

To: Members of the Cabinet

Date: 13 December 2019

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Dear Councillor

I refer to this agenda for the meeting of the **CABINET** to be held at **10.00 am** on **TUESDAY, 17 DECEMBER 2019** in the **COUNCIL CHAMBER, COUNTY HALL, RUTHIN** and enclose the following report.

**Agenda Item  
No**

**5 21ST CENTURY SCHOOLS PROGRAMME - BAND B PROPOSALS**  
(Pages 3 - 26)

To consider a report by Councillor Huw Hilditch-Roberts, Lead Member for Education, Children's Services and Public Engagement (copy enclosed) seeking Cabinet approval of the revised Strategic Outline Programme for submission to the Welsh Government.

Yours sincerely

G Williams  
Head of Legal, HR and Democratic Services

**MEMBERSHIP**

**Councillors**

Hugh Evans  
Bobby Feeley  
Huw Hilditch-Roberts  
Richard Mainon

Tony Thomas  
Julian Thompson-Hill  
Brian Jones  
Mark Young

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<b>Report to</b>	Cabinet
<b>Date of meeting</b>	17 December 2019
<b>Lead Member / Officer</b>	Councillor Huw Hilditch Roberts, Lead Member for Education, Children's Services and Public Engagement
<b>Report author</b>	Karen Evans, Head of Education and Children's Services
<b>Title</b>	21 <sup>st</sup> Century Schools Programme – Band B Proposals

## 1. What is the report about?

The report provides an update on the progression of Denbighshire's proposals for Band B of the 21<sup>st</sup> Century Schools Programme to be delivered in partnership with the Welsh Government.

## 2. What is the reason for making this report?

To enable Cabinet to consider and approve the revised Strategic Outline Programme for consideration by the Welsh Government.

## 3. What are the Recommendations?

That Cabinet approve the revised Strategic Outline Programme for submission to the Welsh Government

That the Committee confirms that it has read, understood and taken account of the Well-being Impact Assessment (Appendix 3) as part of its consideration.

## 4. Report details

4.1 The authority has delivered Band A of the 21<sup>st</sup> Century Schools Programme over the last 7 years. This has seen just over £90m successfully invested in Denbighshire schools and has transformed the teaching and learning offer for many pupils. For Band B

the criteria for 21<sup>st</sup> Century Schools has changed with a reduced focus on addressing surplus places with a defined target. The Welsh Government investment objectives for Band B are:-

**Investment Objective One** – to provide efficient and effective educational infrastructure that will meet current and future demand for places by 2024.

Backlog maintenance costs for the schools and colleges selected for Band B are reduced by at least 50% (based on the assumption that approximately 50% of the projects in the Programme will be replacements for existing assets)

No category D buildings in the estate

25% of Category C condition buildings are improved to Category A or B

Provide the right number of places for the delivery of Welsh and English medium education

Addressing sufficiency issues where relevant.

**Investment Objective Two** – optimise the use of infrastructure and resources, to deliver public services for our communities by 2024. This will include flexibility of our assets so that space and facilities available for our stakeholders are maximised.

Our aspiration is for all facilities that receive investment commit to making assets available for community use if local demand exists.

10% of schools / colleges that receive funding from the Programme have co-located public services on site if local demand exists.

4.2 The strategic direction of the Programme was agreed by Cabinet in July 2017 and the Strategic Outline Programme was approved by Welsh Government in November 2017. Work has continued with the Welsh Government on the transition between Band A and Band B which will run from 2019 to 2024. This work was agreed to focus on the Denbigh, Rhyl and Llangollen areas.

4.3 In November 2018 the Cabinet Secretary announced revised intervention rates for Band B of the 21<sup>st</sup> Century Schools Programme. For Band A the overall Programme split was 50% for Welsh Government (WG) and 50% from local authorities. For Band B it will now be a 65% WG contribution, for special schools including pupil referral units a 75%

contribution and for Voluntary Aided schools the WG contribution would be 85% with 15% to be provided by the Diocesan Authority or the Governing Body.

4.4 Over the last 12 months detailed consideration has been given to the likely direction for Band B of 21<sup>st</sup> Century Schools. Feasibility work has been undertaken on nearly 20 schools which form part of the review area and the likely trends regarding pupil demands have been reviewed. Based on these findings a revised programme has emerged and the current costs of these projects are likely to exceed the allocated programme envelope of £80m approved in November 2017 and the Welsh Government contribution of £45m. This position is complicated further via the implication for the changes to the funding split. This has reduced the potential split for Denbighshire from £32m to a figure which will be closer to £21m. It is suggested that there are three options for consideration in terms of the way forward.

