

## Appendix B



### Impact Assessment Ysgol Nebo

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**ASSESSMENT OF THE LIKELY IMPACT ON THE QUALITY  
AND STANDARDS OF EDUCATION –  
YSGOL NEBO**

**December 2025**

## 1. INTRODUCTION

Ysgol Nebo is a community school located in the village of Nebo, which is about three miles from Penygroes, and which provides education for learners between the ages of 3-11. There has been a significant reduction in the numbers of learners at Ysgol Nebo over the past few years, from 27 pupils in 2014 to 11 pupils today, which causes uncertainty about the future of the school.

At its meeting on 11 February 2025, Cyngor Gwynedd's Cabinet gave permission to the Education Department *"Initiate formal discussions with the governing body and other relevant stakeholders of Ysgol Nebo due to concerns about the school's numbers, to enable the formulation of a range of possible options relating to the school's future."*

In accordance with the decision of the Cabinet (11 February 2025), the Nebo School Review Panel (SRP) was established by inviting the Governing Body, parents and staff and the Local Member to join the panel and take part in the discussion. Three SRP meetings were held between March 2025 and July 2025 to discuss a range of options to try to respond to the main challenges facing the school.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

In accordance with the requirements of the School Organisation Code 011/2018, which includes a 'Presumption against the closure of rural schools', an assessment needs to be made on the likely impact on the quality and standards of education on any reasonable option that can resolve the main challenges the school is facing. For the purpose of the Code, Ysgol Nebo is designated as a 'Rural School'.

Cyngor Gwynedd is committed to providing education of the best possible quality which will give the children of the County the experiences, skills and confidence to develop into bilingual, successful and complete citizens.

It remains a high priority to provide the best possible learning experiences - for all learners within the County, ensuring an exciting and broad curriculum, as well as extracurricular activities that stimulate them to learn and understand, which will lead to improving standards.

## 2. SUMMARY

Ysgol Nebo was last inspected by Estyn in 2017 where it was concluded that the school's current performance was 'Good'. Below is a summary of the latest inspection of Ysgol Nebo, the neighbouring schools, or schools that are subject to any of the options under consideration for the future of Ysgol Nebo.

School	Inspection year	Standards	Well-being and attitudes to learning	Teaching and learning experiences	Care, support and guidance	Leadership and management
Nebo	2017	Good	Good	Good	Good	Good
Baladeulyn	2017	Good	Good	Good	Good	Good
Brynaerau	2019	Excellent	Excellent	Excellent	Excellent	Excellent
Bro Llifon	2018	Good	Good	Good	Good	Good
Bro Lleu	2023	New inspection framework				

School	Inspection year	How good are outcomes?	How good is provision?	How good are leadership and management?
Talysarn	2017	Good	Good	Excellent
Llanllyfni	2017	Good	Good	Good

### 3. THE OPTIONS UNDER CONSIDERATION

- *Do nothing - continue with the school's current structure.*

Note that although the case for change has been established, the 'Do nothing' model has been included in the assessment for comparison purposes.

- *Federating with a neighbouring school*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a head or heads and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

- *Federating with a neighbouring school adding a specialist unit for children with additional learning needs at Ysgol Nebo*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a head or heads and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

In addition to federalisation, this option would also mean adding a location for a ALN unit at Ysgol Nebo.

- *Closing Ysgol Nebo and offering the learners a place in a nearby school (Ysgol Llanllyfni)*

This option would mean closing Ysgol Nebo and offering a place to learners from the catchment area at Ysgol Llanllyfni.

- *Ysgol Nebo developing into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)*

This option would mean that Ysgol Nebo would continue and develop into a specialist location for some individual subjects.

- *Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.*

This option would mean adding an area for an ALN unit on the school site in order to offer provision to the children who would need additional support.

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

This option would mean adding a language immersion unit on the school site in order to offer an immersion service in Welsh to new speakers.

- *Establishing a school on more than one site - Multi-site School*

This option would mean merging a number of local schools, by closing the schools and establishing one multi-site school which would include the Nebo school site. The option would enable the possibility of sharing resources, buildings, and expertise.

This model would ensure continuity in the presence of a school site in the village of Nebo by establishing a multi-site school, led by a headteacher and one governing body.

#### 4. ASSESSMENT OF THE LIKELY IMPACT ON EDUCATION STANDARDS AND QUALITY

*We have used Estyn's latest inspections on the relevant schools for assessing the different options for the future of education for Ysgol Nebo's catchment area.*

##### **OPTION 1: DO NOTHING - CONTINUE WITH THE CURRENT SITUATION**

This option would mean no change and Ysgol Nebo will continue as it is.

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	No change.	Neutral
Well-being and attitudes to learning	No change.	Neutral
Learning and teaching experiences	No change.	Neutral
Care, support and guidance	No change.	Neutral
Leadership and management	No change.	Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	No change.	Neutral
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	No change.	Neutral

## OPTION 2: FEDERATE WITH A NEARBY SCHOOL

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	A negative impact on these criteria is not foreseen through federating with a neighbouring school. The result of the latest Estyn inspection for the indicators of Ysgol Nebo's standards was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that standards are 'Good'. The latest Estyn inspection of Ysgol Bro Lleu stated that 'standards of teaching are sound across the school' As a result, it is concluded that the effect on standards resulting from federating Ysgol Nebo with a neighbouring school such as Ysgol Llanllyfni or Ysgol Bro Lleu would be neutral.	Neutral
Well-being and attitudes to learning	The result of Ysgol Nebo's latest Estyn inspection for the inspection area 'Well-being and attitudes to learning' was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that 'Well-being and attitudes to learning' is 'Good'. Ysgol Bro Lleu's latest Estyn survey stated that "Pupils praise the positive relationship between themselves and the school staff. As a result, nearly all pupils has firm trust in the school's inclusive ethos." As a result, it is concluded that the effect on well-being and attitudes to learning resulting from federating Ysgol Nebo with a nearby school such as Ysgol Llanllyfni or Ysgol Bro Lleu would be neutral.	Neutral
Learning and teaching experiences	The result of the indicator 'Learning experiences'/'Teaching and learning experiences' for Ysgol Nebo and Ysgol Llanllyfni in their last inspections in 2017 was 'Good'. The latest Estyn inspection of Ysgol Bro Lleu stated that the school "provides learning experiences that inspire pupils and this has a positive effect on the pupils' attitudes to learning" As a result, it is anticipated that the implementation of this option would have a neutral effect on learning and teaching experiences.	Neutral
Care, support and guidance	The result of the 'Care, support and guidance' indicator for Ysgol Nebo and Ysgol Llanllyfni was 'Good' in their last inspections in 2017. Ysgol Bro Lleu's latest Estyn inspection stated that the school "is an inclusive and homely community. Staff promote the importance of good behaviour, courtesy and respect successfully." As a result, it is anticipated that the implementation of this option would have a neutral effect on care, support and guidance.	Neutral
Leadership and management	Ysgol Llanllyfni, like Ysgol Nebo, has been assessed as 'Good' in the latest Estyn inspection. In addition, Ysgol Bro Lleu's most recent Estyn survey stated that the "headteacher's strong, intelligent and effective leadership sets a clear strategic direction for the school" Based on the findings of these surveys, and as the federating model with neighbouring school/schools would offer opportunities to strengthen Ysgol Nebo's leadership position, it is concluded that leadership and management would have a positive or at least neutral effect from implementing the federating option.	Positive/Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	Support is provided to vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs (Wales) Act 2018 in all schools in Gwynedd. As a result, it is predicted that the effect of this option on this criterion would be neutral.	Neutral
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	It is anticipated that the impact would be neutral as Ysgol Nebo would continue. In addition, the Estyn inspection result for Ysgol Nebo's 'Standards' was 'Good', as was the result of Ysgol Llanllyfni's inspection. Based on this information, no impact on learners' standards is anticipated from implementing this option.	Neutral

**OPTION 3: FEDERALISE WITH A NEARBY SCHOOL ADDING A SPECIALIST UNIT FOR CHILDREN WITH ADDITIONAL LEARNING NEEDS AT YSGOL NEBO**

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	No negative impact is anticipated on this criteria through federating with Ysgol Llanllyfni. The result of the latest Estyn inspection for the indicators of Ysgol Nebo's standards was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that standards are 'Good'. The latest Estyn inspection of Ysgol Bro Lleu stated that 'standards of teaching are sound across the school' As a result, it is concluded that the effect of implementing this option would be neutral.	Neutral
Well-being and attitudes to learning	The result of Ysgol Nebo's latest Estyn inspection for the inspection area 'Well-being and attitudes to learning' was 'Good'. In addition, it was noted in the main findings of Ysgol Llanllyfni's latest Estyn inspection report that 'Well-being and attitudes to learning' is 'Good'. Ysgol Bro Lleu's latest Estyn survey stated that "Pupils praise the positive relationship between themselves and the school staff. As a result, nearly all pupils has firm trust in the school's inclusive ethos." As a result, it is concluded that the effect on well-being and attitudes to learning from implementing this option would be neutral.	Neutral
Learning and teaching experiences	The result of the indicator 'Learning experiences'/'Teaching and learning experiences' for Ysgol Nebo and Ysgol Llanllyfni in their last inspections in 2017 was 'Good'. The latest Estyn inspection of Ysgol Bro Lleu stated that the school "provides learning experiences that inspire pupils and this has a positive effect on the pupils' attitudes to learning" As a result, it is predicted that the implementation of this option would have a neutral effect on learning and teaching experiences.	Neutral
Care, support and guidance	The result of the 'Care, support and guidance' indicator for Ysgol Nebo and Ysgol Llanllyfni was 'Good' in their last inspections in 2017. Ysgol Bro Lleu's latest Estyn inspection stated that the school "is an inclusive and homely community. Staff promote the importance of good behaviour, courtesy and respect successfully." As a result, it is anticipated that the implementation of this option would have a neutral effect on care, support and guidance.	Neutral
Leadership and management	No change is anticipated, as Ysgol Llanllyfni, like Ysgol Nebo, has been assessed as 'Good' in the latest Estyn inspection. In addition, Ysgol Bro Lleu's most recent Estyn survey stated that the "headteacher's strong, intelligent and effective leadership sets a clear strategic direction for the school" Based on the findings of these surveys, and as the federating model with neighbouring school/schools would offer opportunities to strengthen Ysgol Nebo's leadership position, it is concluded that leadership and management would have a positive or at least neutral effect from implementing this option.	Positive
Vulnerable groups, including children with Additional Learning Needs (ALN)	Support is provided to vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs Act (Wales) 2018 in all schools in Gwynedd. It is anticipated that the option would have a positive effect on this criteria as it would extend ALN provision in the area.	Positive
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	It is anticipated that the impact would be neutral as Ysgol Nebo would continue. In addition, the Estyn inspection result for Ysgol Nebo's 'Standards' was 'Good', as was the result of Ysgol Llanllyfni's inspection. Based on this information, no impact on learners' standards is anticipated from implementing this option. In addition, it is anticipated that the option would have a positive effect on this criteria as it would extend the ALN provision in the area.	Neutral

