schools – financially unviable in the future. ▪ Does not address the variation in the cost per learner and equality of provision as smaller schools receive a greater percentage of funding per learner.
6.Wellbeing, Care and Health	<ul style="list-style-type: none"> ▪ Possibility of combined learner activities through co-ordinated learning opportunities. 	<ul style="list-style-type: none"> ▪ Ensure well-being facilities of the same quality. Would not solve the lack of green outdoor space for older children
7.Curriculum for Wales	<ul style="list-style-type: none"> ▪ Opportunities for the primary sector to enrich the curriculum, by sharing resources and expertise. ▪ The transition of learners from primary to secondary school may be easier. 	<ul style="list-style-type: none"> ▪ Resources and experiences in just one site tailored and created ready for 21st Century schools.
8.The Welsh Language	<ul style="list-style-type: none"> ▪ The transition of Ysgol Uwchradd Caergybi to a Welsh medium school by 2029 would continue. 	<ul style="list-style-type: none"> ▪ No obvious challenges
9.Community use	<ul style="list-style-type: none"> ▪ The present use of the school by the community would continue. ▪ Possibly more opportunities to participate in community activities in the Holyhead area. Between Primary and Secondary learner's parents. 	<ul style="list-style-type: none"> ▪ Facilities may not be of the same standard at both sites.
10.Decarbonisation	<ul style="list-style-type: none"> ▪ No obvious challenges 	<ul style="list-style-type: none"> ▪ There would be no reduction in the carbon footprint of school buildings.

To federate describes a formal and legal agreement by which the schools involved work together in a formal partnership under a single governing body.

Based on no capital costs incurred.

Driver	Opportunities	Challenges
		<ul style="list-style-type: none"> ▪ If post-16 learners travel to a setting, the carbon footprint will increase.
11.Post 16 Provision	<ul style="list-style-type: none"> ▪ Primary school children may have access to post 16 learners as peers. ▪ Learning pathway for learners 4-19 at the federation. 	<ul style="list-style-type: none"> ▪ Learners will have to access post-16 education at a different site – this means cost implications. Some learners may not pursue further education.
12.General Matters	<ul style="list-style-type: none"> ▪ Minimum disruption to learners, parents and staff as the schools would continue to operate from their current sites. ▪ One Governing Body and potentially one Headteacher. 	<ul style="list-style-type: none"> ▪ Main road through the site.

6.3 Federate Ysgol Uwchradd Caergybi, with Ysgol Uwchradd Bodedern

To federate describes a formal and legal agreement by which the schools involved work together in a formal partnership under a single governing body.
Based on no capital costs incurred.

Driver	Opportunities	Challenges
1.Standards	<ul style="list-style-type: none"> ▪ Could maintain the current standards seen in the schools. 	<ul style="list-style-type: none"> ▪ By federating two schools, there is a risk of variation in standards in the short term.
2.Leadership and Management	<ul style="list-style-type: none"> ▪ Opportunity to develop a new senior leadership team ▪ Possibility of combined learner activities through co-ordinated opportunities involving similar aged learners from different schools. ▪ Opportunities for sharing staff expertise, resources and good practice but would need to be managed carefully. ▪ Possibility of attaining consistency of teaching and learning methodology. ▪ Efficiencies re training opportunities for teachers at both schools. 	<ul style="list-style-type: none"> ▪ Potential impact on leadership team with loss of experienced staff and governors as result of possible restructuring. ▪ The school sites are 7.7 miles apart.
3.Building and Resources	<ul style="list-style-type: none"> ▪ No capital costs 	<ul style="list-style-type: none"> ▪ Does not address the current and projected future maintenance cost of almost £29 million at Ysgol Uwchradd Caergybi and £1.36 million at Ysgol Uwchradd Bodedern. ▪ Would not address that the school building at Ysgol Uwchradd Caergybi requires significant attention and has been categorised as: "Operational but major repair or replacement needed in the short to medium term". ▪ In addition, does not address the fact that current mitigations due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of Ysgol Uwchradd Caergybi building were temporary measures.
4. Learner Numbers /Surplus Places	Better assurance regarding the satisfaction of parents/guardians regarding school admission applications.	<ul style="list-style-type: none"> • Would not reduce surplus places

**To federate describes a formal and legal agreement by which the schools involved work together in a formal partnership under a single governing body.
Based on no capital costs incurred.**

Driver	Opportunities	Challenges
5.Financial	<ul style="list-style-type: none"> Each school retains its own budget. No additional transport cost. 	<ul style="list-style-type: none"> It is difficult to estimate the impact of the proposal on staffing costs, as the staffing structure would be decided by the governing body. Based on assumptions made by Council officers, we estimate that the proposal could lead to additional staffing costs of approximately £71,000 per annum. Does not address the current and projected future maintenance cost of the individual schools – financially unviable in the future. Does not address the variation in the cost per learner and equality of provision as smaller schools receive a greater percentage of funding per learner.
6.Wellbeing, Care and Health	<ul style="list-style-type: none"> Possibility of combined learner activities through co-ordinated learning opportunities. 	<ul style="list-style-type: none"> The current Ysgol Uwchradd Caergybi and Ysgol Uwchradd Bodedern sites would not change and would be unlikely to lead to changes in learner wellbeing
7.Curriculum for Wales	<ul style="list-style-type: none"> Opportunities to enrich the curriculum, by sharing resources and expertise. 	<ul style="list-style-type: none"> Experiences in both schools could be varied for learners.
8.The Welsh Language	<ul style="list-style-type: none"> The transition of Ysgol Uwchradd Caergybi to a Welsh medium school by 2029 would continue. 	<ul style="list-style-type: none"> Experiences in Welsh in two schools can be varied until the language category changes.
9.Community use	<ul style="list-style-type: none"> The school provision would continue in both communities. The present use of the school by the community would continue. There could be more opportunities to participate in community activities across Holyhead and Bodedern. 	<ul style="list-style-type: none"> Better community resources in one school rather than the other – missing the opportunity to generate income.
10.Decarbonisation	<ul style="list-style-type: none"> No increased carbon emissions, due to further travelling distances to and from school. 	<ul style="list-style-type: none"> There would be no reduction in the carbon footprint from school buildings.
11.Post 16 Provision	<ul style="list-style-type: none"> Possibility of attaining consistency of teaching and learning methodology across the post 16 	<ul style="list-style-type: none"> Additional costs may be created due to the need to transport learners between the two sites

**To federate describes a formal and legal agreement by which the schools involved work together in a formal partnership under a single governing body.
Based on no capital costs incurred.**

Driver	Opportunities	Challenges
	provision at two secondary schools.	
12.General Matters	<ul style="list-style-type: none"> ▪ Education provision could continue school sites. ▪ Minimum disruption to learners, parents and staff as the schools would continue to operate from their current sites. ▪ One Governing Body and potentially one Headteacher. 	<ul style="list-style-type: none"> ▪ Both schools serve different specified catchment areas

6.4 Refurbish the current Ysgol Uwchradd Caergybi school building

Based on £50 million (approximately) capital costs incurred		
Driver	Opportunities	Challenges
1.Standards	<ul style="list-style-type: none"> Current standards would be expected to be maintained. 	<ul style="list-style-type: none"> A transitional period of school refurbishment may disrupt the school's ability to maintain standards
2.Leadership and Management	<ul style="list-style-type: none"> Could build on the leadership and management structure already seen at the current school building. 	<ul style="list-style-type: none"> Could build on the leadership and management structure already seen at the current school building.
3.Building and Resources	<ul style="list-style-type: none"> Would address the current and projected future maintenance cost of almost £29 million (2024). Addresses those current mitigations due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building were temporary measures. 	<ul style="list-style-type: none"> Any refurbishment would likely require learners to be taught off site. Limited green outdoor spaces on the current site. Refurbishment limited to a life span of 30 years as compared to 60 years for a new building.
4. Learner Numbers /Surplus Places	<ul style="list-style-type: none"> Opportunity to retain learners within their catchment area by ensuring learners have access to a refurbished school building. 	<ul style="list-style-type: none"> Disruption may potentially decrease learner numbers in the short term due to building refurbishment on the site. Learners have already seen significant disruption due to Covid and RAAC.
5.Financial	<ul style="list-style-type: none"> No additional Transport Cost Reduction in current and projected future maintenance cost, of almost £29 million (2024). 	<ul style="list-style-type: none"> Additional Cost of approximately £111,000 through the delegated school's budget. A proportion of the capital cost would need to be funded by the Council through unsupported borrowing, which is estimated to cost £1.4 million - £2.3 million per annum for 20 years.
6. Wellbeing, Health and Care	<ul style="list-style-type: none"> There could be opportunities to improve Wellbeing, Health and Care in the refurbished building. 	<ul style="list-style-type: none"> Disruption may affect learner's wellbeing and health in the short term due to building refurbishment on the site. Learners have already seen significant disruption due to Covid and RAAC.
7.Curriculum for Wales	<ul style="list-style-type: none"> The refurbishment could provide additional resources to drive the new curriculum forward. 	<ul style="list-style-type: none"> Limited space for additional resource on the current site. Outdoor facilities are located away from the school site.
8. The Welsh Language	<ul style="list-style-type: none"> The transition to a Welsh medium school by 2029 would continue. 	<ul style="list-style-type: none"> The impact of any ongoing construction on the site may mean that more parents in the catchment area (with their children attending a Welsh school) would send their children to a nearby secondary school

Based on £50 million (approximately) capital costs incurred		
Driver	Opportunities	Challenges
9. Community use	<ul style="list-style-type: none"> • The present use of the school by the community would continue. 	<ul style="list-style-type: none"> • During construction, access to the site by the community will be limited.
10. Decarbonisation	<ul style="list-style-type: none"> ▪ The refurbishment would contribute to the decarbonisation agenda. 	<ul style="list-style-type: none"> ▪ The reduction in carbon footprint would likely be marginal.
11. Post 16 Provision	<ul style="list-style-type: none"> ▪ New resources after the new school is refurbished 	<ul style="list-style-type: none"> ▪ Until the building is completed, post-16 learners may need to be relocated. This will have an impact on transport and its well-being.
12. General Matters		<ul style="list-style-type: none"> ▪ Disruption to learners, and staff as the school building is refurbished.

6.5 One new multi-site school (2 sites – current site of Ysgol Uwchradd Caergybi after refurbishment and Ysgol Cybi).

A multi-site school is one that operates from more than one site, but under a single school identity.

Based on £50million (approx.) capital costs incurred to refurbish Ysgol Uwchradd Caergybi.