4.5 The first option would be to seek additional funding from Welsh Government via a revised Strategic Outline Programme. This would require discussions with Welsh Government to seek whether this is feasible and affordable from their perspective. Based on the indicative figures an increase of approximately £15m may be required from the Welsh Government to deliver the programme in Appendix 1. This would also mean that the DCC contribution may be reduced from the £32m in the approved SOP to a figure closer to £21m. For the delivery of Band A DCC asked a similar question to the Welsh Government and the size of the programme increased from £73.4m to £86.1m based on an increase in resources from both parties, this was an increase of just under £13m.

4.6 The second option would be to reduce the scope of the DCC programme to ensure that the Welsh Government contribution remains at £45m. This would require either projects to be reduced in scale or removed from the indicative programme.

4.7 The third option would be to consider whether to fund any projects as a DCC project outside of the 21<sup>st</sup> Century Schools Programme. An option could be to suggest one of the smaller projects is 100% funded by DCC outside of the programme. This could give flexibility for DCC but may not represent value for money.

4.8 The Modernising Education Programme Board met on the 1<sup>st</sup> October to consider the findings and provide a steer in terms of moving Band B forward. The view of the Board was that the Welsh Government be approached to discuss a potential increase in their

resources. This was based on Denbighshire's track record for delivery on 21<sup>st</sup> Century Schools and the affordability of what is proposed.

## **5. How does the decision contribute to the Corporate Priorities?**

The proposals will assist the Council meet the priority for Young People that Denbighshire is a place where young people will want to live and work and have the skills to do. In particular this will see Denbighshire continue to modernise schools via the 21<sup>st</sup> Century Schools Programme and if we are successful we expect to see modern school facilities that further enhance pupils' learning.

## **6. What will it cost and how will it affect other services?**

The overall submission for Band B would cost Denbighshire £21m as illustrated in Appendix 1. The funding for the Band B proposals comes from the Council's Corporate Plan. Should the proposals be progressed the development of the Programme would continue to have workstreams for other teams within the Council in particularly Design, Construction and Maintenance. The costs of these teams are absorbed in the overall outline costs.

## **7. What are the main conclusions of the Well-being Impact Assessment?**

The development of a programme for investment for 21<sup>st</sup> Century Schools should have a positive impact on Denbighshire. The construction phase will lead to increased investment in local companies and improve employment prospects. Site selection may have a negative impact on a resilient Denbighshire and this will need to be carefully considered. The provision of modern buildings should impact positively on a healthier and equal Denbighshire whilst providing an opportunity for a more cohesive community. Lessons learnt from Band A will need to be applied to the approach to energy management for Band B. The impact on Welsh Language will be guided by where investment is made.

## **8. What consultations have been carried out with Scrutiny and others?**

Consultation took place with Councillors at an informal meeting in December 2016. The identified priorities were then incorporated into the Strategic Outline Programme approved by Cabinet in 2017. Discussions have subsequently taken place with Headteachers in the areas likely to be impacted by the proposals.

## **9. Chief Finance Officer Statement**

Initial funding has been included in the Medium Term Financial Plan over the next 5 years, initially as part of the current Corporate Plan but continuing into future years due to the long term commitment. It is obviously a large financial commitment and it is welcome to see the careful and considered approach contained in this report. Further financial commitments will be included as appropriate.

## **10. What risks are there and is there anything we can do to reduce them?**

The current Modernising Education Programme includes clear procedures for the management and escalation of risks at both the Programme and Project level. Should the programme be progressed these procedures would continue. The risks associated with the reduction in the programme would mainly impact two areas. By accepting the risk around maintaining poor or life expired buildings the costs around maintenance are expected to increase over time. For pupils in such buildings their learning opportunities may be impacted upon.

## **11. Power to make the decision**

Section 14 of the Education Act 1996 places a duty on local authorities to secure sufficient schools for providing primary and secondary education.

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## DRAFT

### Appendix 1: Strategic outline programme (SOP) revision template

Request for change

Key facts

Local Authority *Denbighshire County Council*

Requested amount of Increase to Envelope *£14.7m*

Has this been signed off by the Cabinet *To be discussed at Cabinet 19<sup>th</sup> November 2019*

Please provide a summary of the proposed change.