**OPTION 4: CLOSE YSGOL NEBO AND OFFER THE LEARNERS A PLACE IN A NEARBY SCHOOL (YSGOL LLANLLYFNI)**

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	The result of the latest Estyn inspection for the Ysgol Nebo standards indicators was 'Good', while the result of the latest Estyn inspection for Ysgol Llanllyfni was also 'Good'. Based on this, it is concluded that there would be a neutral effect on this criteria by educating the learners at Ysgol Llanllyfni.	Neutral
Well-being and attitudes to learning	The result of the latest Estyn inspection for Wellbeing at Ysgol Nebo and at Ysgol Llanllyfni was 'Good' in their last inspections in 2017. Based on the findings of these inspections, it is concluded that there would be a neutral effect on this criteria by educating the learners at Ysgol Llanllyfni.	Neutral
Learning and teaching experiences	The result of the 'Learning experiences' indicator for Ysgol Nebo and Ysgol Llanllyfni in their last inspections in 2017 was 'Good'. However, as there are more learners at Ysgol Llanllyfni it is anticipated that there will be an opportunity to teach children in larger groups and with age-related peers to expand on their experiences. Based on this, it is concluded that there would be a positive impact on teaching and learning experiences from teaching learners in the Nebo catchment area at Ysgol Llanllyfni.	Positive
Care, support and guidance	The result of the 'Care, support and guidance' indicator at Ysgol Nebo and Llanllyfni in their last inspection in 2017 was 'Good'. As a result, it is considered that this option would have a neutral effect.	Neutral
Leadership and management	It was noted in the last Estyn report that the leadership and management of Ysgol Nebo and Ysgol Llanllyfni were 'Good'. Based on the findings of these inspections, it is concluded that there would be a neutral effect on leadership and management from teaching learners from the Nebo catchment area at Ysgol Llanllyfni.	Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	Support is provided to groups vulnerable to disadvantage, including children with additional learning needs, in accordance with the Authority's policy and the requirements of the Additional Learning Needs (Wales) Act 2018 in every school in Gwynedd. When planning staffing (e.g., the role of the ALNCo) and the provision map, the requirements on schools are challenging, and this becomes more apparent when considering the requirements on smaller schools. In larger schools, the conditions for the additional learning needs coordinator are better, and meeting the statutory requirement is easier as a result. In addition, responding to the learners' needs is also easier in larger schools, as they may be able to maintain an intervention group to target specific needs. The provision map is broader in larger schools to respond to the requirement. As a result, since learners would be offered a place in a school with a higher number of learners, it is expected that the impact of this option on this criterion would be positive.	Positive
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	The result of Estyn's inspection for Ysgol Nebo's 'Standards' was 'Good', as was the result of Ysgol Llanllyfni's inspection. Based on the information from these inspections, no impact on learners' standards is anticipated from teaching learners from the catchment area of Ysgol Nebo at Ysgol Llanllyfni. As a result, it is anticipated that the provision in the alternative school would be equivalent to what is currently available to the learners at Ysgol Nebo.	Neutral



**OPTION 5: YSGOL NEBO DEVELOPING INTO A SPECIALIST LOCATION FOR SOME INDIVIDUAL SUBJECTS  
(UNIQUE OPPORTUNITIES TO CARRY OUT FIELD WORK)**

<b>Impact Criteria</b>	<b>Description</b>	<b>Status of the impact and the work</b>
Standards and general progress of specific groups and in terms of skills	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral
Well-being and attitudes to learning	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral
Learning and teaching experiences	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral
Care, support and guidance	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral
Leadership and management	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	As Ysgol Nebo would continue to provide statutory primary education, as it currently does at present, no impact on this criterion is anticipated.	Neutral

**OPTION 6: YSGOL NEBO TO OFFER A SPECIALIST UNIT FOR SUPPORTING CHILDREN WITH ADDITIONAL LEARNING NEEDS, WHERE MAINSTREAM EDUCATION IS CHALLENGING FOR THEM**

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Well-being and attitudes to learning	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Learning and teaching experiences	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Care, support and guidance	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Leadership and management	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is anticipated from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral. However, although it is not anticipated that the specialist unit would affect the school, it is anticipated that the new resource could have a positive impact on the provision available to ALN learners in the area.	Positive
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	As the specialist unit would operate independently from Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen from the implementation of this option. As a result, it is anticipated that the impact on this criterion would be neutral. However, although it is not anticipated that the specialist unit would affect the school, it is anticipated that the new resource could have a positive impact on the provision available to ALN learners in the area.	Positive

**OPTION 7: YSGOL NEBO TO OFFER A LANGUAGE UNIT FOR DYFFRYN NANTLLE CATCHMENT AREA**

<b>Impact Criteria</b>	<b>Description</b>	<b>Status of the impact and the work</b>
Standards and general progress of specific groups and in terms of skills	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Well-being and attitudes to learning	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Learning and teaching experiences	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Care, support and guidance	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Leadership and management	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Vulnerable groups, including children with Additional Learning Needs (ALN)	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	As the language unit would operate independently of Ysgol Nebo, no change to the current operation of Ysgol Nebo is foreseen by implementing this option. As a result, it is anticipated that the impact on this criterion would be neutral.	Neutral

## OPTION 8: ESTABLISH A MULTI-SITE SCHOOL

Impact Criteria	Description	Status of the impact and the work
Standards and general progress of specific groups and in terms of skills	The result of the latest Estyn inspection for the Ysgol Nebo standards indicators was 'Good', while the result of the latest Estyn inspection for other nearby primary schools (Dyffryn Nantlle catchment area primary schools) was 'Good' with Ysgol Brynaerau being 'Excellent'. Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for most of the schools, with one school (out of 7 in the catchment area) surpassing the rest. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are anticipated to share good practices between the school's sites and possibilities of making better use of resources.	Neutral/Positive
Well-being and attitudes to learning	The result of the latest Estyn survey for the indicators of well-being and attitudes to learning at Ysgol Nebo was 'Good', while the result of the latest Estyn survey for the neighbouring schools (Dyffryn Nantlle catchment area) was also 'Good' with Ysgol Brynaerau and Ysgol Talysarn being 'Excellent'. Based on this, it is concluded that there would be a neutral effect on this criterion as Estyn's assessment is consistent for the majority of the schools, with two schools (out of 7 in the catchment area) surpassing the rest. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are anticipated to share good practices between the school sites and possibilities of making better use of resources.	Neutral/Positive
Learning and teaching experiences	The result of the latest Estyn inspection for the indicators of Ysgol Nebo's teaching and learning experiences was 'Good', while the result of the latest Estyn inspection for the neighbouring schools (Dyffryn Nantlle catchment area) was also 'Good' with Ysgol Brynaerau being 'Excellent'. Based on this, it is concluded that there would be a neutral effect on this criteria as Estyn's assessment is consistent for the majority of the schools, with one school (out of 7 in the catchment area) surpassing the rest. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criteria. Opportunities are anticipated to share good practices between the school's sites and possibilities of making better use of resources.	Neutral/Positive
Care, support and guidance	The result of the latest Estyn inspection for the guidance and care support indicators of Ysgol Nebo was 'Good', while the result of the latest Estyn inspection for neighbouring schools (Dyffryn Nantlle catchment area) was also 'Good' with Ysgol Brynaerau and Ysgol Talysarn being 'Excellent'. Based on this, it is concluded that there would be a neutral effect on this criteria as Estyn's assessment is consistent for the majority of the schools, with two schools (out of 7 in the catchment area) surpassing the rest. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are anticipated to share good practices between the school's sites and possibilities of making better use of resources.	Neutral/Positive
Leadership and management	The result of the latest Estyn inspection for the leadership and management indicators of Ysgol Nebo was 'Good', while the result of the latest Estyn inspection for neighbouring schools (Dyffryn Nantlle Catchment Area) was also 'Good' with Ysgol Brynaerau and Ysgol Talysarn being 'Excellent'. Based on this, it is concluded that there would be a neutral effect on this criteria as the Estyn assessment is consistent for the majority of the schools, with two of the schools (out of 7 in the catchment area) surpassing the rest. The multi-site school model could offer a	Neutral/Positive

	more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are anticipated to share good practices between the school's sites and possibilities of making better use of resources.	
Vulnerable groups, including children with Additional Learning Needs (ALN)	Support is provided for vulnerable groups including children with additional learning needs in accordance with the Authority's policy, and the requirements of the Additional Learning Needs Act (Wales) 2018 as in all schools in Gwynedd. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve the provision in relation to this criterion. Opportunities are anticipated to share good practices, expertise and experiences between the school's sites and possibilities of making better use of resources.	Neutral/Positive
Provision that is at least equivalent to what is available to the learners at the time (including those with ALN)	The result of the Estyn inspection for Ysgol Nebo's 'Standards' was 'Good', and the result of the inspections of the neighbouring schools in the Dyffryn Nantlle Catchment Area was either 'Good' or 'Excellent'. Based on the information from these inspections, no impact on learners' standards is anticipated from the implementation of this option. The multi-site school model could offer a more effective context for leaders, thereby offering an opportunity to improve provision in relation to this criterion. Opportunities are anticipated to share good practices between the school's sites and possibilities of making better use of resources.	Neutral/Positive

## 4. CONCLUSION

This assessment of the likely impact on the quality and standards of education concludes that introducing the option to close Ysgol Nebo and transfer the learners to Ysgol Llanllyfni would likely have a positive impact, or at least a neutral impact.