Driver	Opportunities	Challenges
1.Standards	<ul style="list-style-type: none"> ▪ Possibility of developing consistency of teaching and learning methodology. ▪ Opportunities for sharing staff expertise and good practice across Key Stages at different sites. ▪ Could build on the current standards seen in the schools. ▪ Improved transition between primary and secondary and less of a dip in Yr 7 performance. 	<ul style="list-style-type: none"> ▪ By creating a multi-site school, there is a risk of variation in standards in the short term.
2.Leadership and Management	<ul style="list-style-type: none"> ▪ Opportunity for the Headteacher to develop a senior management team to share the Leadership role. ▪ Could be easier to recruit teachers and governors. 	<ul style="list-style-type: none"> ▪ Potential impact on leadership team with loss of experienced staff and governors as result of possible restructuring. ▪ The school status would need to be addressed as Ysgol Cybi is a Church in Wales Voluntary Controlled school and Ysgol Uwchradd Caergybi is a community school. ▪ It could prove difficult to lead and manage a school effectively at times when the Headteacher is not present on site.
3.Building Resources and	<ul style="list-style-type: none"> ▪ Addresses the current and projected future maintenance cost, of £29 million (2024). ▪ Addresses those current mitigations due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building were temporary measures. 	<ul style="list-style-type: none"> ▪ Schools separated by a main road. ▪ Minimal green outdoor space at the Secondary site. ▪ Significant disruption to learning during the Ysgol Uwchradd Caergybi refurbishment. ▪ Refurbishment lifetime is 30 years as compared to 60 years in a new build.
4. Learner Numbers /Surplus Places	<ul style="list-style-type: none"> ▪ Opportunity to retain learners within the catchment area. 	<ul style="list-style-type: none"> ▪ As a secondary school is refurbished, there is a risk parents may decide to send their children to another secondary school. As a result, it can be difficult to maintain numbers.
5.Financial	<ul style="list-style-type: none"> ▪ Schools current and projected future maintenance costs would be reduced by £29 million (2024) 	<ul style="list-style-type: none"> ▪ Would lead to additional revenue cost through the delegated school formula, of circa £267,000 per annum (estimate).

A multi-site school is one that operates from more than one site, but under a single school identity.

Based on £50million (approx.) capital costs incurred to refurbish Ysgol Uwchradd Caergybi.

Driver	Opportunities	Challenges
	<ul style="list-style-type: none"> No additional transport costs 	<ul style="list-style-type: none"> A proportion of the capital cost would need to be funded by the Council through unsupported borrowing, which is estimated to cost £1.4 million - £2.3 million per annum for 20 years
6.Wellbeing, Care and Health	<ul style="list-style-type: none"> There could be opportunities to improve Wellbeing, Health, and Care under a single identity by having combined learner activities and co-ordinated learning opportunities. 	<ul style="list-style-type: none"> Ensure well-being facilities of the same quality. Would not solve the lack of green outdoor space for older learners
7.Curriculum for Wales	<ul style="list-style-type: none"> More opportunities for co-planning amongst the school's staff. Opportunities to enrich the curriculum, by sharing resources and expertise. Learning continuity. 	<ul style="list-style-type: none"> The refurbishment period could be challenging for some learners. Limited space for additional resource on the current site. Outdoor facilities are located away from the school site.
8.The Welsh Language	<ul style="list-style-type: none"> The transition of Ysgol Uwchradd Caergybi to a Welsh medium school by 2029 would continue. 	<ul style="list-style-type: none"> Experiences in Welsh in two schools can be varied until the language category changes.
9.Community use	<ul style="list-style-type: none"> Present community use of the school would continue. By merging schools and communities, there could be more opportunities to participate in community activities. 	<ul style="list-style-type: none"> There is a risk that there will be less sense at YUC due to fewer family engagement events etc. Better community resources in one school rather than the other – missing the opportunity to generate income.
10.Decarbonisation	<ul style="list-style-type: none"> No increased carbon emissions, due to further travelling distances to and from school. The refurbishment of Ysgol Uwchradd Caergybi would contribute to the decarbonisation agenda. 	<ul style="list-style-type: none"> Difficult and expensive to decarbonise and for the current building to achieve net zero
11.Post 16 Provision	<ul style="list-style-type: none"> Primary school children may have access to post 16 learners as peers. Learning pathway for learners aged 4-19 at the multi-site school. 	<ul style="list-style-type: none"> No obvious challenges
12.General Matters		<ul style="list-style-type: none"> Schools would not retain their original identity.

6.6 Build one new secondary school instead of Ysgol Uwchradd Caergybi and Ysgol Uwchradd Bodedern (YUB) for 11–18-year-olds

Estimated cost: £111 million capital equivalent costs anticipated – based on the assumption that the option would be funded through the Mutual Investment Model (MIM). Capacity 1750 (1500 + 250)		
Driver	Opportunities	Challenges
1.Standards	<ul style="list-style-type: none"> Standards would be expected to be at least maintained in the new school building. 	<ul style="list-style-type: none"> No obvious challenges
2.Leadership and Management	<ul style="list-style-type: none"> Could build on the leadership and management structure already seen at the current schools. 	<ul style="list-style-type: none"> A new governing body and staffing structure would be required prior to opening the school.
3.Building and Resources	<ul style="list-style-type: none"> Would reduce the current and projected future maintenance cost of almost £30.35 million at YUB and YUC. Would address any future work required due to Reinforced Autoclave Aerated Concrete (RAAC) in the building. More green outdoor space than at the current site, in line with Building Bulletin guidelines. 	<ul style="list-style-type: none"> The possible construction cost of over £100 million may not be affordable to the Council. A site of 26-30 acres would be required according to Building Bulletin 98.
4.Learner Numbers /Surplus Places	<ul style="list-style-type: none"> Increased likelihood that learners will remain within their catchment area because of having access to a new school building and modern resources and possibly a facility on a campus style site. Surplus places at the potential new secondary school would be much less than the current surplus places at YUB and YUC. 	<ul style="list-style-type: none"> Some parents may want their children to attend a smaller secondary school. Less choice for parents.
5.Financial	<ul style="list-style-type: none"> Would lead to a saving of approximately £70,162 against the central Repairs & Maintenance budget for the next 25 years (if the scheme is delivered via the Mutual Investment Model (MIM)) Would reduce the current and projected future maintenance cost of £30.35 million (2024). Would lead to a saving of approximately £550,000 per annum through the delegated schools budget. 	<ul style="list-style-type: none"> If the scheme was delivered through MIM, the Council's contribution (estimated 17%) towards the Annual Service Charge would result in an additional revenue cost of approximately £2.3 million per annum for the Council to fund for years 1-25, and approx. £207,000-£325,000 for years 26-60. Could lead to additional transport costs of approx. £130,000

Estimated cost: £111 million capital equivalent costs anticipated – based on the assumption that the option would be funded through the Mutual Investment Model (MIM). Capacity 1750 (1500 + 250)

Driver	Opportunities	Challenges
6.Wellbeing, Care and Health	<ul style="list-style-type: none"> ▪ A well-designed school environment together with green outdoor spaces could improve the physical and mental health of learners, in addition to improving the wellbeing of staff and making them feel that they are appreciated. ▪ The new school building would meet the requirements of the Equality Act 2010. ▪ Use of a possible new facility would also benefit the wider community. 	<ul style="list-style-type: none"> ▪ Some learners may find it difficult to cope in a larger building
7.Curriculum for Wales	<ul style="list-style-type: none"> ▪ The new school building would provide additional specialist modern resources and outdoor green spaces to drive the new curriculum forward. 	<ul style="list-style-type: none"> ▪ No obvious challenges
8.The Welsh Language	<ul style="list-style-type: none"> ▪ The potential new school would be a Welsh medium school from the start. This could lead to some transport cost savings as transporting learners to a nearby Welsh medium secondary school would no longer be required. 	<ul style="list-style-type: none"> ▪ It may be offset by additional transport costs
9.Community use	<ul style="list-style-type: none"> ▪ Having purpose-built community resources in the new school building and access to modern facilities would be expected to attract increased community use and family engagement /involvement. 	<ul style="list-style-type: none"> ▪ Potential relocation of community asset.
10.Decarbonisation	<ul style="list-style-type: none"> ▪ The new school building would be net zero carbon in operation. The potential new school would have less emissions than the two secondary schools combined. 	<ul style="list-style-type: none"> ▪ It is acknowledged however that the carbon emissions saving may be reduced slightly due to the potential additional travel for some learners.
11.Post 16 Provision	<ul style="list-style-type: none"> ▪ Post 16 education would continue at a proposed new site and would have capacity for about 250 year 12 and year 13 learners. 	<ul style="list-style-type: none"> ▪ No obvious challenges

In the table below, there's a summary of the reasonable alternatives and the main reasons for not selecting them:

No.	Option	Meets the drivers for change? Main reasons for not selecting the option
6.2	Federate Ysgol Uwchradd Caergybi, with Ysgol Cybi	No – does not address the condition of the school building especially RAAC
6.3	Federate Ysgol Uwchradd Caergybi, with Ysgol Uwchradd Bodedern	No – does not address the condition of the school building especially RAAC
6.4	Refurbish the current Ysgol Uwchradd Caergybi school building	No – more disruption to learners' education. It would address the condition of the building for 30 years compared to 60 years for the proposal.
6.5	One new multi-site school (2 sites – current site of Ysgol Uwchradd Caergybi after refurbishment and Ysgol Cybi).	No – more disruption to learners' education. It would address the condition of the building for 30 years compared to 60 years for the proposal.
6.6	Build one new secondary school instead of Ysgol Uwchradd Caergybi and Ysgol Uwchradd Bodedern for 11–18-year-olds	No – too costly for the Council

Having considered the reasonable alternatives, only the proposal in question meets the drivers for change and therefore, this is the preferred option:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-olds.”

6.7 Other options considered but were not considered to be reasonable alternatives to the proposal.

In addition to the above, the following options were also considered, but were not considered reasonable alternatives for the reasons summarised below:

Ref	Description	Main Reasons for Rejection
6.7.1	Retain the status quo – Leave Ysgol Uwchradd Caergybi as it is.	<ul style="list-style-type: none"> ▪ Would not address that the school building at Ysgol Uwchradd Caergybi requires significant attention and has been categorised as: “Operational but major repair or replacement needed in the short to medium term”. ▪ In addition, does not address the fact that current mitigations due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building were temporary measures ▪ Would not contribute toward the agenda to work towards becoming Net Zero. ▪ The school does not have green outdoor spaces on the current site. ▪ This option would not address the surplus places in the school.

		<ul style="list-style-type: none"> ▪ This option would not address the present building's significant accessibility issues.
6.7.2	Close Ysgol Uwchradd Caergybi and transfer learners to the other secondary schools on Anglesey.	<ul style="list-style-type: none"> ▪ No secondary school in the island's largest town. ▪ Not enough surplus places in other secondary schools
6.7.3	<p>Review the school and service provision at Ysgol Uwchradd Caergybi looking at examples such as:</p> <ul style="list-style-type: none"> ▪ Clustering, collaboration i.e. bringing schools together to explore ways of doing things more effectively and efficiently. ▪ Using the schools as community hubs to accommodate/ support community services e.g., health, childcare facilities, family and adult learning, community education, sport, recreation, social activity. ▪ Co-locating local services within schools to offset the costs of maintaining the school 	<ul style="list-style-type: none"> ▪ Would not address that the school building at Ysgol Uwchradd Caergybi requires significant attention and has been categorised as: "Operational but major repair or replacement needed in the short to medium term". ▪ In addition, would not address the need to replace the Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building ▪ Would not contribute toward the agenda to work towards becoming Net Zero. ▪ Formal Cluster / collaboration agreements are slow to develop in Wales. ▪ Possibility of additional child safeguarding issues, with other services sharing the school site. ▪ Difficult to attract suitable services due to Council's retraction of services into Headquarters in Llangefni to aid the efficiency agenda.