#### **Maximum 1000 Words (Any words above 1000 will be discounted)**

Further feasibility work has been undertaken on nearly 20 schools which form part of the review area and the likely trends regarding pupil demands. This work has reflected the changing financial climate and the implications of the revisions to the funding intervention rates.

The main changes to the programme which highlighted 5 areas reflect the findings of further feasibility works, a review of the drivers for change alongside options for the programme to remain affordable for Denbighshire.

#### Rhyl Primary Area

The majority of the schools here are of a similar era. Generally they are ranked Condition C and reflect this position. The primary school in the worst condition is the newer building Ysgol Bryn Hedydd. This school has a deficit of places and mobile accommodation. Overall the main issues in Rhyl are a high demand for places and the anomaly of Ysgol Llewelyn operating as a three form entry. This is the largest Primary school by nearly 200 places and is contrary to the County model of two form entry.

#### Denbigh Review

In the Denbigh area 10 primary schools have been assessed together with the Middle School, Secondary School and Special School located in the town. The issues to be addressed in the town were the condition of buildings alongside some of the more broader challenges for the town's education provision. This includes the number of shared sites which impact on the delivery of provision including Denbigh High and Ysgol Plas Brondyffryn (a specialist school for autism) together with the shared site of Ysgol Twm o'r Nant / Ysgol Frongoch and Ysgol Plas Brondyffryn. The two schools which provide Secondary provision have differing issues. In particular Denbigh High needs to be reviewed in terms of future sizing and has significant surplus places at present.

In Denbigh, the condition of buildings is mixed. Of these 4 schools were ranked as C for both condition and suitability; namely Ysgol Pendref; Ysgol y Parc; St Brigid's and Denbigh High School. Ysgol Plas Brondyffryn is based on three sites at present and is unable to meet the growing demand for places. Two of the sites have seen investment in the last 15 years with extensions or new build accommodation. An option to consider if a new building on a single site is considered for the school is the long term use by the existing buildings for other schools. The position for Ysgol Y Parc, an infants school is complicated by the fact that its partner Junior school, Ysgol Frongoch, shares a site and facilities with Ysgol Plas Brondyffryn.

### Llangollen

In Llangollen the issues relate to the nature of the buildings. The three schools are all Condition and Suitability C. The shared building for Ysgol Bryn Collen and Ysgol Gwernant presents challenges to the efficient delivery of the two schools. This presents issues for the progression of the objectives within the Welsh in Education Strategic Plan – a statutory requirement – and the ability to increase the number of Welsh medium learners based on the current site configuration.

### Additional Learning Needs

The focus of this worksteam has changed and a more locality based cluster approach utilising existing sites has emerged. This negates the approach for a single site investment as initially considered.

### Bodelwyddan

The initial provision was based on the timelines for the Key Strategic Site to be progressed in the settlement. The timelines for the site may not require investment within the timescales of Band B and the likely developer's contribution may meet these requirements.

The initial programme envisaged 7 projects being delivered. The revised programme will also see 7 projects delivered; namely:-

Ysgol Bryn Collen / Ysgol Gwernant, Llangollen - Extension to school for additional classrooms and refurbishment of existing provision. The purpose is to provide a clearer demarcation between the two schools – currently the layout of the building has an impact on both schools ability to operate independently and meet any demand for additional spaces.

Ysgol Dinas Bran, Llangollen - The proposal allows for an extension to the dining block to provide spaces to remove poor areas of learning and for the provision of a new parking area to remove the current issues regarding segregation of cars and pedestrians on site.

Ysgol Pendref, Denbigh - The proposal allows for the provision of a new school. The existing school site will be difficult to develop and the buildings are generally in a poor condition. The lower cost option will be a new build.

Ysgol Plas Brondyffryn, Denbigh - The proposal will see a new building erected on the playing fields at Denbigh High. This will allow for their existing sites to be vacated and allow all learners to be based on a single site rather than the three currently utilised. Options for the re-use of the sites will be considered further including the use by Denbigh High.

St Brigid's Voluntary Aided Trust school, Denbigh - The proposal allows for the removal of all mobile accommodation by the building of a new teaching block. This would form the main area of teaching at the school and remove 14 mobile classrooms. The funding requirements would see the Trustees of the school requested to make a contribution of approximately £2.5m towards the scheme based on the 85/15 split for Voluntary Aided schools.

Denbigh High School, Denbigh - The proposal will see the capacity of the school reduced. The proposal allows for the removal of the poorer areas of accommodation and the school utilising the space which may be vacated by Ysgol Plas Brondyffryn. This will address issues of poor teaching accommodation, restricted external space and access to the site.