In addition, the assessment notes that a neutral/partially positive effect is predicted on the quality and standards of education from implementing other options such as federalisation, establishing a multi-site school, locating a language center or specialist unit at Ysgol Nebo. Opportunities are identified to share good practices between the sites of the multi-site school, and schools that would form part of the federation, and possibilities of making better use of resources.

Based on the result of the above assessments and comparing Estyn's reports, it is concluded that the standard of education provided at Ysgol Llanllyfni is equivalent to the standard of education provided at Ysgol Nebo. As there are more learners at Ysgol Llanllyfni, it is anticipated that there will be an opportunity to teach children in larger groups, with age-related peers to broaden their experiences. Based on this, it is concluded that there would be a positive impact on teaching and learning experiences from teaching learners in the Nebo catchment area at Ysgol Llanllyfni.

As a result, it is predicted that the likely effect of implementing the proposed proposal to close Ysgol Nebo and offer the learners a place at Ysgol Llanllyfni would be neutral/partially positive.

**ASSESSMENT OF THE LIKELY IMPACT ON TRAVEL  
ARRANGEMENTS –  
YSGOL NEBO**

**December 2025**

# 1. INTRODUCTION

## 1.1 Background

Ysgol Nebo is a community school located in the village of Nebo, about three miles from Penygroes, providing education for learners aged 3-11. There has been a decline in the number of learners at Ysgol Nebo over recent years. By September 2025, there were 11 learners from Reception to Year 6 and 1 nursery pupil attending the school.

At their meeting on 11 February 2025, the Cabinet supported a recommendation to begin formal discussions with stakeholders of Ysgol Nebo to consider options for the future. Between March and July 2025, three local meetings were held with Ysgol Nebo School where a number of options were proposed and discussed.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

## 1.2 Cyngor Gwynedd Transport Policy

The '*Excellent Primary Education for the Children of Gwynedd*' Strategy aims to limit travel from home to school to a one-way journey that is no longer than 30 minutes.

Cyngor Gwynedd provides free transport for learners who live two or more miles from the school in their catchment area, or the nearest school (not including nursery pupils). Learners who receive primary education are expected (with the exception of learners with additional learning needs or disabilities), to walk up to two miles to meet any modes of transport provided by Cyngor Gwynedd. The transport policy can be seen in the parents' handbook: [Information for parents](#)

# 2. ASSESSMENT OF THE POTENTIAL IMPACT OF ALL OPTIONS ON TRAVEL ARRANGEMENTS

2.1 The potential impact of each option on travel arrangements is set out below:

- No change - continue with the current situation

This model would mean no change to the existing provision in the Ysgol Nebo catchment area.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.**

- Federalisation with a nearby school

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a head or head teachers and one governing body. The governing bodies of the individual schools would be dissolved, and a (new) federal governing body would be formed.

The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo, and the learners' travel arrangements would continue in the same way. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.**

- Federalisation with a nearby school adding a specialist unit for children with additional learning needs at Ysgol Nebo.

This option would ensure the continuation of the school's presence in the village of Nebo through a collaborative arrangement with a neighbouring school or schools, under the leadership of a headteacher or headteachers and a single governing body. The governing bodies of the individual schools would be dissolved, and a (new) federal governing body would be formed. The identity of the school in question (including its name, ethos, and school uniform) would continue, and it would allow the possibility of sharing staff, resources, buildings, and expertise.

In addition to federalisation, this option would also mean adding a location for an ALN unit at Ysgol Nebo.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo, and the learners' travel arrangements would continue as they are. No learner in the Nebo catchment area will need to travel an unreasonable distance to school. The authority would need to provide transport for the ALN unit learners.**

- Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)

This option would mean closing Ysgol Nebo and offering the learners a place at Ysgol Llanllyfni.

Ysgol Llanllyfni is located 1.6 miles from Ysgol Nebo. This is the geographically closest school to Ysgol Nebo.

**This option would have an impact on travel arrangements, as the learners would be educated at Ysgol Llanllyfni. It would be necessary to provide transport for learners from the catchment area of Ysgol Nebo to Ysgol Llanllyfni, in accordance with Cyngor Gwynedd's transport policy. Additional transport costs are anticipated - estimated cost, approximately between £17,000-£30,000 per year. Some learners will travel further to school than they would currently. No learner in the Nebo catchment area would need to travel an unreasonable distance to school**

- Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)

**This option would not have an impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.**

- Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.



This option would mean continuing with Ysgol Nebo and adding an area for an ALN unit on the school site to offer provision for children who would need additional support. There would be no change to the school element.

**This option would not have an impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way. The authority would need to provide transport for the ALN unit learners. No learner in the Nebo catchment area would need to travel an unreasonable distance to school.**

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

This option would mean adding a language unit on the school site in order to offer the children an immersion service in the Welsh language that is needed before joining their chosen school full time. There would be no change to the school element.

**This option would not have any impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at Ysgol Nebo. The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way. No learner in the Nebo catchment area would need to travel an unreasonable distance to school. The local authority would need to provide transport for the learners of the language unit.**

- *Establishing a School on more than one site (Multi-site School)*

This option would mean merging a number of local schools, by closing the schools and establishing one multi-site school which would include the Ysgol Nebo site.

**This option would not have an impact on the current travel arrangements of Ysgol Nebo learners, as the learners would continue to be educated at the Ysgol Nebo school site. The learners would continue to be taught at the Ysgol Nebo site and the learners' travel arrangements would continue in the same way. No learner in the Nebo catchment area would need to travel an unreasonable distance to school. Depending on the structure of the new school, there is a possibility that it would be necessary to organise transport between school sites.**

## 2.2 Free transport options

In accordance with Cyngor Gwynedd's transport policy, learners receiving primary education (excluding learners with additional learning needs or disabilities) are expected to walk up to 2 miles to meet any transport provided by Cyngor Gwynedd along the shortest route.

The shortest route available is the one that the Council does not consider particularly dangerous, after assessing the other routes that could be used, and these routes would be assessed in accordance with Cyngor Gwynedd's transport policy.

It is noted that a number of school buses run in the area. None of the primary school buses run between Nebo and Llanllyfni to be able to take advantage of one of these.

## 2.3. Summary of the likely impact on travel arrangements

Below is a summary of the impact on travel arrangements of the options under consideration:

Options	The likely impact on travel arrangements for learners	The likely annual financial impact on travel arrangements for the Authority
No change - Continue with the current situation	<p>Neutral – No change</p> <p>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.</p>	£0
Federating with a nearby school (Ysgol Llanllyfni)	<p>Neutral</p> <p>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.</p> <p>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.</p>	£0
Federating with a nearby school and adding a specialist unit for children with additional learning needs at Ysgol Nebo.	<p>Neutral</p> <p>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.</p> <p>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.</p> <p>The authority would need to provide transport for the ALN unit learners.</p>	<p>£0</p> <p>The authority would need to provide transport for the learners of the ALN unit.</p>
Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)	<p>Negative</p> <p>Ysgol Llanllyfni is located 1.6 miles from Ysgol Nebo, the authority would need to provide transport for learners in the current catchment area of Ysgol Nebo who attend Ysgol Llanllyfni and live more than 2 miles from the school, in accordance with the Authority's Transport Policy.</p> <p>Having considered current numbers (September 2025), it is anticipated that an 8-seater bus would need to be arranged to transport learners of the catchment area of Ysgol Nebo (that would be eligible for transport in accordance with Cyngor Gwynedd's transport policy) to Ysgol Llanllyfni. It is anticipated that this would be at a cost of up to £17,000 per year.</p> <p>If there was an increase in the numbers of learners in the catchment area in the future, then it may mean that it would be necessary to provide a school bus in order to transport the learners of the current catchment area of Ysgol Nebo which would be eligible for transport (in accordance with Cyngor Gwynedd's transport policy). It is anticipated that this would be at a cost of up to £30,000 per year.</p> <p>Some learners will travel further to school than they would at the moment.</p> <p>No learner in the Nebo catchment area will need to travel an unreasonable distance to school.</p>	£17,000 - £30,000
Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)	<p>Neutral</p> <p>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.</p> <p>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.</p>	£0

Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.	<p>Neutral</p> <p>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.</p> <p>The authority would need to provide transport for the ALN unit learners. No learner in the Nebo catchment area would need to travel an unreasonable distance to school</p>	<p>£0</p> <p>The authority would need to provide transport for the learners of the ALN unit.</p>
Ysgol Nebo offers a language unit for the Dyffryn Nantlle catchment area	<p>Neutral</p> <p>The learners would continue to be taught at Ysgol Nebo and the learners' travel arrangements would continue in the same way.</p> <p>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.</p> <p>The authority would need to provide transport for the learners of the language unit.</p>	<p>£0</p> <p>The authority would need to provide transport for the learners of the Language unit.</p>
Establishing a School on more than one site	<p>Neutral</p> <p>The learners would continue to be taught at Ysgol Nebo site and the learners' travel arrangements would continue in the same way.</p> <p>No learner in the Nebo catchment area would need to travel an unreasonable distance to school.</p> <p>Depending on the structure of the new school, there is a possibility that it would be necessary to arrange transport between school sites.</p>	<p>£0</p>

### 3. CONCLUSION

It is not anticipated that there would be a negative impact on the travel arrangements of Ysgol Nebo learners resulting from the implementation of any of the options listed above (section 2), with the exception of the option to close Ysgol Nebo and offer the learners a place at Ysgol Llanllyfni.