As highlighted above, the Council has considered several different reasonable alternatives to the proposal. Whilst there are opportunities and challenges attributed to each reasonable alternative, it concludes that, the proposal to:

"Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–18-year-olds"

is the proposal that offers the best solution to address the key drivers for change and the key challenges (identified in section 4 and 5) for Ysgol Uwchradd Caergybi.

If the proposal is implemented, it is anticipated that a new Ysgol Uwchradd Caergybi building will be completed by 2030 when the learners would relocate to it. This would minimise disruption to learners. The current Ysgol Uwchradd Caergybi school building would then close.

7. FINANCIAL IMPACT IF THE PROPOSAL IS IMPLEMENTED

This section discusses financial impact of the proposal if it is approved.

The Council's preference would be to deliver this project through Welsh Government's Mutual Investment Model (MIM – see section 7.2 below). This would be subject to confirmation from Welsh Government that MIM funding is available.

7.1 Approximate cost and funding options for the new school building

The Council has passed a resolution that all capital receipts arising from the closure of school buildings will be ring-fenced for the use of school reorganisation projects. If the proposal is approved, and a new building for Ysgol Uwchradd Caergybi is built, the existing school building would be surplus to requirements.

For this document, it is assumed that the sale of Ysgol Uwchradd Caergybi will release capital receipts towards the cost of building the new school building.

The estimated cost of the proposal at present and depending on the outcome is estimated to be £65.9m if delivered as a MIM scheme; this will be part funded by the Sustainable Communities for Learning programme.

The Welsh Government intervention rate to fund capital projects is 65%, with the remaining 35% funded by the Council.

The Welsh Government also invites Councils to use the Mutual Investment Model (MIM) [see part 7.2 below] to fund new build projects of significant value. The Welsh Government intervention rate for funding Sustainable Communities for Learning MIM projects is 81%, with the remaining 19% funded by the Council. Most of the expenditure associated with the new building is likely to be eligible to be delivered and funded using the Mutual Investment Model, should the Executive wish to pursue this option.

7.2 Mutual Investment Model (MIM)

The Mutual Investment Model (MIM) is an innovative way to invest in public infrastructure developed in Wales. MIM has been designed by the Welsh Government to finance major capital projects due to a scarcity of capital funding.

The Mutual Investment Model (MIM) supports additional investment in social and economic infrastructure projects and help to improve public services in Wales.

MIM schemes will see private partners build and maintain public assets. In return, the Welsh Government will pay a fee to the private partner, which will cover the cost of construction, maintenance and financing the project. At the end of the contract the asset will be transferred into public ownership. (Source: Mutual Investment Model)

7.3 Annual Costs to the Council

Transport Costs

The proposal is not expected to have a material change on school transport costs, however will become clearer once a sit for the new building has been confirmed.

Delegated Schools Budget

Schools delegated budget (funded through the delegated schools funding formula) requirement is likely to increase by approximately £26,000 per annum if the proposal is implemented.

Repairs and Maintenance Costs

If the project is funded through the Mutual Investment Model (MIM), the maintenance of the school will be the responsibility of the Project Co (the company responsible for the build) for the length of the contract (25 years). This would generate a saving to the Council of approximately £46,000 per annum from the school's opening date for the next 25 years.

7.4 Summary of Annual Cost to the Council – Mutual Investment Model.

The table below summarises the annual revenue costs for the Council if the proposal is delivered through the Mutual Investment Model (MIM):

Total Capital Equivalent Project Cost	£65,860,267
Project Costs Funded By MIM	£60,697,000
Council Contribution (estimate) towards annual service cost -for 25 years	£1,238,218
Project Costs funded by Capital Grant (Development Fees, Furniture, Teaching Resources, ICT, and Purchase of Land)	£5,163,267
Government Grant	(£3,356,124)
LA Contribution	£1,807,143
Capital Receipts	(£715,000)
Borrowing Requirement	£1,092,143
Annual Repayments over 60 years *	£60,324 to £114,860
Additional Transport Cost – Permanent (This will become clearer once a site is chosen)	£0
Additional Cost - Delegated School Budget – Permanent	£26,000
Repairs and Maintenance Saving – years 1-25	(£46,000)
Net additional Cost / (Saving) per annum – From school opening date- year 25*	£1,278,542 to £1,285,269
Net additional Cost / (Saving) per annum –From Year 26 – Year 60*	£93,552 to £140,860
Reduction in current and projected future maintenance cost	£28,985,743
Reduction in current and projected future maintenance cost – Annual equivalent (saving) **	(£2.4 million- £3.8 million)

*As repayments are calculated based on the 'annuity method' the amount which would be repaid would be lower in the initial loan period and will be higher during the latter stages of the loan period.

** Calculated on the assumption that the current and projected future maintenance cost was funded by means of unsupported borrowing over a period of 20 years.

7.5 Summary of Annual Cost to the Council – Delivered through Capital funding

Should MIM funding not be available to support this proposed project, the Council could consider delivering this project as a Capital scheme. The table below summarises the annual revenue costs for the Council if the proposal is delivered through Capital funding:

Total Capital Equivalent Project Cost	£56,859,500
Estimated Government Grant	(£38,348,636)
LA Contribution	£18,510,864
Capital Receipts	(£715,000)
Borrowing Requirement	£17,795,864
Annual Repayments over 60 years*	£982,950 to £1,871,583
Additional Transport Cost - Permanent	£0
Additional Cost - Delegated School Budget – Permanent	£26,000
Net additional Cost / (Saving) per annum* - from school opening to year 60	£1,008,950 to £1,897,583
Reduction in current and projected future maintenance cost	£28,985,743
Reduction in current and projected future maintenance cost – Annual equivalent (saving) *	(£2.4 million to £3.8 million)

7.6 Short Term Costs

There will be some short-term transitional costs which need to be funded.

These could include:

- Additional one-off cost to release a member of the school's senior leadership team prior to the opening of the new school building.
- Premises costs for the closed building until it has been disposed of.

It is estimated that the transitional cost will be approximately £8,000 per annum from 2025/26 – 2027/28, approximately £19,000 in 2028/29, Approximately £177,000 in 2029/2030 (when the new school building opens) and will be approximately £115,000 per annum from 2030/31, until the existing school property is transferred out of the Council's ownership.

8. CONCLUSION

Following careful consideration of the key challenges (section 5) and reasonable alternatives for Ysgol Uwchradd Caergybi (Section 6), the Council's preferred proposal for consultation is to:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11-18-year-olds”.

The Council is of the opinion that this proposal is the optimum solution that addresses the key drivers for change and the key challenges faced by Ysgol Uwchradd Caergybi (Section 5).

Possible benefits of the proposal

The proposal, if realised would be expected to realise the following benefits (Section 5):

- As there could be a new school building, the Council would avoid having to conduct work to address the current and projected future maintenance cost of almost £29 million (2024) on the current building.
- It would address those urgent current mitigations taken in 2023/24 due to Reinforced Autoclave Aerated Concrete (RAAC) in 30% of the school building as a result of changes to UK Government guidance in August 2023.
- The potential new school site would have its own playing fields.
- Surplus places at Ysgol Uwchradd Caergybi would be reduced.
- Increased likelihood that learners will remain within their catchment area because of having access to a potential new school building and modern resources.
- There is no additional transport cost associated with the proposal
- The proposal would lead to a saving in the central repairs & maintenance budget for the next 25 years (if the scheme is delivered via the Mutual Investment Model (MIM))
- A well-designed school environment together with green outdoor spaces could improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated.
- A new school building could provide additional specialist modern resources and outdoor green spaces to drive the new curriculum forward.
- Having purpose-built community resources in the new school building and access to modern facilities would be expected to attract increased community use and family engagement /involvement.
- The new school building will be net zero carbon.

It could also lead to the following benefits:

- Help retain learners who attend Ysgol Uwchradd Caergybi's primary schools' catchment areas
- As there could be a new secondary school building, learners who live in Ysgol Uwchradd Caergybi's catchment area but attend other secondary schools could choose to attend the potential new school rather than other secondary schools
- Be a new school building with latest technology and resources, suitable for the latest and most modern methods of teaching and learning with positive effects on learner wellbeing and educational outcomes.
- Create better facilities that learners and the wider community can use, including multi-agency use
- Reduce the building maintenance burden on the Council

A new well-designed school environment could improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated.

Well-designed and thoughtfully developed school grounds enrich opportunities to learn and play. Connection and contact with nature create more positive emotions and feelings of vitality, and less negative emotions; it also offers a release from mental fatigue, and the ability to concentrate for longer.

The Council is committed to investing in a Community Focused Schools learning environment, by co-locating key services, and ensuring stronger family engagement between parents and carers with the school. Welsh Government's Community Focused Schools guidance addresses child poverty and mitigate its effects, including educational inequalities children experience because of living in poverty.

The proposal would enable the Council and the potential new school to be a Community Focused School, building strong partnerships with families, engaging with the wider community and collaborating effectively with other sectors and services. This would be in line with Welsh Government's latest guidance.

The new school building would have the resources to drive the new curriculum forward successfully, to meet the four main purposes of developing:

- Ambitious capable learners
- Enterprising creative contributors
- Ethical, informed citizens
- Healthy, confident individuals

The proposal could ensure wider access to Welsh medium provision and increase availability of Welsh medium courses in post-16 education by the completion date.

The new school building will be net zero carbon.

If the proposal is implemented, it is anticipated that a new Ysgol Uwchradd Caergybi building will be completed by 2030 when the learners would relocate to it. This would minimise disruption to learners. The current Ysgol Uwchradd Caergybi school building would then close.



IMPACT ASSESSMENT

SCHOOL ORGANISATION

PROPOSAL PAPER

Ysgol Uwchradd Caergybi

Proposal to:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–16-year-olds”

Date: May 2025

Mae'r ddogfen hon hefyd ar gael yn Gymraeg / This document is also available in Welsh.

Assessment start date	15 May 2025
The officer responsible for the assessment	Aaron C. Evans, Director of Education, Skills and Young People.
Date of review	This is a working document and will be revised on a regular basis. Any likely or actual additional impacts identified will be reflected in an amended version which will be published as part of the Consultation Report in due course.

