



Termination of the Regional School Improvement Service: 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: 1432

Brief description: Since 2013 the delivery of School Improvement Services across Wales have been via regional consortiums. Following the middle tier review of school improvement services across Wales the Welsh Government have concluded that the way forward would be to move to a more local level of provision and the termination of the regional consortiums. For this to take place each local authority are required to formally confirm their wish to end this model of delivery.

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Responsible Service: Education and Children's Services

Localities affected by the proposal: Whole County,

Who will be affected by the proposal? The main impact to the proposal will be for those staff directly employed by the North Wales Service, GwE. The nature of support for school improvement service to individual schools across Denbighshire will change as a consequence of any agreement. This model is likely to see staff directly employed by Denbighshire to undertake this role.

Was this impact assessment completed as a group? Yes

Who has been involved in the development of this impact assessment? Head of Service and Principal Managers for Education

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

2 out of 4 stars

Actual score : 15 / 36.

Summary for each Sustainable Development principle

Long term

The decision to terminate the arrangement for the regional school improvement service is based on the short term need to facilitate the changes in the delivery of school improvement services locally. The next stage of planning for future service delivery within Denbighshire and in partnership with other local authorities will consider these issues in greater detail.

Prevention

The decision to terminate the arrangement for the regional school improvement service is based on the short term need to facilitate the changes in the delivery of school improvement services locally. This change will have minimal impact on sustainable development as at this stage the change is around the delivery mechanism rather than services.

Integration

The decision to terminate the arrangement for the regional school improvement service is based on the short term need to facilitate the changes in the delivery of school improvement services locally. There is the scope moving forward to the delivery phase to ensure that the work of the service is closely aligned to the corporate plan priority of a learning and growing Denbighshire.

Collaboration

Termination of the Regional School Improvement Service

The decision to terminate the arrangement for the regional school improvement service is driven by the national agenda set by the Welsh Government following the middle tier review. This involved extensive consultation with stakeholders during the development phase.

Involvement

The decision to terminate the arrangement for the regional school improvement service is driven by the national agenda set by the Welsh Government following the middle tier review. The next stage of developing new local services will involve discussion with schools to help shape what replaces the regional service.

Summary of impact

Well-being Goals	Overall impact
A prosperous Denbighshire	Neutral
A resilient Denbighshire	Neutral
A healthier Denbighshire	Neutral
A more equal Denbighshire	Neutral
A Denbighshire of cohesive communities	Neutral
A Denbighshire of vibrant culture and thriving Welsh language	Neutral
A globally responsible Denbighshire	Neutral

Main conclusions

A review of the roles and responsibilities of the 'middle tier' of the education system in Wales was carried out between July 2023 and December 2023 as directed by the Welsh Government. The

Termination of the Regional School Improvement Service

review set out to look at the role of the regional consortia, local authorities and the National Education Leadership academy, with the aim of clearly identifying their roles and responsibilities. This proposal to terminate the Regional School Improvement Service responds to this element of the report. The proposal to terminate the service will overall have a neutral impact on Denbighshire. Moving forward as Denbighshire moves into the delivery phases there may be opportunities for benefits to emerge.

The likely impact on Denbighshire, Wales and the world

A prosperous Denbighshire

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have minimal impact on a prosperous Denbighshire as at this stage the change is around the delivery mechanism rather than services. Long term there may be scope for assisting with developing skills and reduced travel. This may be offset by revised staffing structures.

Further actions required

The next stage of planning for the delivery of the new service may provide a clearer opportunity to mitigate against negative issues.

Positive impacts identified:

A low carbon society

The move to a more local service may reduce some elements of travel for staff

Quality communications, infrastructure and transport

None identified

Economic development

None identified

Quality skills for the long term

There may be opportunities to direct support for schools in skill areas which may benefit known gaps in this area identified by employers.

Quality jobs for the long term

None identified

Childcare

None identified

Negative impacts identified:

A low carbon society

None identified

Quality communications, infrastructure and transport

None identified

Economic development

None identified

Quality skills for the long term

None identified

Quality jobs for the long term

The move from a regional service may see an overall reduction in staffing levels across North Wales for the school improvement service

Childcare

None identified

A resilient Denbighshire

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have minimal impact on a resilient Denbighshire.

Further actions required

The next stage of planning for the delivery of the new service may provide a clearer opportunity to confirm whether the proposals will lead to an overall reduction in energy / fuel consumption. However this may not directly impact the wider Denbighshire as existing staff are based outside of the County.