Should the option of closing Ysgol Nebo and offering education to the pupils at Ysgol Llanllyfni be implemented, then it is anticipated that there would be an impact on travel arrangements for the children. However, it is not anticipated that any learner in the Nebo catchment area would need to travel an unreasonable distance to school.

When considering the latest numbers data, namely September 2025, it is anticipated that 8 seat transport would need to be arranged in order to transport learners from the current catchment area of Ysgol Nebo who would be eligible for transport (in accordance with Cyngor Gwynedd's transport policy) to Ysgol Llanllyfni. The transport costs are estimated to be around £17,000 per year.

If there was an increase in the number of learners in the catchment area in the future, then it may mean that it would be necessary to provide a school bus in order to transport learners from the current catchment area of Ysgol Nebo who would be eligible for transport (in accordance with Cyngor Gwynedd transport policy). These transport costs are estimated to be around £30,000 per year.

As a result, it is anticipated that the option to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni would lead to additional transport costs for the Authority. These costs are estimated to be around £17,000-£30,000 per year to provide transport should all the learners in the Ysgol Nebo catchment area chose to attend Ysgol Llanllyfni.

**ASSESSMENT OF THE LIKELY IMPACT ON THE  
COMMUNITY –**

**YSGOL NEBO**

**December 2025**

## 1. INTRODUCTION

When developing proposals for the organisation of schools, the Authority is required to assess the likely impact on the community, in accordance with the School Organisation Code (011/2018).

### Background

Ysgol Nebo is a community school located in the village of Nebo, which is about three miles from Penygroes, and which provides education for learners between the ages of 3-11. There has been a reduction in the numbers of learners at Ysgol Nebo over the past few years. By now, September 2025, only 11 Reception to Year 6 learners and 1 Nursery learner attend the school.

At their meeting on 11 February 2025, the Cabinet supported a recommendation to begin formal discussions with Ysgol Nebo stakeholders to consider options for the future. Between March and July 2025, 3 local meetings were held with Ysgol Nebo's stakeholders where several options were proposed and discussed.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

## 2. THE OPTIONS

The Authority considered and discussed several options for the future of Ysgol Nebo, including:

- Do nothing - continue with the school's current structure
- Federate with a neighbouring school

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a headteacher or headteachers and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

- *Federating with another school adding a specialist unit for children with additional learning at Ysgol Nebo.*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a nearby school or schools, led by a headteacher or headteachers and one governing body. The identity of the school in question (including name, ethos, and school uniform) would continue, and it would enable the possibility of sharing staff, resources, buildings, and expertise.

The possibility of federating with neighbouring schools was considered, specifically Ysgol Llanllyfni and Ysgol Bro Lleu.

In addition to federating, this option would also include adding a location for a ALN unit on the school site.

- *Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)*

This option would mean that Ysgol Nebo would close, and that learners from the current catchment area of Ysgol Nebo would be offered a place at Ysgol Llanllyfni (the alternative school).

- *Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)*

This option would mean that Ysgol Nebo would continue and develop into a specialist location for some individual subjects.

- *Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.*

This option would mean adding an area for an ALN unit on the school site to offer provision for children with ALN.

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

*This option would mean adding a language immersion unit on the school site in order to offer an immersion service in Welsh to new speakers*

- *Establishing a school on more than one site - Multi-site School*

This option would mean merging a number of local schools, by closing the schools and establishing one multi-site school which would include the Ysgol Nebo site. The option would enable the possibility of sharing resources, buildings, and expertise.

This model would ensure continuity in the presence of a school site in the village of Nebo by establishing a multi-site school, led by a headteacher and one governing body.

### 3. SUMMARY OF THE CATCHMENT AREA

#### 3.1 The Area

Ysgol Nebo is located in the rural village of Nebo, which is about three miles from Penygroes in Gwynedd within Clynog Ward. According to the 2021 census, 1,300 people live in Clynog ward. The catchment area of Ysgol Nebo includes part of the Clynog ward as well as part of the Llanllyfni ward.

#### 3.2 The Economy

According to the 2021 census, there are 55.1% of people aged between 16 and 74 within the Clynog ward are economically active, and 1.1% of these are unemployed. There are 43.4% of people in the same age group are economically inactive with 3.4% of these ill or disabled for a long period.

According to the 2021 census, there are 52.8% of people aged between 16 and 74 within the Llanllyfni ward are economically active, and 3.8% of these are unemployed. There are 43.4% of people in the same age group are economically inactive with 3.4% of these ill or disabled for a long period.

The type of industry in which the population is active is varied in the area, with the highest rate (16.5%) working in the health and social work field. (2021 Census)

According to data from the 'Index of Multiple Deprivation Wales (2019)' the employment rate of Llanllyfni and Clynog ward compared to other wards in Wales gives a rank of 1149 out of 1909 wards. Therefore, Llanllyfni and Clynog ward is within the 30-50% most deprived in Wales.

#### 3.3 Deprivation

Llanllyfni and Chlynog Ward is ranked within the most deprived 30%-50% in Wales (rank 748 out of 1909 wards).

A number of areas make up this overall index, including income, employment, health, education, access to services, community safety, physical environment, and housing.

It is noted that Llanllyfni and Chlynog ward is within the 10% most deprived areas in Wales in the 'Housing' field. The indicators in this area are the proportion of people living in overcrowded homes (use of bedrooms), and the proportion of people living in homes without central heating.

In addition, the ward of Llanllyfni and Chlynog is within the 10% of the most deprived areas in Wales in the area of 'access to services', i.e. deprivation because people are unable to access a variety of services that are considered essential for day-to-day living. The indicators include average public and private travel times to a number of services such as food

shops, doctor's surgery, primary and secondary schools, post office, public library, pharmacy, leisure centre and private travel time to a petrol station.

Below is a summary of how the Llanllyfni and Clynnog area is situated in the context of other areas in Wales according to the Welsh Index of Multiple Deprivation (2019):

Area	Rank in Wales, out of 1909 areas. (1 = most deprived and 1909 = least deprived)	Most deprived % in Wales
Employment	1149	
Income	860	
Health	1267	
Education	1238	
Housing	67	Within the most deprived 10%
Physical environment	1251	
Access to services	100	Within the most deprived 10%
Community safety	922	

### 3.4 The Community

There is no community center in the village of Nebo. The residents of Nebo and Nasareth regularly make use of the 'community room' located at Ysgol Nebo to hold community events and occasions. Here are some of the social events and occasions held in the community room at Ysgol Nebo:

- Monthly meetings of the Nebo and Nasareth Area Committee
- Local Clubs (Monday Club, Knitting and Crochet Club, Social Evenings, Gardening Club)
- First Aid with St John Ambulance: Training on CPR and the use of defibrillators at the School and Nasareth Chapel
- Welsh lessons for learners
- Refreshments after local trips and the Craig Goch Mountain Race
- Remembrance Sunday service
- Protecting the environment: Organising litter-picking sessions and taking action to prevent dog fouling

## 4. YSGOL NEBO AND NEARBY SCHOOLS

### 4.1 The context of the schools according to the Estyn Inspection Reports

As part of Estyn's reports, the schools are placed in context, and their community relations are detailed. This is the context given to Ysgol Nebo, Ysgol Llanllyfni and Ysgol Bro Lleu by Estyn inspectors.

#### Ysgol Nebo

*"Ysgol Nebo is about three miles from Penygroes in Gwynedd. Welsh is the main medium and life of the school."*

*Source: Estyn Report, November 2017*

### Ysgol Llanllyfni

"Ysgol Gynradd Llanllyfni is in a small village on the outskirts of Caernarfon. Around 76% of the pupils come from homes where Welsh is spoken."

Source: Estyn Report, March 2017

### Ysgol Bro Lleu

"Ysgol Bro Lleu is a happy, friendly and inclusive school that places a strong emphasis on respecting every member of the community. Its vision of giving every pupil the best opportunity permeates all the school's activities. As a result, the pupils' attitudes to their learning are firm and their behaviour is excellent."

Source: Estyn Report, April 2023

## 4.2 Statistical information

The table below shows the numbers of Ysgol Nebo and the other schools within the catchment area of Ysgol Dyffryn Nantlle. This table also shows the school's capacity and number on the roll in September 2025. All schools teach through the medium of Welsh.

School	Full Capacity (N – Bl6)	Number on the register September 2025 (N – Bl6)	Legal Category	Language Category
Baladeulyn	62	8	Community School	Welsh Medium, Category 3
Talysarn	104	101	Community School	Welsh Medium, Category 3
Bro Lleu	207	190	Community School	Welsh Medium, Category 3
Llanllyfni	117	72	Community School	Welsh Medium, Category 3
Nebo	58	12	Community School	Welsh Medium, Category 3
Brynaerau	81	59	Community School	Welsh Medium, Category 3
Bro Llifon	196	149	Community School	Welsh Medium, Category 3

Source: September 2025 Census

## 4.3 Catchment information and learners' choice of schools

Each school has a specific catchment area which it serves, and which is important in terms of the Council's access and transport policy. Learners do not have to attend their catchment area school; the choice is up to parents (in accordance with the admission policy).