CONTENTS

1.	INTRODUCTION	3
2.	EQUALITY IMPACT ASSESSMENT	4
2.1	Background- Equality Impact Assessment	5
2.2	Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011	7
2.3	Information Gathering – Human Rights Act 1998 (The 16 basic rights are listed in section 7). 7	
2.4	Information Gathering – Well-Being of Future Generations (Wales) Act 2015 – see section 8. 7	
2.5	Information Gathering – Engagement / Consultation	8
2.6	Considering the potential impact and identifying mitigating action	9
2.7	Outcome of the assessment	15
2.8	Action Plan	18
3.	WELSH LANGUAGE IMPACT ASSESSMENT	19
3.1	- Compliance with the Welsh Language Policy	20
3.2	- Effect on Welsh speaking users	21
3.3	Effect on Welsh speaking communities	22
3.4	Contribution towards Welsh language standards, language policies, strategies and other relevant guidance relating to the Welsh language	23
3.5	The impacts identified and assessed	24
3.6	Consultation	24
3.7	Post consultation, final proposals and ongoing monitoring	25
4	COMMUNITY IMPACT ASSESSMENT	26
4.1	Learner Numbers and Five-Year Forecasts	26
4.2	Learners who travel between catchment areas	27
4.3	Learner Projections if the proposal goes ahead.	28
4.4	Information about the school	29
4.5	Distance and travelling time.	31
4.6	Community Impact and Conclusion	32
5	CONCLUSION.....	34
6	Further information - A More Equal Wales – The Socio-Economic Duty Equality Act 2010	35
7	Further information - Human Rights	36
8	Further information - Well-being of Future Generations (Wales) Act 2015 (the Future Generations Act) 37	

APPENDIX 1

1. INTRODUCTION

The Welsh Government's School Organisation Code (011/2018) requires Local Authorities to undertake equality impact assessments, impact on the Welsh Language and the impact on the community, when proposing changes to the organisation of schools.

The proposal under consideration is to:

“Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11-16-year-olds”

The Headteacher was invited to complete a questionnaire to assess the current community use of the school buildings (outside normal school opening hours) and use of other facilities in the community by school learners. In addition, the data and evidence collected for the purpose of the assessments was based on the Pupil Level Annual School Census (PLASC) January 2024 and future learner projections to 2029 based on the number of learners at the school in September 2024.

The document consists of:

Section 2 – Equality Impact Assessment

Section 3 – Welsh Language Impact Assessment

Section 4 – Community Impact Assessment

Section 5 – Conclusion

This is a working document and will be revised on a regular basis. There will be an opportunity for stakeholders to contribute to the impact assessments.

Revision history:		
Version	Date	Summary of changes
0.1	15 May 2025	First draft

APPENDIX 1

2. EQUALITY IMPACT ASSESSMENT

This equality impact assessment has been undertaken to meet the requirements of both the Equality Act 2010, the Equality Act 2010 (Statutory Duties) (Wales) Regulations 2011 and the Welsh Government's School Organisation Code (011/2018).

The Equality Act 2010

The Equality Act 2010 (the Act) places a general duty on public bodies in carrying out their functions to have due regard to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act is about ensuring fairness and protects the following nine characteristics (also known as 'protected groups'):

- Age
- Disability
- Sex
- Gender reassignment
- Pregnancy and maternity
- Race, including ethnic or national origin, colour or nationality
- Religion or belief, including lack of belief.
- Sexual orientation

It applies to marriage and civil partnership, but only in respect of the requirement to eliminate discrimination in employment.

The phrase 'protected group' is sometimes used to refer to people who share a protected characteristic.

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

The Welsh Government introduced the above Regulations which contain additional specific duties to help devolved public bodies in Wales to meet the general duty and to aid transparency. Specific duties include a requirement to assess the impact of policies and practices on groups protected by the Act and to consider how this will affect the Council's performance of the general duty. This means that the Isle of Anglesey County Council (the Council) must consider relevant evidence to understand the likely or actual impact of its proposed policies and practices on protected groups and have 'due regard' (*i.e.*, give appropriate weight) to the results of such assessments.

Equality considerations are considered in forming the proposals for schools' organisation during the project development process and, if implemented, the actual impact will be monitored to consider taking action to address any issues identified, such as addressing negative impacts, where possible.

The equality impact assessment document will be updated regularly to ensure that any issues identified are given fair consideration.

2.1 Background- Equality Impact Assessment	
What are you assessing?	The proposal being assessed is to “Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11-16-year-olds”
Is this a new or existing proposal?	This is a new proposal.
What are the aims and purpose of this proposal?	<p>The Modernising Learning Communities and Developing the Welsh Language Strategy, which was adopted by the Executive on 18 July 2023, states that the Council should be committed to ensuring that all school buildings, are fit for purpose, are in the right location, meet the needs of learners and are a resource for the community.</p> <p>The school building at Ysgol Uwchradd Caergybi requires significant attention and has been categorised as: Operational but major repair or replacement needed in the short to medium term In this respect the proposal is to relocate Ysgol Uwchradd Caergybi learners to a new school building for 11-16-year-olds”.</p> <p>It should also be noted that a separate simultaneous proposal and consultation on post 16 provision for 16-18 year olds is also being held across Ynys Môn, including the post 16 provision at Ysgol Uwchradd Caergybi. Any additional impacts identified from that post-16 consultation will be reflected in an amended version (s) of this impact assessment.</p>
Who is responsible for the proposal you are assessing?	Aaron C. Evans, Director of Education, Skills, and Young People
Who is the Lead Officer for this assessment?	Emrys Bebb, Programme Manager (Corporate)
Who else is involved in undertaking this assessment?	<p>Alun Roberts - Programme Manager (Corporate)</p> <p>Arwyn Hughes - Programme Manager (Corporate)</p> <p>Carol Sorahan - Programme Manager (Corporate)</p>

2.1 Background- Equality Impact Assessment

Is the proposal related to other areas of work?	Yes – This proposal is consistent with the objectives of the Modernising Learning Communities and Developing the Welsh Language Strategy which was adopted by the Executive on 18 th July 2023. However, each school proposal is assessed on its own merit.	
<p>Is the proposal relevant to how the Council complies with the public sector general duty relating to people who are protected by the Equality Act 2010?</p> <p>Generally, any policy that affects people is likely to be relevant across all protected groups.</p> <p>Is the proposal relevant to how the Council complies with the Human Rights Act 1998?</p>	The elimination of discrimination, harassment, victimisation and other conduct	✓
	The advancement of equality of opportunity	✓
	The fostering of good relations	✓
	The protection and promotion of human rights	✓
<p>Is the proposal a strategic decision? If so, the Socio-Economic Duty is relevant (what is the duty? explained in Section 6)</p>	<p>The proposal is not a strategic decision but is part of the Modernising Learning Communities and Developing the Welsh Language Strategy.</p> <p>Ysgol Uwchradd Caergybi is located in the town of Holyhead which is the largest town in Anglesey with a population of 11,760 (2021 Census figures). Holyhead has 7 Lower Super Output Areas (“LSOA’s”) with high deprivation rates. Income deprivation levels in Holyhead exceed the Wales average. As of September 2024, 33.4% of learners at Ysgol Uwchradd Caergybi were entitled to free school meals.</p> <p>The proposal is for new secondary school instead of the current Ysgol Uwchradd Caergybi building. Therefore, the proposal is likely to have a neutral effect on deprivation levels in Holyhead.</p> <p>The Council will attempt to mitigate any relevant risks arising from the proposal by working with the community in Holyhead.</p>	
<p>Who would be affected by the proposal(s) (adversely or positively, directly, or indirectly)?</p> <p>If this is a strategic proposal, ensure that you consider whether the proposal would</p>	<p>For Ysgol Uwchradd Caergybi, the following may be affected:</p> <p>Staff, learners, governors, parents and carers of learners at the schools, members of the community who use the school building.</p>	

2.1 Background- Equality Impact Assessment

affect more on people living in less favourable social and economic circumstances than others in the same society

2.2 Information Gathering – Welsh Language Standards and the Welsh Language Measure (Wales) 2011

Does this proposal ensure that the Welsh language is treated no less favourably than the English language, in accordance with the Council's Welsh Language Policy?	Yes – this is assessed separately in the Welsh Language Impact Assessment part of this document (Section 3).
Is there an opportunity here to offer more opportunities for people to learn and / or use the Welsh language on a day-to-day basis?	Yes – this is discussed briefly in section 2.6 of this document and assessed separately in the Welsh Language Impact Assessment part of this document (Section 3).
Will this area of work proactively offer services in Welsh for users?	Yes – this is assessed separately in the Welsh Language Impact Assessment part of this document (Section 3).
Is this proposal likely to protect and promote the Welsh language within communities?	Realisation of the proposal could protect and promote the Welsh language within Ysgol Uwchradd Caergybi and within its catchment area. A more comprehensive impact assessment on the Welsh language is carried out in Section 3.

2.3 Information Gathering – Human Rights Act 1998 (The 16 basic rights are listed in section 7).

Are there any human rights issues? If so, what are they?	No human rights issues have been identified.
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2.4 Information Gathering – Well-Being of Future Generations (Wales) Act 2015 – see section 8

Does this proposal meet any of the seven national well-being goals outlined in the Well-being of Future Generations (Wales) Act 2015? (Descriptions of the well-being goals are listed in Section 8 of this document)	A prosperous Wales	Yes
	A resilient Wales	Yes
	A healthier Wales	Yes
	A more equal Wales	Yes
	A Wales of cohesive communities	Yes
	A Wales of vibrant culture and thriving Welsh language	Yes
	A globally responsible Wales	Yes

2.5 Information Gathering – Engagement / Consultation	
What has been done to date in terms of involvement and consultation about this proposal?	<p>The Council consulted on the Modernising Learning Communities and Developing the Welsh Language strategy (the Strategy) in draft from 31 March 2023 until 18 May 2023. The Council consulted with schools and stakeholders (including Headteachers, Governors, Town and Community Councils, Menter Môn, GwE, Estyn, Trade Unions, the local Member of Parliament, the local and regional Members of the Senedd, and others) informing them of the consultation period.</p> <p>The Council's school Headteachers were also asked to share the message with their school's parents and carers, through their usual method of communication. The consultation was also advertised through the Council's social media and on the Council's website. Briefing sessions were held with all the Elected Members, Headteachers, and Governors, and a series of engagement sessions were held with children and young people.</p> <p>Almost 300 responses to the consultation were received. All the responses were considered before the Strategy was presented and adopted.</p> <p>Overall, most responses agreed with the reasons as to 'why continuous change is required', the 'Vision and Leading Principles' and the 'Drivers for Change / Strategic Objectives'.</p> <p>A proposal paper is presented to the Council's Executive to seek a decision whether to undertake a full statutory consultation on this new proposal, in line with the process outlined within the School Organisation Code (11/2018)</p>
What other information have you used to inform your assessment? If so, please detail:	<p>The following information about the schools has been included: gender balance, Additional Learning Needs (ALN) data, ethnicity, language, and free school meals.</p> <p>A questionnaire was sent to the Headteacher to ask for details of any after school activities held at their school and any community use of the school building.</p>
Are there any gaps in the information collected to date? If so, how will these be addressed?	No gaps identified at this stage.