New Primary School, Rhyl -The proposal allows for the creation of a new 420 FT school in Rhyl. This proposal would utilise the potential site at Aberkinsey Park. The timing of any proposal would need to be mindful of the potential impact of Christ the Word on the demand for pupil places in the Rhyl area.

### **What is the reason for this change?**

#### **Maximum 1000 Words (Any words above 1000 will be discounted)**

The Council's original proposals was based on a split of projects and included projects which were to be undertaken for a Voluntary Aided Trust school and a Special School. For community / special projects the programme had a value of £65.6m. In addition there was a project for a Voluntary Aided Trust school which was based on a further £12.7m which was to be met on the 85/15 split between Welsh Government and the Trust.

The change in the intervention rate for community schools and for special schools has had a significant impact on the size of Denbighshire's programme.

With the potential projects for Ysgol Plas Brondyffryn now attracting 75% match funding and the community schools attracting 65% match funding, to deliver a similar level of programme would no longer be possible based on the Welsh Government contribution of £45.5m as per the initial SOP.

Whilst there are a range of permeations for the Programme should the two projects for the Trust and Ysgol Plas Brondyffryn remain, based on the revised feasibility costs the remaining WG contribution for investment in community schools would total £13.6m leaving an overall total of £20.8m for all community schools.

This has placed Denbighshire in a difficult position in terms of meeting priority areas. A revised programme including these two schools would see Denbighshire's investment reduced from £32m to £13m. Whilst this assists affordability the Council's Corporate Plan includes ambitions for investment in the school estate and is in a position to contribute a higher sum than £13m to deliver Band B.

An exercise has been undertaken based on updated feasibility costs and the review of priorities to present a revised programme for Band B (see cost matrix attached).

The overall cost of this indicative programme is £83.1m. The current example would see a contribution from Denbighshire of £21.8m. For this to balance there would be a need for an increase in the Welsh Government contribution to a higher sum of £60.2m, an actual increase of £14.7m.

### What options have you explored?

#### **Maximum 1500 words (Any words above 1500 will be discounted)**

The Modernising Education Programme Board considered three main options to address the impact to the programme of the amended intervention rates.

The Programme Board membership includes the Corporate Director (Communities), the Senior Responsible Owner of the Programme; the Head of Education and Children's Services – the statutory Director of Education; the Chief Accountant – acting Section 151 Officer; the Lead Member for Education, Children's Services and Public Engagement; the Lead Member for Finance, Performance and Strategic Assets; the Principal Manager – Education Support with the Design and Construction Manager in attendance on behalf of the Assets service.

The options were as follows:-

#### Option 1 – Seek additional funding from Welsh Government via a revised Strategic Outline Programme

This would require discussions with Welsh Government to seek whether this is feasible and affordable from their perspective. Based on the indicative figures an increase of approximately £15m may be required from the Welsh Government to deliver the programme in Appendix 1. This would also mean that the Denbighshire contribution may be reduced from the £32m in the approved SOP to a figure closer to £22m. For the delivery of Band A DCC asked a similar question to the Welsh Government and the size of the programme increased from £73.4m to £86.1m based on an increase in resources from both parties, this was an increase of just under £13m.

Advantages – this option allows the overall aims of Denbighshire and the Welsh Government via Band B to be realised. Would enable the Programme to address real priority areas for Denbighshire whilst providing a mixture of schemes.

Disadvantages – the option depends upon the support of Welsh Government to provide additional resources to allow these priorities to be met

Option 2 - Reduce the scope of the DCC programme to ensure that the Welsh Government contribution remains at £45m

This would require either projects to be reduced in scale or removed from the indicative programme. The Board would need to provide a steer regarding which projects would be amended to allow the funding programme to equate to the £45m contribution from Welsh Government.

Advantages – the programme may require a lower financial investment from Denbighshire dependent upon which projects were removed.

Disadvantages – some priority projects will have to be removed from the indicative programme or the scale of projects reduced or compromised. This will have a knock on effect on future priorities areas identified for Band C etc. and would delay addressing the investment objectives of Band B.

Option 3 - Consider whether to fund any projects as a DCC project outside of the 21st Century Schools Programme

An option could be to suggest one of the smaller projects is 100% funded by DCC outside of the programme. This could give flexibility for DCC but may not represent value for money.