The latest data (November 2025 data) shows that 78% of children who live in Ysgol Nebo's catchment area attend schools outside the catchment area. The table below indicates the proportion of learners (Nursery – Yr. 6) who live in the catchment area and attend the catchment area school, and the proportion of learners from outside the catchment area who attend the school.

School	Proportion of catchment area learners who attend the catchment area school	Proportion of the school's learners who live within the school catchment area	Proportion of learners from outside the catchment area who attend the school
Nebo	22%	17%	83%
Llanllyfni	56%	74%	26%

Source: September 2025 Census + November 2025 GIS Data



#### 4.4 Summary of the various facilities in the community of Nebo and Llanllyfni (September 2025)

	Nebo	Llanllyfni
Village Hall / Community Centre		
Chapel/Church		✓
Public Transport	✓	✓
Shop		
Café/Pub		
Post Office		
Pharmacy		
Library		
Children's Playing Field		
Bank		
Residential Home for the Elderly		
Leisure Centre		
Garage		
Tourism Attraction	✓	
Cylch Ti a Fi + Cylch Meithrin		✓

#### 4.5 A summary of the schools' use outside the school's core hours:

A summary of community or extra-curricular use of the local school buildings is seen below:

	Nebo	Llanllyfni	Baladeulyn	Bro Lleu	Bro Llifon	Brynaerau	Talysarn
Playgroups (School Holidays)							
Aelwyd yr Urdd		✓					
Plays							
Voluntary Groups	✓	✓					
Morning/Evening Coffee	✓	✓	✓			✓	✓
Community Auction							
Choir Practice							
Welsh for Adults							
Town/Community Council Meeting							
Nursery School		✓					
Club/Sports Activity		✓			✓		
After School Club		✓		✓	✓	✓	✓
Local Interest Club	✓						

As there is no community center in the village of Nebo, the residents of Nebo and Nasareth make regular use of Ysgol Nebo's 'community room' for community occasions and events (as noted in 3.4 above).

A Cylch Meithrin is located on the site of Ysgol Llanllyfni, providing early years care and education through the medium of Welsh for pre-school children. The collaboration with Ysgol Llanllyfni ensures a smooth transition for children from the Cylch to the nursery class. The Cylch provides places for children aged 2 to 4, and offers 'Dechrau'n Deg' provisions, the 10-hour Early Years Education (Foundation Learning) program, along with wraparound care for nursery-aged children of Ysgol Llanllyfni and nearby schools. The Cylch Meithrin is also part of the Childcare Scheme, a program offering up to 30 hours per week of free early years childcare. Children can take advantage of the Childcare Offer from the start of the term following their third birthday until September after they turn 4.

There are no early years provisions at Ysgol Nebo, except for the school's nursery class.

#### 4.6 Summary of activities or groups that the schools are regularly involved with:

	Nebo	Llanllyfni
<b>Cylch Meithrin/Ti a Fi</b>		✓
<b>Eisteddfodau (Local/County/National)</b>	✓	✓
<b>Urdd Adrannau</b>	✓	
<b>Other activities (sports/clubs)</b>		✓

#### 4.7 If buildings, rooms, facilities or services are provided by a school on behalf of the community, where would they be provided if the school is closed?

School	Where will facilities be provided if it closes
<b>Nebo</b>	A number of community events are held in the Ysgol Nebo building. If the Cabinet decided to proceed with the proposal to close Ysgol Nebo, options for the post-use of the school building would have to be considered, taking into account the community activities that are currently being held at the school.

#### 4.8 Information about distance and travel time to other schools in the catchment area

The table below indicates the distance and travel time between schools in the area. We see that Ysgol Llanllyfni is the closest to Ysgol Nebo. The journey times below consider the nature of the lanes and the effect this can have on journey times in a rural area.

Ysgol		Nebo
<b>Llanllyfni</b>	<b>Miles</b>	<b>1.6</b>
	<b>Minutes</b>	<b>5</b>
<b>Bro Lleu</b>	<b>Miles</b>	<b>2.6</b>
	<b>Minutes</b>	<b>9</b>
<b>Talysarn</b>	<b>Miles</b>	<b>3.8</b>
	<b>Minutes</b>	<b>11</b>
<b>Baladeulyn</b>	<b>Miles</b>	<b>5.8</b>
	<b>Minutes</b>	<b>14</b>
<b>Brynaerau</b>	<b>Miles</b>	<b>5.3</b>
	<b>Minutes</b>	<b>14</b>
<b>Bro Llifon</b>	<b>Miles</b>	<b>5.5</b>
	<b>Minutes</b>	<b>11</b>

*Source: Google Maps 2025*

## 5. ASSESSMENT OF THE LIKELY IMPACT ON THE COMMUNITY

In order to assess the community impact of the possible models, it was decided to create criteria in accordance with the recommendations of the community assessment considerations of the School Organisation Code 011/2018.

### **OPTION 1: NO CHANGE – CONTINUE WITH THE CURRENT STRUCTURE**

Impact Criteria	Description	Status of the impact and the work
Impact on Health and well-being	There would be no change to the current provision – as a result no impact is anticipated on health and well-being.	Neutral
The implications of the change on public transport provisions	As there would be no change to the current provision no impact on public transport provision is anticipated. Any transport required to Ysgol Nebo for eligible catchment area learners would continue in accordance with the County's Transport Policy.	Neutral
Impact on other facilities / services provided at the school	There would be no change to the provision, therefore no impact on the current use of the school is anticipated.	Neutral
Impact on wider community safety	There would be no change to the provision, therefore no impact is anticipated on wider community safety.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	There would be no change to the provision. As a result, it is not expected that the option would encourage families with school-age children to leave the community, or that young families are less likely to move into the community.	Neutral
Impact on other services provided locally	There would be no change to what is currently provided, therefore no impact on other local services is anticipated.	Neutral
Adverse effect on the wider economy of the community	There would be no change to what is currently being provided therefore no adverse impact on the wider economy of the community is anticipated.	Neutral
General impact on the local community	There would be no change to what is currently provided therefore no impact on the local community is anticipated.	Neutral

## OPTION 2: FEDERATING WITH A NEARBY SCHOOL

Impact Criteria	Description	Status of the impact and the work
Impact on Health and well-being	As federation would mean that Ysgol Nebo would remain open there would be no change to the current provision, as a result, no impact on health and well-being is anticipated.	Neutral
The implications of the change on public transport provisions	As federation would mean that Ysgol Nebo would remain open, no impact on the provision of public transport is anticipated. Any transport required to Ysgol Nebo for eligible catchment area learners would continue in accordance with the County's Transport Policy.	Neutral
Impact on other facilities / services provided at the school	As federation would mean that Ysgol Nebo would remain open, no change to the current use of the school is foreseen.	Neutral
Impact on wider community safety	As federation would mean that Ysgol Nebo would remain open no change is anticipated to impact on wider community safety.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	As federation would mean that Ysgol Nebo would remain open, no impact is foreseen on how parents choose a school for their children or affect the choice of living in the catchment area or not. A high proportion of children in the catchment area already attend schools outside the catchment area (78%). As a result, it is not expected that the option would encourage families with school-age children to leave the community, or that young families are less likely to move into the community.	Neutral
Impact on other services provided locally	As federation would mean that Ysgol Nebo would remain open, no impact is foreseen to what is currently being provided, therefore no impact on other local services is foreseen.	Neutral
Adverse effect on the wider economy of the community	As federation would mean that Ysgol Nebo would remain open, no impact is foreseen on what is currently being provided, therefore no adverse effect on the wider economy of the community is anticipated.	Neutral
General impact on the local community	As federation would mean that Ysgol Nebo would remain open, no impact is foreseen to what is currently being provided, as a result no impact on the local community is anticipated. However, opportunities are identified for the community of Nebo and the communities of the schools that would be part of the federation to come together.	Neutral

**OPTION 3: FEDERATING WITH A NEARBY SCHOOL ADDING A SPECIALIST UNIT FOR CHILDREN WITH ADDITIONAL LEARNING NEEDS AT YSGOL NEBO**

Impact Criteria	Description	Status of the impact and the work
Impact on Health and well-being	It is not anticipated that this option would have an impact on health and well-being, as Ysgol Nebo School would continue, but as part of a federation with a neighbouring school, with an additional learning needs unit also being located on the site.	Neutral
The implications of the change on public transport provisions	This option is not expected to effect public transport provision as Ysgol Nebo would continue, but as part of a federation with a neighbouring school, with a unit for additional learning needs also located on the site. Any transport required to Ysgol Nebo for eligible catchment area learners will continue in accordance with the County's Transport Policy.	Neutral
Impact on other facilities / services provided at the school	As federating would mean that Ysgol Nebo would remain open, there would be no change to the current provision, therefore no impact on this criterion is anticipated.	Neutral
Impact on wider community safety	It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue, with provision for an additional learning needs unit also being located on the site.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	It is not anticipated that this option would encourage families and school-aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue, with an ALN unit also located on site. A high proportion of catchment area children already attend out-of-catchment schools (78%).	Neutral
Impact on other services provided locally	It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue, with an additional learning needs unit also located on the site.	Neutral
Adverse effect on the wider economy of the community	It is not anticipated that this option would have an impact on the wider community economy, as Ysgol Nebo would continue, with an additional learning needs unit also being located on the site.	Neutral
General impact on the local community	It is not expected that this option would have an impact on the community, as Ysgol Nebo would continue, with an additional learning needs unit also being located on site. However, opportunities are noted for the Nebo community and the Ysgol Llanllyfni school community to come together.	Neutral