Is the proposal relevant to how the Council complies with the public sector general duty relating to people who are protected by the Equality Act 2010 and the requirements of the Human Rights Act 1998?	Yes	No
The elimination of discrimination, harassment, victimisation and other conduct	√	
The advancement of equality of opportunity	√	
The fostering of good relations	√	
The protection and promotion of human rights	√	

2.6 Considering the potential impact and identifying mitigating action

Note below any likely impact on equality for each individual group and identify what action could be taken to reduce or improve the impact.

*For determining potential impact, please choose from the following: **Negative / Positive / Neutral**

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Age	Neutral	The Council has a statutory duty to provide full-time education to children and young people aged 4-16. Ysgol Uwchradd Caergybi currently accepts learners from the age of 11 to 18. Should the proposal be realised, Ysgol Uwchradd Caergybi will continue to accept learners from the age of 11 to 18.	Should the proposal be realised, Ysgol Uwchradd Caergybi will continue to accept learners from the age of 11 to 18.
Disability	Positive	<p>If the proposal is realised:</p> <ul style="list-style-type: none"> • As Ysgol Uwchradd Caergybi was built in the 1960s, it only partially meets the requirements of the Equality Act 2010. The potential new Ysgol Uwchradd Caergybi building would fully meet the requirements of the Act • Learners who have ALN will continue to receive support to respond to their individual educational needs. • Impact on ALN staff 	If the proposal is approved, the Council would ensure the design of the new building would be in line with HM Government's guidelines for secondary school design namely Building Bulletin 98 It states: "Access and inclusion must be allowed for in the design, reflecting the Government's commitment to promoting inclusion of learners with special educational needs (SEN) and disabilities into mainstream schools. This means that such learners should be able to have

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact												
			<p>access to the whole curriculum and participate in school life.” Therefore, disabled learners and staff would be able to fully access the whole of the proposed new school building.</p> <p>The Council will provide appropriate assistance and support for the learners with ALN and a disability. Individual needs of ALN and disabled learners will be assessed at the time of transferring to any school.</p> <p>The Council will also provide appropriate assistance and support for the needs of ALN staff members.</p>												
Sex	Neutral	<p>The table below shows the current gender split and the split if the proposal is realised.</p> <p>Current gender split (January 2024):</p> <table><tr><td>Gender</td><td>Ysgol Uwchradd Caergybi</td></tr><tr><td>Male</td><td>50%</td></tr><tr><td>Female</td><td>50%</td></tr></table> <p>Anticipated gender split if the proposal is realised:</p> <table><tr><td>Gender</td><td>Ysgol Uwchradd Caergybi</td></tr><tr><td>Male</td><td>50%</td></tr><tr><td>Female</td><td>50%</td></tr></table> <p>The anticipated gender split under the proposal would be relatively equal and would not be a cause for concern.</p>	Gender	Ysgol Uwchradd Caergybi	Male	50%	Female	50%	Gender	Ysgol Uwchradd Caergybi	Male	50%	Female	50%	<p>All learners’ performance is assessed and monitored, to include specific groups such as male and females, free school meals, ALN learners, ethnic minority, English as an additional language (EAL), children in care and the more able and talented. The educational performance of males and females are constantly monitored to ensure there are no large differences between males and females.</p>
Gender	Ysgol Uwchradd Caergybi														
Male	50%														
Female	50%														
Gender	Ysgol Uwchradd Caergybi														
Male	50%														
Female	50%														
Gender Reassignment	Neutral	<p>Not applicable to the learners of the school. There is no evidence to indicate that discrimination based on gender reassignment will occur and is not likely.</p>	<p>Any members of staff who have reassigned their gender would not be treated differently.</p>												

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact															
Pregnancy & Maternity	Neutral	Not applicable to the learners of the school. There is no evidence that discriminating based on pregnancy or taking leave takes place with the schools' staff.	Female staff employed at Ysgol Uwchradd Caergybi who become pregnant are eligible for a maternity period in accordance with the Council's Maternity Leave Scheme. Male staff are eligible for paternity leave in accordance with the Paternity Leave Policy, or parents can request shared paternal leave.															
Race / Ethnicity / Nationality	Neutral	PLASC data January 2024: <table><tr><th colspan="5">Ysgol Uwchradd Caergybi</th></tr><tr><td>White</td><td>Asian</td><td>Black</td><td>Mixed</td><td>Other</td></tr><tr><td>95.8%</td><td>0.7%</td><td>0.2%</td><td>2.9%</td><td>0.4%</td></tr></table> Available evidence indicates that adverse impacts based on race / ethnicity / nationality will not occur and are not likely.	Ysgol Uwchradd Caergybi					White	Asian	Black	Mixed	Other	95.8%	0.7%	0.2%	2.9%	0.4%	If the proposal is realised and learners from other ethnic or racial backgrounds attend the new school building, they will not be treated differently based on their ethnic origin. Any members of staff from other ethnic backgrounds would not be treated differently based on their ethnic origin.
Ysgol Uwchradd Caergybi																		
White	Asian	Black	Mixed	Other														
95.8%	0.7%	0.2%	2.9%	0.4%														
Religion or Belief	Neutral	The PLASC January 2024 does not retain data on this aspect. Available evidence indicates that adverse impacts based on religion or belief will not occur and are not likely.	It is a choice of those with parental responsibility or of a capable child to share information about that child's religion or belief with the school. Learners will not be treated differently based on their religion or belief and neither would members of staff.															
Sexual Orientation	Neutral	The PLASC January 2024 does not retain data on this aspect. Available evidence indicates that adverse impacts based on sexual orientation will not occur and are not likely.	It is a choice of those with parental responsibility or of a competent child to share information about that child's sexual orientation with the school. Staff or learners will not be treated differently due to their sexual orientation.															
Marriage or Civil Partnership	Neutral	Not applicable to the learners of the school. The Council has considered the impact of the proposal on Ysgol Uwchradd Caergybi staff in	Members of staff will not be treated differently based on their marriage or civil partnership status.															

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
		respect of the requirement to eliminate discrimination in employment. Available evidence indicates that discrimination based on marriage /or civil partnership will not occur and is not likely.	
Welsh language	Neutral	<p>Data from PLASC – January 2024 shows that 20% of learners from Ysgol Uwchradd Caergybi speak Welsh at home. Implementation of the proposal would, of itself, not lead to an increase in the number of Welsh speakers at the school.</p> <p>Anglesey presently has 4 secondary schools in category 3 and 1 in a transitional category (T3). Ysgol Uwchradd Caergybi is in this transitional category. It has begun the process of transitioning towards category 3 within a five-year plan, achieving category 3 by September 2029. The definition of a Category 3 secondary school is: Category 3 – Welsh-medium school will offer a wide range of their Areas of Learning and Experience (AoLE) through the medium of Welsh. At least 60% % of learners undertaking at least 70% of their school activities (curricular and extra-curricular) in Welsh. Category 3 schools are expected to continue to reflect the linguistic context of the area whilst working towards increasing their Welsh medium provision over time.</p>	<p>Although this transitional process is independent of this proposal, if the proposal is agreed, the provision of Welsh-medium education at a new Ysgol Uwchradd Caergybi building will meet the demand since eight out of nine primary schools within the school catchment area are designated as Welsh-medium. This would also mean that learners would remain within their catchment area to access fully bilingual education instead of accessing a nearby secondary school.</p> <p>The proposal would be part of Welsh Government and the Council's Sustainable Communities for Learning programme.</p>
Human rights requirements	Neutral	The PLASC January 2024 does not retain data on this aspect.	Learners nor staff will not be treated differently based on their human rights requirements

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
		There is no evidence to indicate that discrimination based on protected human rights will occur or is likely with school staff or learners.	
Other - Socio-economic.	Neutral	<p>As of September 2024, 33.4% of learners at Ysgol Uwchradd Caergybi were entitled to free school meals.</p> <p>Available evidence indicates that discrimination based on socio-economic status will not occur and is not likely.</p>	<p>No site for the potential new building has been identified but some learners will travel further, and others could travel less distance to the potential new school. Therefore, the proposal is likely to have a neutral effect on deprivation levels in Holyhead.</p> <p>Learners will not be treated differently based on their socio-economic status and neither would members of staff.</p>
Other - Socio-economic. Less advantaged children's participation in after school activities.	Positive	<p>The location of the proposed new secondary school is not yet known. However, the new school building will have the potential to provide increased opportunities for learners to take advantage of after school activities at the proposed new Ysgol Uwchradd Caergybi.</p> <p>Some learners from some parts of the catchment area may have to travel further to participate in after school activities but others would have to travel less.</p> <p>If the proposal is realised, the proposed new Ysgol Uwchradd Caergybi could make suitable provision that will at least match the current provision in relation to after school activities. In the context of after school activities every learner, irrespective of background, will be encouraged to participate with the expectation on the school to make suitable arrangements for less advantaged learners to be able to participate. These arrangements would include but would not be confined to clubs held during the lunch break, arrangements with parents</p>	<p>No negative impact found but IACC will assess again once the location of the proposed new school building is known.</p>

Protected group	*Potential Impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
		or carers for pick-up and providing after school transport	
There are clear links between inequality and socio-economic issues. Discrimination against protected groups can be a direct cause of socio-economic disadvantage. If any such issues become apparent when assessing non-strategic matters, they should be given due regard and recorded under the relevant protected group, or under 'any other relevant issue' below.			

Please complete this section if the proposal is a strategic matter			
The Socio-Economic Duty	Potential impact	Details of the impact (including evidence to support the findings)	Actions to mitigate negative impact
Is the proposal likely to cause any inequalities of outcome resulting from socio-economic disadvantage?	Included above	See above	See above
Any other relevant issue	Should impacts be identified, these will be considered and reflected in an amended version (s) of this impact assessment		

Outcome of the assessment:

The assessment demonstrates the proposal is robust; **there is no known potential for discrimination or adverse impact at this stage. In fact, if the proposal is implemented, it would improve access to the school building for disabled people as the potential new school building would be designed in accordance with the guidelines in Building Bulletin 98.** All opportunities to promote equality have been taken.