Advantages – this would provide flexibility for the Council to address priorities at a later date if so required

Disadvantages – would reduce the scope of works that could be undertaken for the resources available

The Modernising Education Programme Board met on the 1<sup>st</sup> October to consider the findings and provide a steer in terms of moving Band B forward. The view of the Board was that the Welsh Government be approached to discuss a potential increase in their resources. This was based on Denbighshire's track record for delivery on 21<sup>st</sup> Century Schools and the affordability of what is proposed.

This was reported to Cabinet Briefing on the 7<sup>th</sup> October. This is attended by all members of Denbighshire's Cabinet together with the Chief Executive, Corporate Directors, Section 151 Officer and the Monitoring Officer. Cabinet Briefing endorsed the approach to the Welsh Government for additional funding.

The consensus was to approach the Welsh Government to examine the options for expanding the Welsh Government contribution.

This view was taken on the basis that the proposals met the national aims for the 21<sup>st</sup> Century Schools Programme and would allow a greater amount of investment and change to take place during Band B to address schools buildings in poor condition.

**How will this affect your ability to match fund?**

**Maximum 1000 Words (Any words above 1000 will be discounted)**

The proposed amendments would affect the overall programme envelope as follows (see Appendix):-

Welsh Government - £60,200,662  
Denbighshire County Council - £21,122,360  
Trustees of a Voluntary Aided School - £2,518,174

The initial programme previously approved included the following contributions:-

Welsh Government - £45,486,982  
Denbighshire County Council - £32,779,500  
Trustees of a Voluntary Aided School - £2,240,732

The amendments due to the impact of the intervention rates would see the Council's match funding reduced from £32m to £21m should the additional resources be made available by Welsh Government.

Denbighshire's element of match funding has been prioritised as part of the Corporate Plan and an element of revenue funding to generate prudential borrowing is part of the current plan which runs from 2017 to 2022. The Plan includes the commitments for beyond the lifetime of the current plan.

This proposal would require an increase in match funding from Welsh Government of £14,713,680

**Signed**.....

**Printed**.....

**Position in the organisation**.....

**Date**.....

**PLEASE ENSURE A REVISED FINANCIAL MATRIX IS SUBMITTED WITH THIS FORM TO REFLECT THE PROPOSED CHANGES**

## Appendix 2

**Denbighshire Revised Strategic Outline Programme - Current Estimated Costs**

Project Title	Welsh Government	Denbighshire County Council	Other	Total Costs
<b>Community Schools</b>				
Ysgol Bryn Collen / Ysgol Gwernant	£3.5m	£1.9m		£5.4m
Ysgol Dinas Bran, Llangollen	£3.1m	£1.7m		£4.8m
Ysgol Pendref, Denbigh	£5m	£2.7m		£7.7m
Denbigh High School	£10m	£5.4m		£15.4m
Rhyl Primary Provision	£6.7m	£3.6m		£10.3m
<b>Sub Total</b>	<b>£28.3m</b>	<b>£15.3m</b>		<b>£43.6m</b>
<b>Special School</b>				
Ysgol Plas Brondyffryn, Denbigh	£17.6m	£5.9m		£23.5m
<b>Voluntary Aided School</b>				
St Brigid's School, Denbigh	£14.3m		£2.5m	£16.8m
<b>Overall Total</b>	<b>£60.2m</b>	<b>£21.1m</b>	<b>£2.5m</b>	<b>£83.8m</b>

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# Appendix 3

## 21st Century Schools Programme Band B proposals

### Well-being Impact Assessment Report

This report summarises the likely impact of the proposal on the social, economic, environmental and cultural well-being of Denbighshire, Wales and the world.

Assessment Number:	268
Brief description:	The proposals for Band B of 21st Century Schools Programme which would be delivered in partnership with the Welsh Government
Date Completed:	04/11/2019 12:07:54 Version: 4
Completed by:	James Curran
Responsible Service:	Education & Children Services
Localities affected by the proposal:	Whole County,
Who will be affected by the proposal?	The proposals for Band B will impact on the school communities of Denbighshire directly and indirectly through the investment applied will have an impact on the economic community of Denbighshire and beyond.
Was this impact assessment completed as a group?	Yes

# IMPACT ASSESSMENT SUMMARY AND CONCLUSION

Before we look in detail at the contribution and impact of the proposal, it is important to consider how the proposal is applying the sustainable development principle. This means that we must act "in a manner which seeks to ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs."

## Score for the sustainability of the approach

★ ★ ★ ☆ ( 3 out of 4 stars ) Actual score : 27 / 30.