**OPTION 4: CLOSE YSGOL NEBO AND OFFER THE LEARNERS A PLACE IN A NEARBY SCHOOL (YSGOL LLANLIFYNI)**

Impact Criteria	Description	Status of the impact and the work
Impact on Health and well-being	<p>As the alternative school is located about a mile and a half from Ysgol Nebo, and further from the homes of learners in the catchment area, we do not anticipate that Ysgol Nebo learners would be likely to walk to the alternative school.</p> <p>It is anticipated that being in a larger school such as Ysgol Llanllyfni would offer more opportunities to play and participate in team sports and therefore contribute positively towards the health and well-being of learners.</p>	Neutral
The implications of the change on public transport provisions	It is not anticipated that there will be any impact on public transport provision as any transport to an alternative school as a result of any change will be arranged specifically for learners in the catchment area who are eligible in accordance with the County's Transport Policy.	Neutral
Impact on other facilities / services provided at the school	<p>The community makes regular use of the Ysgol Nebo building in order to host community events.</p> <p>If the school were to close, these provisions would have to be considered when discussing the subsequent use of the school building.</p>	Negative
Impact on wider community safety	No impact is anticipated to impact on wider community safety.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	As a high proportion of children in the catchment area already attend out-of-catchment schools (78%), with 44% primary school-aged children in the Ysgol Nebo catchment already attending Ysgol Llanllyfni, it is not anticipated that families and young children would leave the community if the school were to close. In addition, as an alternative school is located 1.6 miles from Ysgol Nebo. As a result, it is not expected that the option would encourage families with school-age children to leave the community, or that young families are less likely to move into the community.	Neutral
Impact on other services provided locally	As a high proportion of children in the catchment area already attend schools outside the catchment area, it cannot be concluded that closing the school would have an impact on other services provided locally.	Neutral
Adverse effect on the wider economy of the community	As the majority of children in the catchment area attend schools outside the catchment area, it is not anticipated that the closure of Ysgol Nebo would have an impact on the wider economy of the community.	Neutral
General impact on the local community	<p>During the local discussions, the stakeholders noted the importance of the school to the community in the village of Nebo, noting the regular use made of the school building by the community.</p> <p>If Ysgol Nebo were to close, the local school would be further away from homes within the current catchment area of Ysgol Nebo, and from a deprivation point of view - it means that one of the indicators of 'access to services' would move further from the residents of the area. As a result, it is anticipated that there would be some negative impact on the local community if the school were to close.</p> <p>However, it should be noted that a high percentage of children in the catchment area already attend schools outside the catchment area (78%).</p> <p>To mitigate the impact on the community, opportunities are identified to ensure that the Nebo community is aware of the alternative school's activity, and community collaboration between Ysgol Llanllyfni and the Nebo community is encouraged, where appropriate.</p>	Negative

**OPTION 5: YSGOL NEBO TO DEVELOP INTO A SPECIALIST LOCATION FOR SOME INDIVIDUAL SUBJECTS (UNIQUE OPPORTUNITIES TO CARRY OUT FIELD WORK)**

Impact Criteria	Description	Status of the impact and the work
Impact on Health and well-being	As the provision on the Ysgol Nebo site would continue, it is not anticipated that this option would have a negative impact on health and well-being.	Neutral
The implications of the change on public transport provisions	As the provision on the Ysgol Nebo site would continue, no impact on public transport provision is anticipated if this option were to be implemented. Any transport required to Ysgol Nebo for eligible catchment area learners would continue in accordance with the County's Transport Policy.	Neutral
Impact on other facilities / services provided at the school	As the provision on the Ysgol Nebo site would continue, it is not anticipated that this option would affect this criteria.	Neutral
Impact on wider community safety	It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	It is not anticipated that this option would encourage families and school aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue.	Neutral
Impact on other services provided locally	It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue.	Neutral
Adverse effect on the wider economy of the community	It is not anticipated that this option would have an impact on the wider economy of the community, as Ysgol Nebo would continue.	Neutral
General impact on the local community	It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would continue.	Neutral

**OPTION 6: YSGOL NEBO TO OFFER A SPECIALIST UNIT FOR SUPPORTING CHILDREN WITH ADDITIONAL LEARNING NEEDS, WHERE MAINSTREAM EDUCATION IS CHALLENGING**

Impact Criteria	Description	Status of the impact and the work
Impact on Health and well-being	It is not anticipated that this option would have an impact on health and well-being as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.	Neutral
The implications of the change on public transport provisions	It is not anticipated that this option would have an impact on public transport provision as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.	Neutral
Impact on other facilities / services provided at the school	It is not anticipated that this option would have an impact on this criteria as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.	Neutral
Impact on wider community safety	It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	It is not anticipated that this option would encourage families and school aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.	Neutral
Impact on other services provided locally	It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.	Neutral
Adverse effect on the wider economy of the community	It is not anticipated that this option would have an impact on the wider economy of the community, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on site.	Neutral
General impact on the local community	It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would continue, with a specialist unit for supporting children with additional learning needs also located on the site.	Neutral



**OPTION 7: YSGOL NEBO TO OFFER A LANGUAGE UNIT FOR DYFFRYN NANTLLE CATCHMENT AREA**

<b>Impact Criteria</b>	<b>Description</b>	<b>Status of the impact and the work</b>
Impact on Health and well-being	It is not anticipated that this option would have an impact on health and well-being as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral
The implications of the change on public transport provisions	It is not anticipated that this option would have an impact on the provision of public transport as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral
Impact on other facilities / services provided at the school	It is not anticipated that this option would have an impact on this criterion as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral
Impact on wider community safety	It is not anticipated that this option would have an impact on wider community safety as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	It is not anticipated that this option would encourage families and school aged children to leave the community, or that young families are less likely to move into the community, as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral
Impact on other services provided locally	It is not anticipated that this option would have an impact on other services provided locally, as Ysgol Nebo would continue, with the provision of a language unit also located on site.	Neutral
Adverse effect on the wider economy of the community	It is not anticipated that this option would have an impact on the wider economy of the community, as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral
General impact on the local community	It is not anticipated that this option would have an impact on the community, as Ysgol Nebo would continue, with the provision of a language unit also located on the site.	Neutral

**OPTION 8: ESTABLISH A SCHOOL ON MORE THAN ONE SITE – A MULTI-SITE SCHOOL**

<b>Impact Criteria</b>	<b>Description</b>	<b>Status of the impact and the work</b>
Impact on Health and well-being	As the provision on the Ysgol Nebo site would continue, it is not anticipated that this option would have a negative impact on health and well-being.	Neutral
The implications of the change on public transport provisions	As the provision on the Ysgol Nebo site would continue, no impact on public transport provision is anticipated if this option were to be implemented. Any transport required to the Ysgol Nebo school site for eligible catchment area learners would continue in accordance with the County's Transport Policy.	Neutral
Impact on other facilities / services provided at the school	As the Ysgol Nebo site would continue as part of the multi-site school, it is not anticipated that the implementation of this option would have an impact on other facilities/services provided at the school.	Neutral
Impact on wider community safety	No impact on wider community safety is anticipated, as education provision would continue on the Ysgol Nebo site.	Neutral
Would the option encourage families and school age children to leave the community, or that young families are less likely to move into the community	No impact is foreseen on these criteria, as education provision would continue on the Ysgol Nebo site.	Neutral
Impact on other services provided locally	As the Ysgol Nebo site would continue as part of the multi-site school, no impact on other local services is anticipated.	Neutral
Adverse effect on the wider economy of the community	It is not anticipated that this option would affect what is currently provided so no adverse impact on the wider economy of the community is anticipated.	Neutral
General impact on the local community	As the Ysgol Nebo site would continue, it is anticipated that the general impact on the local community would be neutral if this option were to be implemented.	Neutral

## 6. CONCLUSION

This assessment shows that the impact on the community would be neutral if the options listed below are implemented:

- Do nothing - continue with the school's current structure.
- Federating with a neighbouring school
- Federating with a neighbouring school adding a specialist unit for children with additional learning needs at Nebo School
- Ysgol Nebo developing into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)
- Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs
- Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area
- Establishing a school on more than one site – a multi-site school

Although some of the options would involve locating a language unit or ALN provision on the Ysgol Nebo site, and as a result, additional services would be provided on the school site, it is not anticipated that this would have an impact on the community.

The assessment shows that some negative impact on the community is anticipated if the option to close Ysgol Nebo is implemented. It is recognised that the closure of Ysgol Nebo would lead to the loss of a school in the Nebo community, however the assessment stated that a large proportion of the children who live within the school's catchment area already attend other schools (78%), including Ysgol Llanllyfni (44%), and therefore it is concluded that a link between Ysgol Llanllyfni and the Ysgol Nebo community already exists.

If the proposal to close Ysgol Nebo were to be implemented, every effort will be made to mitigate the impact on the community by encouraging links between the communities and Ysgol Llanllyfni. To mitigate the impact on the community, opportunities are identified to ensure that the Nebo community is aware of the alternative school's activity, and community collaboration between Ysgol Llanllyfni and the Nebo community is encouraged, where appropriate.

If the proposal to close Ysgol Nebo were to be implemented, it will be essential as part of the process to encourage discussions between the alternative school (Ysgol Llanllyfni) and the parents of Ysgol Nebo learners so that parents and learners can take advantage of their facilities and any after school activities.

In addition, should the Cabinet decide to proceed with the proposal to close Ysgol Nebo, options for the post-use of the school building would have to be considered, taking into account the community activities that are currently being held at the school.

# **LANGUAGE IMPACT ASSESSMENT – YSGOL NEBO**

**December 2025**

## 1. INTRODUCTION

Supporting and developing Gwynedd's children's ability to learn and use their language skills is essentially important to the education strategies of the County.

Ysgol Nebo is a community school, Welsh-medium, Category 3, located in the village of Nebo, about three miles from Penygroes, and provides education for learners aged 3-11. There has been a decline in learner numbers at Ysgol Nebo over the past few years. By September 2025, there were only 11 learners from Reception to Year 6 and 1 Nursery learner attending the school.