2.7 Outcome of the assessment

<p>Note the impacts identified and how it is intended to mitigate any negative impact in terms of equality, human rights the Welsh language and, if relevant, socio-economic disadvantage</p>	<p>Overall, the proposal is expected to have a positive impact in terms of equality, human rights, the Welsh Language and socio-economic disadvantage.</p>
<p>Describe any actions taken to maximise the opportunity to promote equality and the Welsh language, the goals of the Well-being of Future Generations (Wales) Act 2015 (sustainability) and, if relevant, ensure better outcomes for those facing economic disadvantage.</p>	<p>If the proposal is agreed by the Council's Executive, the potential new school would be designed to allow access to the new Ysgol Uwchradd Caergybi building for disabled learners and staff.</p> <p>If the proposal is agreed, by the time the new school building is opened, Ysgol Uwchradd Caergybi will be a Welsh medium secondary school.</p> <p>The proposal is for new secondary school instead of the current Ysgol Uwchradd Caergybi building. Therefore, the proposal is likely to have a neutral effect on deprivation levels in Holyhead.</p> <p>The proposed new Ysgol Uwchradd Caergybi will be expected to make suitable provision that will at least match the current provision in relation to clubs. In the context of <u>after school activities</u> every learner, irrespective of background, will be encouraged to participate with the expectation on the school to make suitable arrangements for less advantaged learners to be able to participate. These arrangements would include but would not be confined to clubs held during the lunch break, arrangements with parents or carers for pick-up and providing after school transport. Learners from the proposed new Ysgol Uwchradd Caergybi could have more opportunities to participate in after school activities.</p> <p>Amongst other benefits, the proposal, if realised could lead to the following benefits (as outlined in the proposal paper):</p> <ul style="list-style-type: none"> • The potential new school site would have its own playing fields. • Increased likelihood that learners will remain within their catchment area because of having access to a potential new school building and modern resources. • It is unlikely there will be an additional transport cost associated with the proposal • A well-designed school environment together with green outdoor spaces could improve the physical and mental health of children, in addition to improving the wellbeing of staff and making them feel that they are appreciated.

2.7 Outcome of the assessment

- A new school building could provide additional specialist modern resources and green outdoor spaces to drive the new curriculum forward.
- Having purpose-built community resources in the new school building and access to modern facilities would be expected to attract increased community use and family engagement /involvement.
- Carbon emissions would be reduced
- The proposal would help retain learners who attend Ysgol Uwchradd Caergybi - there is an increased likelihood that learners will remain within the Ysgol Uwchradd Caergybi catchment area because the intended completion date of the school building coincides with the proposed new language definition for the school i.e. Welsh-medium. More catchment school learners would therefore attend their catchment area school instead of Ysgol Uwchradd Bodedern (which is currently the nearest Welsh-medium secondary school to the catchment area), leading to increased use of the language in Holyhead.
- The transport for children to Ysgol Uwchradd Bodedern from the Ysgol Uwchradd Caergybi catchment area to access bilingual education may come to an end when the new Ysgol Uwchradd Caergybi building opens.
- Be a new school building with latest technology and resources.
- Create better facilities that learners and the wider community can use
- Possibly improve the physical and mental health of children, in addition to improving the well-being of staff and making them feel that they are appreciated.
- Well-designed and thoughtfully developed school grounds enrich opportunities to learn and play. Connection and contact with nature create more positive emotions and feelings of vitality, and less negative emotions; it also offers a release from mental fatigue, and the ability to concentrate for longer.

The Council is committed to investing in a Community Focused Schools learning environment, by co-locating key services where appropriate, and ensuring a stronger engagement with parents and carers outside traditional hours. The Council's Community Focused Schools programme addresses child poverty and

2.7 Outcome of the assessment

mitigate its effects, including educational inequalities children experience because of living in poverty.

In terms of the **Well-being of Future Generations (Wales) Act 2015**, well-being goals the following outcomes are foreseen:

A prosperous Wales – The proposal, if realised, could lead to a reduction in energy consumption and a reduction in carbon dioxide emissions. The education the learners receive will help develop a skilled and well-educated population to the future.

A more equal Wales – The proposal will ensure that the potential new school building is fit for purpose and will ensure that every learner's capacity and potential to succeed is realised.

A Wales of cohesive communities – The proposal has the potential to form a new community based around the new school building and its catchment area.

A globally responsible Wales – The proposed new school building will be built to BREAM standards and will involve several energy-saving initiatives. This, and other specific parts of the curriculum, will be used to develop learners' understanding of living and growing up in a globally responsible Wales.

A Wales of vibrant culture and thriving Welsh language - The Welsh Language Impact Assessment can be seen in Section 3. By the time the potential new school opens in 2030, the proposed new secondary school building will be a Welsh-medium school, and the proposal will at least maintain Welsh medium provision in the area.

The Schools Modernisation Programme will collaborate with the Gwynedd and Anglesey Public Services Board to promote the use of the Welsh language in the community and contribute towards the Welsh Government's target of a million Welsh speakers by 2050.

The Education Service reports on a quarterly basis to the Council's Language Forum on the use of Welsh in the Council's schools and the Council's Welsh in Education Strategic Plan (WESP) is monitored on a quarterly basis by the Council's Language Forum.

The proposed new secondary school will have a Multi-Use Games Area (MUGA) which will encourage participation in sports and recreation.

2.7 Outcome of the assessment	
Would any aspect of the proposal contravene the well-being goals of the Well-being of Future Generations (Wales) Act 2015?	No
Is there a need to look at what could be done differently, or to reconsider the entire proposal as a result of conducting this assessment? (Evidence of negative impact could render the proposal or decision unlawful. If you have identified negative impact, you should consider at this stage whether it is possible to proceed with the proposal).	No
Is there a strategy for dealing with any unavoidable but not unlawful negative impacts that cannot be mitigated?	Mitigating actions will be taken to offset any potential negative impacts which have been anticipated – as noted above.
Will the proposal be adopted / forwarded for approval? Who will be the decision-maker?	Yes – The Council's Executive will decide whether to progress with the proposal, by undertaking a statutory consultation. If the Executive decides to progress, officers will follow a statutory consultation process as outlined within the School Organisation Code (11/2018)
Are there monitoring arrangements in place? What are they?	Governance arrangements include procedures which contribute towards, challenges, and ensures compliance with the School Organisation Code, monitors progress and manages risks. This Impact Assessment is a live document, which will continue to be updated as the proposal progresses.

Conclusion - The assessment demonstrates the proposal is robust; **there is no known potential for discrimination or adverse impact.** All opportunities to promote equality have been taken.

The potential effect of the proposal on the Welsh language is assessed separately in the Welsh Language Impact Assessment (Section 3).

2.8 Action Plan

Please detail any actions that are planned following completion of your assessment. You should include any changes that have been made to reduce or eliminate the effects of potential or actual negative impact, as well as any arrangements to collect data or to carry out further research.

Ref	Proposed actions	Lead officer	Timescale
1	The Council's Executive to decide whether to authorise officers to conduct a statutory consultation on the proposal.	Aaron C. Evans	To be confirmed.

3. WELSH LANGUAGE IMPACT ASSESSMENT

The Council has adopted the principle that the Welsh language should be treated no less favourably than the English language, and that the residents of the island should be able to live their lives through the medium of Welsh if they so wish. The same expectation applies in respect of the Welsh language for each of the schools, which provide an opportunity for every learner in the County to gain the appropriate skills to be confident bilingually.

As this proposal looking at how the implementation of the Council's key policies, strategies or guidance would affect the Welsh language; and how the proposal would treat the Welsh language less favourably than the English language or would have a detrimental impact on opportunities for people to use the Welsh language; **a more comprehensive impact assessment on the Welsh language is carried out here.**

3.1 - Compliance with the Welsh Language Policy

<p>Is the proposal influential in terms of dealing with the Welsh-speaking public?</p> <ul style="list-style-type: none"> Will activities such as corresponding by letter, communicating by telephone, public meetings and other meetings comply with the language policy? Will any new IT development comply with the policy? 	<p>Yes, positive effect - see below.</p> <p>Yes – all correspondence and communications will continue to comply with the Welsh Language Policy.</p> <p>Yes – any new IT developments will continue to comply with the Welsh Language Policy.</p>
<p>Is the proposal likely to impact upon the public image of the organisation?</p> <ul style="list-style-type: none"> Will all signs comply with the language policy? Will publications and forms be compliant? Will any publicity material or marketing campaigns comply? Will staff recruitment advertisements comply? 	<p>Yes</p> <p>Yes – all signs will comply with the language policy.</p> <p>Yes – publications and forms will be compliant.</p> <p>Yes – any publicity material or marketing campaigns will comply.</p> <p>Yes – staff recruitment advertisements will comply.</p>
<p>Is the proposal likely to have an impact upon the implementation of the language policy?</p> <ul style="list-style-type: none"> Will the proposal create new jobs? Will the staffing arrangements facilitate the implementation of the language policy? Will the proposal offer training through the medium of Welsh? Will any arrangements with third parties comply with the language policy? Will the proposal include any targets or indicators relating to the language? How will performance be monitored and measured? 	<p>Any new teaching posts will be created according to the staffing structure developed by the governing body of Ysgol Uwchradd Caergybi. The effect the proposal may have on the current staffing structure of Ysgol Uwchradd Caergybi is dependent on the Executive's decision:</p> <ul style="list-style-type: none"> on whether to proceed to statutory consultation with this proposal and subsequent decisions. on whether to proceed to statutory consultation with the post-16 education provision on Anglesey and any subsequent decisions. <p>Yes – as a Welsh medium secondary school, any new staff recruited will be Welsh speakers in line with the language policy and they will continue to implement the policy.</p> <p>Yes – new staff will be trained through the medium of Welsh.</p> <p>Yes – arrangements with third parties will comply with the language policy.</p> <p>Yes – the percentage of learners achieving the expected level in Welsh at the end of key stages</p>

3.1 - Compliance with the Welsh Language Policy

	<p>and the percentage of learners who speak Welsh at home. Outcomes in the WESP.</p> <p>By data collected by the Learning Service such as the percentage of learners achieving the Literacy points score at the end of Key Stage 4. Other data such as the percentage of learners who speak Welsh at home is collected as part of the Pupil Level Annual School Census (PLASC) conducted in January every year.</p>
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3.2 - Effect on Welsh speaking users

<ul style="list-style-type: none"> Will the proposal offer a language choice for users? Will it be possible for users to receive any part of the service in Welsh? 	<p>Ysgol Uwchradd Caergybi is categorised as T3 i.e. the school is transitioning to being a Welsh Medium school (by September 3 2029). The school has a strong Welsh ethos, and all learners will be supported to use the Welsh language both inside and outside the classroom. For language immersion, each learner will be taught fully through the medium of Welsh, with English being used at times to ensure understanding.</p>
<ul style="list-style-type: none"> If there a risk for the proposal to discriminate against Welsh speaking service users? Have the needs of Welsh speakers been considered in the proposal? Are Welsh speakers likely to receive the same standard of service as provided in English? Are Welsh language arrangements likely to lead to a delay in the service? 	<p>No – The school will comply with the Council's Welsh Language Policy.</p> <p>Yes – the needs of Welsh speaking learners are one of the key drivers for this proposal.</p> <p>Yes – the same standard of service will be provided to all learners.</p> <p>No – Welsh language arrangements will not lead to a delay in the service.</p>
<ul style="list-style-type: none"> Is the proposal likely to make Welsh more visible? Is it likely to increase use of the language by producing Welsh language materials and signs? Is it likely to influence others to make more use of Welsh, for example businesses? 	<p>No significant change is anticipated.</p> <p>Signage at the new school building would conform to the Welsh language policy. Ysgol Uwchradd Caergybi would continue to promote and encourage the use of the Welsh language and could use Welsh language materials.</p> <p>Bilingual signage would be seen by many in the locality at the new school building.</p>
<ul style="list-style-type: none"> Will the Welsh language service in relation to the proposal be accessible? Will the service be as accessible in Welsh as in English? 	<p>Yes - will continue to comply with the Welsh Language Policy.</p> <p>Yes - will continue to comply with the Welsh Language Policy.</p>