## Implications of the score

The proposals for Band B will take a long term perspective on the needs of the schools estate in Denbighshire to ensure that investment is targeted in the required areas.

## Summary of impact

Well-being Goals

A prosperous Denbighshire

A resilient Denbighshire

A healthier Denbighshire

A more equal Denbighshire

A Denbighshire of cohesive communities

A Denbighshire of vibrant culture and thriving Welsh language

A globally responsible Denbighshire

Positive

Negative

Positive

Positive

Positive

Neutral

Positive



## Main conclusions

The progression of the programme for investment for 21st Century Schools should have a positive impact on Denbighshire. The construction phase will lead to increased investment in local companies and improve employment prospects. Site selection may have a negative impact on a resilient Denbighshire and this will need to be carefully considered. The provision of modern buildings should impact positively on a healthier and equal Denbighshire whilst providing an opportunity for a more cohesive community. The impact on Welsh Language will be guided by where investment is made.

## Evidence to support the Well-being Impact Assessment

- We have consulted published research or guides that inform us about the likely impact of the proposal
- We have involved an expert / consulted a group who represent those who may affected by the proposal
- We have engaged with people who will be affected by the proposal

# THE LIKELY IMPACT ON DENBIGHSHIRE, WALES AND THE WORLD

## A prosperous Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	The investment in 21st Century Schools will provide school buildings which may be more energy efficient, provide economic regeneration during the construction phase and should increase the skill base of the local labour market. Lessons learnt from Band A will need to be applied to the approach to energy management for Band B.
<b>Further actions required</b>	The short term nature of construction projects may lead to jobs being available for a limited period. By working with the framework across North Wales to plan projects some of these issues may be overcome.

### Positive impacts identified:

<b>A low carbon society</b>	Any projects progressed for new or refurbished buildings are likely to see significant improvements towards energy efficiency in those buildings. The procurement of products will include indicators which encourage local sourcing of products where possible.
<b>Quality communications, infrastructure and transport</b>	In many instances we will seek to redevelop existing sites thus minimising change and seeking to take advantage of existing infrastructure. The development of new sites may encourage neighbouring sites to become active assisting development opportunities. The provision of new sites could act as a catalyst for investment in super fast broadband etc.
<b>Economic development</b>	The projects will contribute towards economic regeneration via the indicators to secure local spend and employment as part of the contract. The securing of contracts for local suppliers and trades will boost economic conditions in the short term.
<b>Quality skills for the long term</b>	An emphasis will be placed on employment of apprentices and work experience opportunities. The application of framework requirements should assist to enhance the skill base of the local labour market and allow such apprentices to be seen to be more skilled for the future.
<b>Quality jobs for the long term</b>	The main boost for quality jobs will be during the construction phase which will generally be between 12 - 24 months.
<b>Childcare</b>	The projects will seek to examine options for pre-school provision to be located with schools. This will be developed based on existing provision to ensure that a balance is achieved to ensure that existing providers remain viable.

### Negative impacts identified:

<b>A low carbon society</b>	The overall number of journeys within an area will be increased via the construction project. This will include delivery of materials and the travel of site workers. The re-location of schools may create additional journeys for pupils.
<b>Quality communications, infrastructure and transport</b>	

<b>Economic development</b>	
<b>Quality skills for the long term</b>	The need for increased training opportunities through the community benefits requirements may lead to a number of skilled operatives unable to secure long term jobs.
<b>Quality jobs for the long term</b>	The short term nature of the construction industry may lead to scenarios where trained up apprentices are unable to secure long term employment.
<b>Childcare</b>	

## A resilient Denbighshire

<b>Overall Impact</b>	Negative
<b>Justification for impact</b>	The development of new sites or significant refurbishments could have an unintended negative consequence on the landscape of Denbighshire as the period of construction will lead to a disturbance of the natural environment.
<b>Further actions required</b>	Where possible design site layouts to ensure disruption is kept to a minimum and areas such as hedgerows be retained where possible. All projects will be required to consider diversity issues and undertake environmental impact assessments as part of the statutory planning process.