At their meeting on 11 February 2025, the Cabinet supported a recommendation to start formal discussions with Ysgol Nebo School stakeholders to consider options for the future. Between March and July 2025, three local meetings were held with Ysgol Nebo stakeholders where several options were proposed and discussed.

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

### 1.1 The situation in Gwynedd

Figures in the 2021 Census indicate that 66% of people over the age of three can speak, read or write in Welsh. The 2021 census also states that 64% speak Welsh which is a decrease since the previous census, when the figure was 65%.

In Gwynedd, as in many other Local Authorities in Wales, there is a considerable variation in the percentage of Welsh speakers across different wards. In wards where Welsh is less commonly spoken, such as Aberdyfi, Tywyn, and central Bangor, between 26% and 44% of the population speak Welsh, while as many as 86% speak Welsh in the most Welsh-speaking areas e.g Hendre and Llanrug.

### 1.2 Welsh in Education Strategic Plan (WESP)

The Welsh in Education Strategic Plan is the Local Authority's statutory document and accompanies the Welsh Government's priorities for the development of Welsh-medium education (in line with the targets of *Cymraeg 2050*).

There are 7 outcomes that local authorities are expected to implement to achieve the outcomes, namely:

1. More nursery children/ three-year-olds receive their education through the medium of Welsh
2. More reception class children/ five-year-olds receive their education through the medium of Welsh
3. More children continue to improve their Welsh-language skills when transferring from one stage of their statutory education to another
4. More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
5. More opportunities for learners to use Welsh in different contexts in school
6. An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
7. Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

## 1.3 Language Policy

### Primary

The aim of the language policy across all primary schools in the county is the same, which is to develop the ability of all pupils to be proficient in both languages by the end of KS2. Welsh is the official language of assessment at the school at the end of a foundation phase. In Key Stage 2, efforts continue to develop pupils' grasp of Welsh while focusing on enhancing their skills in both languages.

### Secondary

In the secondary, it is expected for all pupils who have reached the required level, Level 3+ at the end of the KS2, to follow Welsh first language in KS3 to ensure appropriate progression and continuity. The hope is that these pupils can study Welsh and English as subjects up to the end of year 11.

The secondary schools build on the foundation established in the primary by ensuring that all pupils continue to develop skills in both English and Welsh. The county does not define secondary schools according to linguistic categories as there is the same expectation in relation to the Language Policy, which is to give all pupils in the county the opportunity to be bilingually proficient.

## 1.4 One million speakers by 2050

*Cymraeg 2050* is the latest Welsh Government strategy for the Welsh language and covers the next three decades. This document sets out specific targets for increasing the numbers that speak the language as well as the Welsh use.

The aims of *Cymraeg 2050* include:

	Aim	Target
1.	Increase the number of Welsh speakers	1 million speakers by 2050
2.	Increase the use of the Welsh language	Daily users of Welsh increasing from 10% to 20%

The *Cymraeg 2050: A million Welsh Speakers* document emphasises the importance of increasing the numbers of Welsh speakers but it is also emphasised that increasing the daily use of the Welsh language is just as important.

*‘Moving towards the position where we have a million speakers is one aspect of our vision for a thriving Welsh language. However, a thriving Welsh language is a language that is used. We want the use of Welsh to be a routine part of everyday life, so that speakers at all levels feel confident in its use in formal and informal situations.....The Welsh Language Use Survey 2013–15 (Welsh Government and Welsh Language Commissioner 2015) shows that there is a clear link between fluency and frequency of Welsh language use – 84 per cent of fluent Welsh speakers speak Welsh daily’.*

*Source: Cymraeg 2050: A million Welsh speakers (2017)*

## 1.5 Welsh Language Strategy 2022-2032

*The Welsh Language Standards imposed on Cyngor Gwynedd by the Welsh Language (Wales) Measure 2011 impose an expectation on the Council to produce a 5 year strategy which will demonstrate how it is intended to promote the Welsh language and facilitate the use of Welsh across the county. Cyngor Gwynedd’s latest strategy for the Welsh language is the Gwynedd Language Strategy 2023-2033. This document sets out specific targets for increasing the numbers speaking the language:*

	How will we increase the number of speakers?	How will we measure at a local level, and during the strategy period?
1.	Provide opportunities for children and young people who are not yet Welsh speakers (e.g newcomers, children who do not receive mainstream education), to learn and become confident Welsh speakers.	The number of children receiving Welsh medium education. The number of children who are supported through the Education Department's immersion regime.
2.	Providing opportunities for adults to become new speakers through the authority's learners support schemes and partners community provision.	The number of council workers receiving Welsh learning lessons. Provision of community Welsh learning courses.

*The strategy also contains a commitment to increase the use of Welsh in the following areas of work:*

- Language of the early years
- Language of learning
- Language of Work and Service
- Language of the Community
- Technology and Research

## 2. LINGUISTIC PROFILE OF THE NEBO CATCHMENT AREA

### 2.1 Gwynedd Language Profile Background

64.4% of the county's population aged over three are Welsh speakers — significantly higher than the figure for Wales as a whole, which is 17.8%. In Gwynedd, the ability to speak Welsh is highest in the Hendre ward (86% speak Welsh), and lowest in the Bangor Central area (25.6%).

### 2.2 Wards

Ysgol Nebo is located in the Clynnog ward, and the school's catchment area includes part of the Clynnog ward and part of the Llanllyfni ward. Ysgol Llanllyfni is located in the Llanllyfni ward, and the school's catchment area includes part of the Llanllyfni ward and part of the Clynnog ward. The linguistic profile of the wards of these schools is summarised in the table below:

	Clynnog	Llanllyfni	Gwynedd	Cymru
Welsh identity only	783 (60.2%)	1,316 (67.1%)	69,560 (59.3%)	1,715,975 (55.2%)
No Welsh identity	36%	28.2%	36.3%	36.7%
3+ year old population	1,275	1,876	114,308 (100%)	3,018,172 (100%)
Can speak Welsh	864 (67.8%)	1,373 (73.2%)	73,560 (64.4%)	538,296 (17.8%)
No Welsh skills	307 (24.1%)	315 (16.8%)	29,977 (26.2%)	2,259,017 (74.8%)
Able to understand only verbal Welsh	71 (5.6%)	137 (7.3%)	8,166 (7.1%)	156,762 (5.2%)

Able to speak Welsh but can't read or write Welsh	47 (3.7%)	124 (6.6%)	6,142 (5.4%)	68,391 (2.3%)
Able to speak and read Welsh but can't write Welsh	37 (2.9%)	56 (3%)	3,170 (2.8%)	33,971 (1.1%)
Able to speak, read and write Welsh	774 (60.7%)	1,157 (61.7%)	63,256 (55.3%)	429,313 (14.2%)
Able to write Welsh but can't speak or read Welsh	7 (0.5%)	8 (0.4%)	387 (0.3%)	4,970 (0.2%)
Able to read and write Welsh but can't speak Welsh	9 (0.7%)	14 (0.7%)	1004 (0.9%)	17,560 (0.6%)
Another combination of Welsh language skills	6 (0.5)	36 (1.9%)	993 (0.9%)	6,621 (0.2%)

Source: Census 2021, Office for National Statistics

### 2.3 Ysgol Nebo

Ysgol Nebo is a Category 3, Welsh medium school.

The table below shows that most Ysgol Nebo learners speak Welsh fluently.

School	Speaks Welsh fluently at home	Speaks Welsh at home but not fluent	Doesn't speak Welsh at home but fluent	Doesn't speak Welsh at home and not fluent	Doesn't speak Welsh at all
Nebo	50%	12.5%	25%	12.5%	0%

Source: Percentage of the number of respondents January 2025

### 2.4 Nearby schools

Llanllyfni, Baladeulyn, Brynaerau, Bro Llew, Talysarn and Bro Llifon schools are Category 3, Welsh medium schools.

Linguistic data for the nearby schools can be found below:

School	Speaks Welsh fluently at home	Speaks Welsh at home but not fluent	Doesn't speak Welsh at home but fluent	Doesn't speak Welsh at home and not fluent	Doesn't speak Welsh at all
Baladeulyn	55%	27%	0%	18%	0%
Brynaerau	63%	8%	2	10%	17%
Llanllyfni	80%	8%	1%	4%	7%



<b>Bro Lleu</b>	73%	3%	2%	6%	16%
<b>Talysarn</b>	37%	16%	4%	19%	24%
<b>Bro Llifon</b>	83%	3%	1%	3%	10%

*Source: Percentage of the number of respondents January 2025*

## 2.5 After school activities

Here is a summary of what Ysgol Nebo and the other schools in Dyffryn Nantlle's secondary catchment area offer on the school sites.

	Baladeulyn	Talysarn	Bro Lleu	Llanllyfni	Brynaerau	Bro Llifon	Nebo
<b>Playgroups (school holidays)</b>			✓				
<b>Aelwyd yr Urdd</b>				✓		✓	✓
<b>Morning/Evening Coffee</b>	✓	✓		✓	✓	✓	
<b>Cylch/Nursery</b>			✓	✓		✓	
<b>Club/After school club/Sports Activity</b>		✓	✓	✓	✓	✓	✓

It can be seen in the table above that a number of schools in the area, including Ysgol Nebo offer clubs with the Urdd after school. This means that the pupils could continue to take advantage of these activities as an additional opportunity to use and develop the Welsh language.