Positive impacts identified:

Biodiversity and the natural environment

None identified

Biodiversity in the built environment

None identified

Reducing waste, reusing and recycling

None identified

Reduced energy/fuel consumption

The proposal is likely to see the Office accommodation used by the Regional Service relinquished with staff likely to be employed in existing office buildings.

People's awareness of the environment and biodiversity

None identified

Flood risk management

None identified

Negative impacts identified:

Biodiversity and the natural environment

None identified

Biodiversity in the built environment

None identified

Reducing waste, reusing and recycling

None identified

Reduced energy/fuel consumption

None identified

People's awareness of the environment and biodiversity

None identified

Flood risk management

None identified

A healthier Denbighshire

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have neutral impact on a healthier Denbighshire. The proposal may have a negative impact on the staff currently employed by

the Service.

Further actions required

The next stage of planning for the delivery of the new service may provide a clearer opportunity around revised staffing structures within individual local authorities. This process is being managed by Gwynedd Council with a transition board in place to support the elements of change.

Positive impacts identified:

A social and physical environment that encourage and support health and well-being

None identified

Access to good quality, healthy food

None identified

People's emotional and mental well-being

None identified

Access to healthcare

None identified

Participation in leisure opportunities

None identified

Negative impacts identified:

A social and physical environment that encourage and support health and well-being

None identified

Access to good quality, healthy food

None identified

People's emotional and mental well-being

The move from a regional service may see an overall reduction in staffing levels across North Wales for the school improvement service. This may have an impact on current staff's emotional and mental well-being

Access to healthcare

None identified

Participation in leisure opportunities

None identified

A more equal Denbighshire

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have neutral impact on a more equal Denbighshire.

Further actions required

Any future actions in the next stage of the process will follow the general duty of the Equality Act.

Positive impacts identified:

Advancing equality and improving the well-being of people with protected characteristics, including fostering good relations between people with protected characteristics and those without. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

None identified

Advancing equality and improving the well-being of people who suffer discrimination or disadvantage

None identified

Advancing equality and improving the well-being of people affected by socio-economic disadvantage and unequal outcomes

None identified

Areas affected by socio-economic disadvantage

None identified

Negative impacts identified:

Advancing equality and improving the well-being of people with protected characteristics, including fostering good relations between people with protected characteristics and those without. The nine protected characteristics are: age; disability; gender reassignment; marriage or civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation

None identified

Advancing equality and improving the well-being of people who suffer discrimination or disadvantage

None identified

Advancing equality and improving the well-being of people affected by socio-economic disadvantage and unequal outcomes

None identified

Areas affected by socio-economic disadvantage

None identified

A Denbighshire of cohesive communities

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have neutral impact on a Denbighshire of cohesive communities.

Further actions required

Any future actions in the next stage of the process will be mindful of the requirements of a Denbighshire of cohesive communities.

Positive impacts identified:

Safe communities and individuals

None identified

Community participation and resilience

None identified

The attractiveness of the area

None identified

Connected communities

None identified

Rural resilience

None identified

Negative impacts identified:

Safe communities and individuals

None identified

Community participation and resilience

None identified

The attractiveness of the area

None identified

Connected communities

None identified

Rural resilience

None identified

A Denbighshire of vibrant culture and thriving Welsh language

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have neutral impact on a Denbighshire of vibrant culture and thriving Welsh language. The responsibilities for the delivery of the Welsh Education Strategic Plan reside with the local authority and the support for curriculum delivery for schools is also provided by Denbighshire.

Further actions required

Any future actions in the next stage of the process will be mindful of the requirements of a Denbighshire of vibrant culture and thriving Welsh language.

Positive impacts identified:

People using Welsh

None identified

Promoting the Welsh language

None identified

Culture and heritage

None identified

Negative impacts identified:

People using Welsh

None identified

Promoting the Welsh language

None identified

Culture and heritage

None identified

A globally responsible Denbighshire

Overall Impact

Neutral

Justification for impact

This proposal to terminate the Regional School Improvement Service will have neutral impact on a globally responsible Denbighshire.

Further actions required

Any future actions in the next stage of the process will be mindful of the requirements of a globally responsible Denbighshire.

Positive impacts identified:

Local, national, international supply chains

None identified

Human rights

None identified

Broader service provision in the local area or the region

The agenda set by Welsh Government whilst ending a wider regional provision across North Wales encourages partnership working with other local authorities to ensure sufficient breadth of specialist provision.

Reducing climate change

None identified

Negative impacts identified:

Local, national, international supply chains

None identified

Human rights

None identified

Broader service provision in the local area or the region

This proposal will terminate a regional service.

Reducing climate change

None identified