3.2 - Effect on Welsh speaking users

<ul style="list-style-type: none"> Will the services be available at the same time? 	Yes - will continue to comply with the Welsh Language Policy.
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3.3 Effect on Welsh speaking communities

<ul style="list-style-type: none"> Is the proposal likely to contribute towards safeguarding Welsh in communities? Is it likely to contribute towards efforts to tackle the challenges of demographic change and migration - such as providing opportunities for young people to stay in their communities? Is it likely to contribute towards the local economy in Welsh speaking areas? Will it provide Welsh medium services - such as child-minding services? 	<p>Yes - if the proposal is implemented, Ysgol Uwchradd Caergybi will be a Welsh medium secondary school. When learners will leave the school, they will be fully bilingual. This in turn will contribute towards safeguarding Welsh in their communities.</p> <p>The proposal is likely to have a neutral effect on efforts to tackle the challenges of demographic change and migration.</p> <p>The proposal is likely to have a neutral effect on the local economy in Welsh speaking areas.</p> <p>The proposal is unlikely to provide Welsh medium services outside the school.</p>
<ul style="list-style-type: none"> Does the proposal take steps to promote and facilitate the Welsh language? Does the proposal contribute towards Welsh medium community activities? Does it offer opportunities for young people to use Welsh outside school hours? Does it offer a new service that will also be available in Welsh – for example leisure or sporting activities and provision? Does it contribute or add value to other activities relating to language, such as the work of the local Welsh language initiative (Menter Iaith), the Urdd etc. 	<p>Yes – see below:</p> <p>Yes – if the proposal is realised, there may be various Welsh- medium community activities at Ysgol Uwchradd Caergybi.</p> <p>Yes – it will provide opportunities for learners to use Welsh during after school activities, as well as at the pre-school childcare and breakfast clubs.</p> <p>Partly – There will not necessarily be new services available as a direct consequence of the proposal. However, the proposal could lead to increased learner numbers at Ysgol Uwchradd Caergybi, which may result in new after school activities, due to increased demand.</p> <p>It will strengthen the work of activities relating to the Welsh in the catchment area.</p>

3.4 Contribution towards Welsh language standards, language policies, strategies and other relevant guidance relating to the Welsh language

<p>The language policies of partner organisations or nearby public bodies:</p> <ul style="list-style-type: none"> • Is the authority working in partnership on the proposal? • Which other organisations are likely to be affected by the development? • Do those organisations have Welsh language standards or language policies? • Does the proposal contribute towards these schemes? 	<p>No – The Council is not working in partnership on the proposal. However, if the Council's Executive approve a statutory consultation process for the proposal, the Council will seek the views of many stakeholders and external organisations (such as, but not limited to: parents, carers, staff, governing bodies, Welsh Government, Estyn, community and town councils etc) by means of a statutory consultation. This would be done in line with the School Organisation Code.</p> <p>The proposal is not expected to affect any other organisation.</p> <p>If the proposal comes to fruition, there is an increased likelihood that learners will remain within the Ysgol Uwchradd Caergybi catchment area because the intended completion date of the school building coincides with the proposed new language category for the school i.e. Welsh-medium. More catchment school learners would therefore attend their catchment area school instead of Ysgol Uwchradd Bodedern (which is currently the nearest Welsh-medium secondary school to the catchment area), leading to increased use of the language in Holyhead.</p>
<p>Relevant Welsh language strategies:</p> <ul style="list-style-type: none"> • Will the proposal contribute towards the Welsh Language Promotion Strategy 2021 to 2026 which was adopted by this Council on 7 December 2021? • How does the proposal contribute towards the vision of the Welsh Government for one million Welsh speakers by 2050? 	<p>The Council's aim will be to maintain and improve bilingual and Welsh-medium provision. The aim is to develop learners' abilities as bilingual learners by the end of formal education.</p> <p>Realisation of the proposal would not adversely affect the current trend of improvement against Outcomes 3, 5 and 6 (all objectives that relate to learners of secondary school age) of the Council's Welsh in Education Strategic Plan 2022-2032, namely:</p> <p>Outcome 3 - More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another.</p> <p>Outcome 4 - More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh.</p> <p>Outcome 5 - More opportunities for learners to use Welsh in different contexts in school.</p> <p>Outcome 6 - An increase in the provision of Welsh-medium education for learners with additional</p>

3.4 Contribution towards Welsh language standards, language policies, strategies and other relevant guidance relating to the Welsh language

	<p>learning needs (ALN) (in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018. Outcome 7- Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh</p> <p>The Council's Welsh Language Forum monitors the progress of the Council's Welsh in Education Strategic Plan (WESP) on a quarterly basis.</p>
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3.5 The impacts identified and assessed

What impacts and effects have you identified (i.e., summary of the responses to the above questions) together with the probability and likely severity/ significance of impact? How do you plan to address these impacts to improve the outcomes for the Welsh language? Detail mitigation measures/ alternative options to reduce adverse impacts and increase positive outcomes:	
Positive impact	If the proposal is fully implemented, Ysgol Uwchradd Caergybi will be a Welsh medium secondary school when the new building is opened.
Adverse impact	None
Opportunities to promote the Welsh language e.g. status, use of Welsh language services, use of Welsh in everyday life, Welsh at work increased?	Use of Welsh by learners of Ysgol Uwchradd Caergybi increased
Evidence / data used to support your assessment:	<ul style="list-style-type: none"> • PLASC 2024 – Pupil Level Annual School Census • September 2024 statistics received from the Headteacher. • The Council's Welsh in Education Strategic Plan • Responses from the consultation on the Modernising Learning Communities and Developing the Welsh Language Strategy (if the Executive authorises officers to conduct a statutory consultation on the proposal)

3.6 Consultation

To be updated if the Executive authorise officers to hold a statutory consultation

During consultation, what questions do you wish to ask about the Welsh Language Impacts?	<p>Q1</p> <p>What impact would the proposal have on the Welsh language, specifically on opportunities for people to use Welsh and on treating the Welsh language no less favourably than English.</p> <p>What effects do you think there would be?</p>
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3.6 Consultation

To be updated if the Executive authorise officers to hold a statutory consultation

	<p>How can positive effects be increased, or negative effects be mitigated?</p> <p>Q2 Please explain how you believe the proposal could be used or changed to have positive effects or increased positive effects on opportunities for people to use the Welsh language, and on treating the Welsh language no less favourably than the English language, and no adverse effects on opportunities for people to use the Welsh language and on treating the Welsh language no less favourably than the English language.</p>
With whom are you consulting? How are Welsh language interest groups likely to respond?	Stakeholders as identified in the school organisation code to include the Welsh Language commissioner and Council's Policy Welsh Language Manager
Following consultation, what changes have you made to address language issues raised?	If the proposal is approved, changes will be included after the statutory consultation stage.

3.7 Post consultation, final proposals and ongoing monitoring

<p>Summarise your final decisions, list the likely effects on the Welsh language and how you will promote/ mitigate these. Record your compliance with the Welsh language standards.</p> <p>You will need to refer to this summary in the equality impact assessment template.</p>	Not applicable at this stage.
How will you monitor the ongoing effects during the implementation of the policy?	The action plan at the end of the equality impact assessment is used to note any actions planned following completion of the assessment.

Conclusion

The proposal at this stage would seem not to have any adverse effects on the Welsh Language.

4 COMMUNITY IMPACT ASSESSMENT

This section considers the possible effect of the proposal to “**Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–16-year-olds**” on the local community.

Whilst noting that a separate simultaneous proposal and consultation on post 16 provision for 16-18 year olds is also being held across Ynys Môn, including the post 16 provision at Ysgol Uwchradd Caergybi

4.1 Learner Numbers and Five-Year Forecasts

Details of the learner numbers on roll (September 2024), learner numbers for the past four years (January 2024 PLASC) and future learner projections to 2029 (as provided by the school in September 2024) are shown in this section:

Current (Sept 2024) and past learner numbers for the past four years (January 2024 PLASC)

		Learner numbers					
Ysgol Uwchradd Caergybi	Capacity	January 2020	January 2021	January 2022	January 2023	January 2024	September 2024
Years 7-11		703	739	752	733	728	724
Years 12-13		114	140	131	140	115	102
Years 7-13	1,170	817	879	883	873	843	826
% Surplus Places		30.2%	24.9%	24.5%	25.4%	27.9%	29.4%

Five-year forecasts

Ysgol Uwchradd Caergybi	Capacity	Projected Sept 2025	Projected Sept 2026	Projected Sept 2027	Projected Sept 2028	Projected Sept 2029
Years 7-11		696	699	695	648	626
Years 12-13		112	101	96	107	105
Years 7-13	1170	807	800	790	754	732
% Surplus Places		31.0%	31.6%	32.5%	35.6%	37.4%

Projections confirm that learner numbers for Ysgol Uwchradd Caergybi are expected to fall.

4.2 Learners who travel between catchment areas

The Council is expected to plan school provision around the number of learners in the catchment area.

As of September 2024, the table below notes the percentage of learners who travel from outside the Ysgol Uwchradd Caergybi catchment area to attend the school:

Total number of out of catchment learners	Total School Population	Out of catchment learners as a % of the school population
37	826	4.5%

The number of children attending the school from outside the catchment area is low at Ysgol Uwchradd Caergybi.

As of February 2023, there were 1,323 registered learners living in the Ysgol Uwchradd Caergybi catchment area. By September 2024, this had changed to 1,242. The table below shows which secondary school on Anglesey these learners attend:

	February 2023		September 2024	
Number of learners living in the YUC catchment area	1,323		1,242	
Schools attended	Number of learners	Approximate %	Number of learners	Approximate %
Ysgol Uwchradd Caergybi	824	62.3%	826	66.5%
Ysgol Uwchradd Bodedern	344	26.0%	406	32.7%
Ysgol David Hughes	16	1.2%	13	1.0%
Ysgol Gyfun Llangefni	26	2.0%	30	2.4%
Ysgol Syr Thomas Jones	6	0.5%	2	0.2%
Ysgol Friars - Bangor	103	8.0%	132	10.6%
Other Gwynedd schools	4	0.5%	27	2.2%

4.3 Learner projections if the proposal goes ahead.

The table below shows the remaining allocation for housing developments in the school catchment areas with planning permission (2018-2026).

Remaining allocation for housing developments in the catchment area with or without planning permission (2018-2026)	Estimated Corresponding number of learners*
529	Estimate 80 learners

*Evidence suggests that each house within the relevant medium super output area Medium Super Output Areas ([MSOA*¹]) has, on average 0.15 young people of secondary school age. Multiplying the number of housing developments with 0.15, gives an estimated number of additional children who would need to be educated at that particular school.