### Positive impacts identified:

<b>Biodiversity and the natural environment</b>	Within the external layout of school sites opportunities to preserve or enhance natural habitats will be maximised to allow such areas to be used to deliver the curriculum.
<b>Biodiversity in the built environment</b>	Options will be explored for new buildings to have nesting / roosting areas elsewhere on the site should existing habitat's be disturbed in the provision of a new / refurbished building.
<b>Reducing waste, reusing and recycling</b>	Projects are encouraged to meet stringent recycling targets and minimise waste being taken off site. Where demolition takes place unused rubble is sought to be kept onsite for use as base materials for car parks etc.
<b>Reduced energy/fuel consumption</b>	The improvement to buildings will lead to energy efficiency. Any rationalisation of buildings in poor condition will also have a positive impact on energy consumption.
<b>People's awareness of the environment and biodiversity</b>	The development of projects will give the opportunity for pupils and the local community to become more aware of the existing habitat where a project is taking place.
<b>Flood risk management</b>	The selection of any site will consider land use policies and relevant WG guidance. Where any risk does arise the need to engineer a solution could lead to an overall reduction in flood risk.

### Negative impacts identified:

<b>Biodiversity and the natural environment</b>	Development of new school buildings on green spaces is likely to have a negative impact on the natural environment.
<b>Biodiversity in the built environment</b>	The refurbishment or demolition of existing properties is likely to lead to the disturbance of wildlife who may occupy such properties.

<b>Reducing waste, reusing and recycling</b>	In many instances the buildings may be in a condition where they need replacing rather refurbishment. This will require careful consideration to the treatment of the waste arising from the disused building.
<b>Reduced energy/fuel consumption</b>	Should the number of school sites be reduced there is a risk that traffic patterns for parents / pupils may be amended with longer journeys required.
<b>People's awareness of the environment and biodiversity</b>	Concerns may arise from the amendments to the local habitat leading to resistance to any individual project.
<b>Flood risk management</b>	There is a risk that the development of sites will reduce the extent of permeable land and increase risk of flood in extreme weather.

## A healthier Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	The development of improved school buildings can have a positive impact on health by providing safer transport links with pedestrian and cycle access considered as part of the design.
<b>Further actions required</b>	Such buildings are likely to be utilised more by the community and this needs to be considered very carefully in the design process. The change process can have a detrimental impact on people's emotional and mental well-being and the planning for transition needs to be considered sympathetically, and where appropriate individual plans may be required for pupils.

### Positive impacts identified:

<b>A social and physical environment that encourage and support health and well-being</b>	Any project will consider as a matter of course issues around access for the community both in terms of physical accessibility to the site and also how the building and site can be better utilised by the community outside of core school hours.
<b>Access to good quality, healthy food</b>	Any improvements to schools will see consideration to the catering experience for schools. The investment in kitchen areas will enable improvements to the provision, and in recent projects there has been an increase in the number of pupils accessing school meals.
<b>People's emotional and mental well-being</b>	Improved learning environment will improve staff, pupil and community morale. The design of classrooms to modern standards will produce a better emotional environment for pupils i.e. noise reduction in classrooms, light levels
<b>Access to healthcare</b>	
<b>Participation in leisure opportunities</b>	The development of school facilities, particularly at secondary level may see consideration to the improvement in leisure facilities.

### Negative impacts identified:

<b>A social and physical environment that encourage and support health and well-being</b>	
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<b>Access to good quality, healthy food</b>	
<b>People's emotional and mental well-being</b>	Any change in provision can lead to resistance from staff, pupils, parents etc.
<b>Access to healthcare</b>	
<b>Participation in leisure opportunities</b>	Improvements to school safeguarding may decrease access to school sites and informal play on school sites out of hours.

## A more equal Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	The design of schools will be considered carefully to eliminate areas of concern which could be a barrier for people with protected characteristics.
<b>Further actions required</b>	None

### Positive impacts identified:

<b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b>	All projects will consider accessibility as a key theme during the design stage to ensure that pupils with a disability are not denied access to the full learning experience. Consideration has been given to the provision of unisex toilets or non designation of toilet areas to ensure that transgender users are not discriminated against.
<b>People who suffer discrimination or disadvantage</b>	
<b>Areas with poor economic, health or educational outcomes</b>	The provision of improved facilities in areas of socio-economic deprivation can lead to an improvement to the sense of value of individuals. This could be via improved access to learning to provide the route for children to escape existing inequalities.
<b>People in poverty</b>	By improving the educational offer through new school facilities the performance of pupils could improve increasing scope for gaining employment.

### Negative impacts identified:

<b>Improving the well-being of people with protected characteristics. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation</b>	
<b>People who suffer discrimination or disadvantage</b>	
<b>Areas with poor economic, health or educational outcomes</b>	
<b>People in poverty</b>	

## A Denbighshire of cohesive communities

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	By careful and considered design improved facilities can provide a positive impact on cohesive communities by providing facilities which can draw together the local community.
<b>Further actions required</b>	The construction stage is likely to have a negative impact on the local community on a short term basis. The project team will need to work with the contractor and the local community to minimise risks and to ensure clear communication at key times.

### Positive impacts identified:

<b>Safe communities and individuals</b>	The design of any projects will ensure that careful consideration is given to site safety both during the construction phase and then when the site is fully occupied. Where possible improved surveillance will be sought in the design of buildings with passive supervision encouraged. Safeguarding will be considered with a clear demarcation between public and private zones both within the building and the overall site.
<b>Community participation and resilience</b>	The design of the school with more community access could allow the scope for local groups to use the sites outside of school hours. Consideration should be given to the provision of other activities taking place at the site.
<b>The attractiveness of the area</b>	The design of the buildings should enhance any area and this will be considered at the planning stage and form part of the consultation.
<b>Connected communities</b>	Issues around access to school will be considered as part of the planning process for any proposals / projects
<b>Rural resilience</b>	Proposals will consider the impact on the rural community of any change in provision.

## Negative impacts identified:

<b>Safe communities and individuals</b>	The construction phase will have an impact on the community via increased traffic and access to the site for employees and the delivery of building supplies. This could have an impact on individuals during this phase.
<b>Community participation and resilience</b>	In considering community facilities there is a need to ensure that the overall provision is not saturated leading to existing providers becoming unviable.
<b>The attractiveness of the area</b>	The construction phase is likely to have a short term detrimental impact on the local community.
<b>Connected communities</b>	Proposals for change may require amendments to school locations and this may impact on existing patterns within the community.
<b>Rural resilience</b>	The loss of facilities in the rural community can have a negative impact on rural resilience and any proposal would need to consider options to negate any areas.

## A Denbighshire of vibrant culture and thriving Welsh language

<b>Overall Impact</b>	Neutral
<b>Justification for impact</b>	The impact will be dependent upon whether investment is made in schools / areas to promote Welsh Medium education. Without confirmation of projects it is difficult to confirm whether this is positive. As part of Band A the Council has invested significantly to increase access to Welsh Medium education so this will need to be considered carefully in determining which projects move forward and whether they will impact on the Welsh Language.
<b>Further actions required</b>	Ensure that overall the benefits for Welsh Medium education are understood by parents when making decisions regarding school choices.

## Positive impacts identified:

<b>People using Welsh</b>	An increase in capacity for Welsh Medium education will be a key theme nationally within Band B of 21st Century Schools. An increase in the number of Welsh learners could increase the overall number of speakers within Denbighshire and Wales.
<b>Promoting the Welsh language</b>	The building should be encouraged to deliver bilingual signage within the school should it be an English medium school. All public areas will be required to have bilingual signage. Communication with residents and the local community will be bilingual.
<b>Culture and heritage</b>	Consideration will be given in the design stage to the local heritage of an area so that any building is sympathetic to its neighbourhood.

## Negative impacts identified:

<b>People using Welsh</b>	The development of new facilities for English medium schools could see parents choose English medium schools rather than Welsh medium based on the quality of facilities rather than the offer available.
<b>Promoting the Welsh language</b>	
<b>Culture and heritage</b>	



## A globally responsible Denbighshire

<b>Overall Impact</b>	Positive
<b>Justification for impact</b>	The procurement of contractors and the subsequent construction periods should have a positive impact. Adherence to procurement regulations and statutory responsibilities around Health and Safety will ensure that the projects address such areas.
<b>Further actions required</b>	Ensure that the requirements of the programme on a local and regional level are communicated to Framework providers so they are aware of future workstreams.

### Positive impacts identified:

<b>Local, national, international supply chains</b>	The provision of new projects will include community benefits as a key part of the procurement process. This will ensure that the local supply chain can be involved in projects. Main contractors will be encouraged to hold meet the buyer events and provide opportunities for local suppliers to compete for work.
<b>Human rights</b>	All contractors will be expected to have first class health and safety procedures in place and these will be rigorously examined during the delivery of the project. Workers employed during the process will be expected to be treated equitably.
<b>Broader service provision in the local area or the region</b>	The scoping of projects for Band B will consider co-location of services in areas to improve the overall quality of service for the community.

### Negative impacts identified:

<b>Local, national, international supply chains</b>	Risk that an increase in work creates unintended issues for the capacity of the local supply chain.
<b>Human rights</b>	
<b>Broader service provision in the local area or the region</b>	

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