*¹ MSOA - areas as defined by the Office of National Statistics, for reporting census information. The MSOA's typically consist of between 2,000 and 6,000 households and have a population of between 5,000 and 15,000 persons. More information on the MSOA's can be found on the following link - [Census 2021 geographies - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/census/2021-geographies)

Should all the housing provision noted above materialise, there would still be sufficient places at the potential new school building for Ysgol Uwchradd Caergybi

It is important to note that accurately projecting figures can be difficult as some learners choose to attend schools outside their catchment area.

4.4 Information about the school

Ysgol Uwchradd Caergybi

Ysgol Uwchradd Caergybi is situated in the town of Holyhead

As of September 2024, the table below notes the percentage of **learners who travel from outside the Ysgol Uwchradd Caergybi catchment area** to attend the school:

Total number of out of catchment learners	Total School Population	Out of catchment learners as a % of the school population
37	826	4.5%

The number of learners in each year in the school is as follows (as of September 2024):

School year	7	8	9	10	11	12	13
Ysgol Uwchradd Caergybi	140	157	141	127	159	59	43

Facilities and services provided by the schools

Details of facilities and services provided by the schools were obtained from a questionnaire completed by the Headteacher

After school activities available to learners at Ysgol Uwchradd Caergybi

Ysgol Uwchradd Caergybi Activity	During the term or holidays?	Frequency
Football/Rugby/Netball	Term time	Weekly
Games Club	Term time	Weekly
Debating Society	Term time	Weekly
Choir practice	Term time	Weekly
Drama workshop	Term time	Weekly
Drama Club	Term time	Weekly
Basketball	Term time	Weekly
Art Club	Term time	Weekly
Science 'spells' club	Term time	Weekly

School facilities at Ysgol Uwchradd Caergybi used by local groups:

Ysgol Uwchradd Caergybi User and facility	During the term or during holidays?	Frequency
Football clubs - Gymnasiums x2	Holidays and term time	Weekly

Pre-school and after school care available at Ysgol Uwchradd Caergybi

Ysgol Uwchradd Caergybi	Language	Independent from the school	Location of Provision	Frequency
Homework Club	Welsh/English	No	Classroom	Weekly

Community activities held locally near Ysgol Uwchradd Caergybi

Activity	How often?	Where?
Youth club	weekly	Jesse Hughes
Dance Club	weekly	Dance studio
Gymnastics Club	weekly	Leisure Centre
Several football clubs	weekly	Holyhead
Majorettes	weekly	Dance studio
Drama	monthly	

Summary

There is some community use of the facilities at Ysgol Uwchradd Caergybi.

4.5 Distance and travelling time.

As the location or site of a potential new school building is unknown at present, there may be additional travelling times for some learners and less travelling time for others.

The Council has a duty to provide travel assistance in accordance with the Learner Travel (Wales) Measure 2008. The Council provides free school transport for full time secondary school learners residing 3 miles or more from the school in whose catchment area they reside (except for 6th form learners / further education students).

Further information available from the school transport policy
<https://www.anglesey.gov.wales/en/Residents/Schools-and-learning/School-transport/School-Transport-Policy.aspx>

4.6 Community Impact and Conclusion

What is being assessed?	<p>The proposal being assessed is to: “Relocate Ysgol Uwchradd Caergybi learners to a new school building for 11–16-year-olds”</p> <p>Whilst noting that a separate simultaneous proposal on post 16 provision for 16-18 year olds is also being considered across Ynys Môn, including the post 16 provision at Ysgol Uwchradd Caergybi</p>
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To determine the potential impact of the proposal on the community, the proposal is assessed against the criteria in the table below. Its impact is identified as positive if deemed to be beneficial, negative if deemed detrimental and neutral if the proposal is deemed not to have a significant impact.

Criteria	Observations	Impact Negative/ Neutral/ Positive	Mitigation Measures / Further Comments
Learners who live outside the catchment area who attend school	The out of catchment learners as a percentage of the school population is 4.5% or 37 learners from 826.	Neutral	<p>The Council is expected to plan school provision around the number of learners in the catchment area. It is important to note that accurately projecting figures can be difficult as some learners choose to attend schools outside their catchment area.</p> <p>The proposal addresses the need to have sufficient school places for current and future learners of Ysgol Uwchradd Caergybi.</p>
Services provided by the school for the community including after school activities	<p>Local football clubs use the 2 gymnasia at the school.</p> <p>Homework Club</p>	<p>Neutral</p> <p>Neutral</p>	<p>It is possible that local football clubs could use the facilities in the new school building</p> <p>The Homework Club would move to the possible location of the new school.</p>

Criteria	Observations	Impact Negative/ Neutral/ Positive	Mitigation Measures / Further Comments
Community facilities provided by the school and activities held on school grounds	There are no playing fields on the current Ysgol Uwchradd Caergybi site. There is some community use of the school at present	Positive	If the proposal is agreed by the Executive, the potential new school site would be designed to have: <ul style="list-style-type: none"> • playing fields that could be used by the community, in line with Building Bulletin 98 • a small part of the potential new school building for community use which could be locked off from the rest of the school. • charging points for electric cars? Playing fields used by the school at Millbank would remain for use by the community if the proposal is approved.
Other impacts Transport	Depending on whether the Council's Executive approves moving to the statutory consultation stage and its possible implementation, some learners may have travel longer distances to a new school site but others may not have to travel as far.	Neutral	Learners would continue to receive their education in a school within a reasonable distance of their homes and receive transport in accordance with the Council's policy, however this means some additional travelling for some learners. Others will no longer need to travel to a nearby Welsh-medium secondary school.
School transport	School buses having to travel through the town of Holyhead to get to Ysgol Uwchradd Caergybi.	Positive	If the proposal is agreed by the Executive, the potential new school site may be located on the outskirts of Holyhead. This would then mean that school buses would not have to travel through the town of Holyhead to get to the school.
Other impacts the public		No impact	

Conclusion – At this stage, prior to officers being authorised to conduct a statutory consultation process on the proposal, the proposal would seem to have little or no impact on the community.

5 CONCLUSION

The proposal has been initially assessed for its potential impact on:

- Equality and human rights
- The Welsh language
- Community.

The effect of the proposal on each part has been initially assessed as follows:

Combined effect on:	Likely Impact at proposal stage:
Equality and human rights	There is no known potential for adverse impact at this stage. If the proposal is implemented, it would improve access to the school building for disabled people as the potential new school building would be designed in accordance with the guidelines in Building Bulletin 98.
Language	The proposal at this stage would seem not to have any adverse effects on the Welsh Language. If the proposal is fully implemented, Ysgol Uwchradd Caergybi will be a Welsh medium secondary school when the new building is opened.
Community	At this stage, prior to officers being authorised to conduct a statutory consultation process on the proposal, the proposal would seem to have neutral impact on the community.

This is a working document and will be revised on a regular basis. Any additional impacts arising because of any subsequent consultation that may be approved, will be reflected in an amended version which will be published as part of the Consultation Report in due course.

6 Further information - A More Equal Wales – The Socio-Economic Duty Equality Act 2010¹
(commenced in Wales: 31 March 2021)

What is the Socio-economic Duty (the Duty)?

The general aim of the Duty is to ensure better outcomes for those suffering socio-economic disadvantage. When making strategic decisions such as deciding priorities and setting objectives, due regard must be given to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.

Who is likely to experience socio-economic disadvantage?

Socio-economic disadvantage can be disproportionate in both ‘communities of interest’ and ‘communities of place’, leading to inequality of outcome, which can be further exasperated when considering ‘intersectionality’:

Communities of interest – groups who share an experience, e.g., homelessness; or people who share an identity, e.g., lone parents, carers. Also, those who share one or more of the protected characteristics listed in the Equality Act 2010.

Communities of place – people who are linked together because of where they live, work, visit or spend a substantial portion of their time there.

Intersectionality - crucially, this is about understanding the way in which a combination of characteristics such as gender, race, or class, can produce unique and often multiple experiences of disadvantage in certain situations. One form of discrimination cannot and should not be considered in isolation from other forms. A truly intersectional approach ensures that this does not happen.

When will the Duty be relevant?

When making **strategic decisions**. The Welsh Government Statutory Guidance² has provided some examples of strategic decisions (this is not an exhaustive list):

- Strategic directive and intent.
- Strategies developed at Regional Partnership Boards and Public Service Boards which impact on public bodies’ functions.
- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans).
- Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy).
- Changes to and development of public services.
- Strategic financial planning.
- Major procurement and commissioning decisions.
- Strategic policy development

¹ Set out in Sections 1 to 3 of the Equality Act 2010

² See <https://www.gov.wales/sites/default/files/publications/2021-03/a-more-equal-wales.pdf>

7 Further information - Human Rights

Human rights are rights and freedoms that belong to all individuals, regardless of their nationality and citizenship. There are 16 basic rights in the Human Rights Act 1998 (HRA)—which give effect to the rights and freedoms guaranteed under the European Convention on Human Rights. For the purposes of the Act, they are known as ‘the Convention Rights’. The rights are listed in Schedule 1 of the HRA below:

(Article 1 is introductory and is not incorporated into the HRA)

Article 2: The right to life.

Article 3: Prohibition of torture.

Article 4: Prohibition of slavery and forced labour.

Article 5: Right to liberty and security.

Article 6: Right to a fair trial.

Article 7: No punishment without law.

Article 8: Right to respect for private and family life.

Article 9: Freedom of thought, conscience, and religion.

Article 10: Freedom of expression.

Article 11: Freedom of assembly and association.

Article 12: Right to marry.

Article 14: Prohibition of discrimination.

Article 1 of Protocol 1: Protection of property.

Article 2 of Protocol 1: Right to education.

Article 3 of Protocol 1: Right to free elections.

Article 1 of Protocol 13: Abolition of the death penalty.

8 Further information - Well-being of Future Generations (Wales) Act 2015 (the Future Generations Act)

This Act is about improving the social, economic, environmental, and cultural well-being of Wales. Public bodies need to make sure that when making their decisions they consider the impact they could have on people living their lives in Wales in the future.

The Future Generations Act defines Sustainable Development in Wales as: *“The process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals.”*

The Act puts in place seven well-being goals:

A prosperous Wales:

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.

A resilient Wales:

A nation which maintains and enhances a biodiverse natural environment with healthy functioning ecosystems that support social, economic and ecological resilience and the capacity to adapt to change (for example climate change).

A healthier Wales:

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.

A more equal Wales:

A society that enables people to fulfil their potential no matter what their background or circumstances (including their socio-economic background and circumstances).

A Wales of cohesive communities:

Attractive, viable, safe, and well-connected communities.

A Wales of vibrant culture and thriving Welsh language:

A society that promotes and protects culture, heritage, and the Welsh language, and which encourages people to participate in the arts, and sports and recreation.

A globally responsible Wales:

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.