## 2.6 Community Activities

As there is no community centre/building in Nebo, residents of Nebo and Nasareth make regular use of the school's 'community room' for community occasions and events. These are some of the occasions and social events that take place in the School's Community Room:

- Monthly meetings of the Nebo and Nasareth Area Committee
- Local Clubs (Monday Club, Knitting and Crochet Club, Social Evenings, Gardening Club)
- First Aid with St John Ambulance: Training on CPR and the use of defibrillators at the School and Nasareth Chapel
- Welsh lessons for learners
- Refreshments after local trips and the Craig Goch Mountain Race
- Remembrance Sunday service
- Protecting the environment: Organising litter-picking sessions and taking action to prevent dog fouling

## 2.7 Additional Evidence

### **Ysgol Nebo**

Estyn's 2017 report says:

“Welsh is the main medium of the school’s life and work. Approximately 58% of pupils come from Welsh-speaking homes and there are no pupils from ethnic minority backgrounds.”

[Ysgol Nebo Estyn inspection report October 2017](#)

### **Ysgol Llanllyfni**

Estyn's 2017 report says:

“Approximately 76% of pupils come from Welsh-speaking homes. This has declined since the last inspection, when 95% of pupils spoke Welsh at home.”

[Ysgol Llanllyfni Estyn inspection report 2017](#)

### 3. Assessment of the impact on the Welsh language

#### 3.1 The Options

- *Do nothing – continue with the current situation*

Continuing with the current situation would mean that Ysgol Nebo continues in the same way, with the same staffing structure.

Although the case for change has been established, the Do nothing model has been included in the assessment for comparison purposes.

- *Federate with a nearby school*

This option would ensure continuity in the school's presence in the village of Nebo through a collaborative arrangement with a school, or nearby schools, led by a head or heads, and one governing body. These schools would share one governing body, but at the same time retain their legal status as separate entities, their financial allocation, name and school uniform, and continue to have their own Estyn inspection.

It is not anticipated that forming a federation would have an impact on the Welsh language as Ysgol Nebo would continue, with opportunities for the school to strengthen the leadership position, and collaborate.

- *Federalise with a nearby school adding a specialist unit for children with additional learning needs at Ysgol Nebo*

This option would mean federalising with a nearby school and adding a ALN unit on the Ysgol Nebo school site in order to offer provision for children who would need additional support. There would be no change to the school element.

It is not anticipated this option would have an impact on the Welsh language as Ysgol Nebo would continue, with opportunities for the school to strengthen the leadership position, and collaborate.

- *Close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)*

This option would mean that Ysgol Nebo would close, and that learners from the current catchment area of Ysgol Nebo would be offered a place at Ysgol Llanllyfni (the alternative school).

The table in section 3.2 contains an assessment of the impact of closing Ysgol Nebo and teaching the learner at Ysgol Llanllyfni, on the Welsh language compared to the current situation. The table also outlines the additional opportunities for strengthening the Welsh language, and methods of mitigating any negative impact that may arise from the proposal.

- *Ysgol Nebo to develop into a specialist location for some individual subjects (unique opportunities to carry out fieldwork)*

Continuing the current situation would mean that Ysgol Nebo would continue in the same way, with the same staffing structure.

It is not anticipated that this option would have an impact on the Welsh language as Ysgol Nebo would continue.

- *Ysgol Nebo to offer a specialist unit for supporting children with additional learning needs, where mainstream education is challenging for them.*

This option would mean continuing with Ysgol Nebo and adding an ALN Unit on the school site to offer provision for children with additional learning needs.

It is not anticipated that this option would have an impact on the Welsh language as Ysgol Nebo would continue.

- *Ysgol Nebo to offer a language unit for the Dyffryn Nantlle catchment area*

This option would mean continuing with Ysgol Nebo and locating a language unit on the school site.

It is not anticipated that this option would have an impact on the Welsh language in the school as there would be no change to the education provision provided by Ysgol Nebo. However, it is likely that it would have a positive effect on the Welsh language of the learners who would attend the language unit.

- *Establishing a School on more than one site*

This option would mean closing local schools, including Ysgol Nebo, and establishing a new school across several sites, including the current site of Ysgol Nebo.

It is not anticipated that this option would have a negative impact on the Welsh language. Depending on the structure of the multi-site school, there may be opportunities for learners to have access to a wider range of suitable resources, a higher supply in terms of staffing, and they could be part of a larger group of peers.

### 3.2 Assessment of the impact on the Welsh Language

*Assessment of the impact on the Welsh language – Proposal to close Ysgol Nebo and offer the learners a place in a nearby school (Ysgol Llanllyfni)*

Part 1				
Impact Criteria	Description	Status of the impact and work	Have any measures been identified to mitigate any negative impact or to create more positive opportunities	Final impact (following mitigation measures)
<b>School language (formal)</b>	Ysgol Nebo is a Welsh-medium school. As Ysgol Llanllyfni is also a Welsh-medium school, it is concluded that the proposal would not have an impact on the children's language of education.	Neutral	Irrelevant	Irrelevant
<b>School language (informal)</b>	PLASC January 2025 statistics show that 50% of Ysgol Nebo learners speak Welsh fluently at home and 80% of Ysgol Llanllyfni learners. As the learners would be taught in larger classes with more children of the same age group, the proposal could strengthen the opportunity for learners to socialise in Welsh with their peers. On that basis, if the proposal is realised, it is anticipated that there would be more opportunities for learners in the Nebo catchment area to use Welsh informally with their peers inside and outside the classroom, and that the level of vitality of the Welsh language and the informal use of the language would be stronger.	Positive	Irrelevant	Irrelevant
<b>Access to Welsh medium education</b>	Ysgol Llanllyfni is a Welsh-medium school, like Ysgol Nebo. It is therefore not anticipated that the proposal would affect this criterion.	Neutral	Irrelevant	Irrelevant
<b>Non-statutory provision</b>	Learners would have access to a higher supply in terms of staffing and would be part of a larger group of peers of the same age.	Positive	The local authority and the Governing Body of Ysgol Llanllyfni could discuss methods to ensure that pupils can participate in extracurricular activities.	Positive
<b>Activities before/after school</b>	Ysgol Llanllyfni is a larger school in terms of numbers of learners so the peer groups will be larger. Ysgol Llanllyfni also offers after school clubs and activities which offer opportunities to use Welsh before/after school.	Positive	The Local Authority and Ysgol Llanllyfni Governing Body could consider any additional opportunities for arranging activities after school, ensuring that arrangements are in place to include learners in the Nebo catchment area.	Positive
<b>Use of the Welsh Language in</b>	If the proposal to close Nebo School was to be realised, then it is anticipated that some elements of community events will be affected. It is anticipated that there may be some negative impact arising from the realisation of the proposal, as	Negative	The Local Authority and the Governing Body of Ysgol Llanllyfni can consider methods of promoting the use of	Neutral

<p><b>the community</b></p>	<p>parents/guardians/families would not meet daily in the Nebo community when dropping off/collecting children from school.</p> <p>As there is no community building/centre in the village of Nebo, the residents of Nebo and Nasareth regularly use the school's 'community room' for community occasions and events, including Welsh lessons for learners. Therefore, if the proposal to close Ysgol Nebo were implemented, it is anticipated that some aspects of community events would be affected.</p> <p><b>Impact on the local economy:</b> Although the proposal is not expected to have a substantial negative impact on the local economy in Nebo, it is acknowledged that, if Ysgol Nebo were to close, it would lead to a reduction in Welsh-medium employment opportunities in the village of Nebo.</p>		<p>the Welsh language by including the Nebo community in the school's community activities.</p> <p>Should the proposal be implemented, the Authority will need to consider options for the post-use of the school building, taking into account the community activities currently held at the school.</p>	
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Part 2 - How will the proposal affect/contribute towards/comply with the Welsh Language Standards, language policies, strategies and other relevant guidelines regarding the Welsh language

<p><b>Gwynedd Welsh Language Strategy 2023</b></p>	<p><b>Early years language:</b></p> <p>As the Cylch Meithrin is located on the site of Llanllyfni School (the alternative school), it is anticipated that the proposal would have a positive effect on early years language.</p> <p><b>Learning Language:</b></p> <p>Ysgol Nebo is a Welsh-medium school, Category 3. As Ysgol Llanllyfni is also a Welsh-medium school (Category 3), it is concluded that the proposal would not have an effect on the language of the children's education.</p> <p><b>Work and Service Language:</b></p> <p>It is acknowledged that, if the proposal is implemented, there would be some negative impact on the language due to the loss of a Category 3 Welsh-medium school presence in the village of Nebo serving the area, and it would lead to redundancies among school staff/workforce.</p> <p>However, it is noted that the alternative school (Ysgol Llanllyfni) that would serve the Nebo area if the proposal is implemented is also a Welsh-medium school (Category 3). It is not anticipated that the proposal would affect the language of work and service provided at the alternative school.</p>
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	<p><b>Community Language:</b></p> <p>If the proposal to close Ysgol Nebo were to be implemented, it is anticipated that certain elements of community events would be affected. It is foreseen that there may be some negative impact resulting from the implementation of the proposal, for example, as parents/guardians/families will no longer meet daily in the Nebo community when dropping off/picking up children from the school.</p> <p>Since there is no community building/center in the village of Nebo, the residents of Nebo and Nasareth regularly make use of the school's 'community room' for community occasions and events, including Welsh lessons for learners. If the proposal to close Nebo School were to be implemented, it is anticipated that certain elements of community events would be affected.</p> <p>In order to mitigate any negative effects, the Local Authority and the Llanllyfni School Governing Body could consider ways to promote the use of the Welsh language by including the Nebo community in the school's community activities. In addition, if the proposal is implemented, the Authority will have to consider options for the future use of the school building, taking into account the community activities currently held at the school.</p>
<p><b>Cymraeg 2050, Welsh Government</b></p>	<p>Any discussions regarding reorganization should acknowledge the Welsh Government's efforts to achieve the target of one million Welsh speakers by 2050.</p> <p>Ysgol Nebo and Ysgol Llanllyfni are Welsh-medium primary schools, Category 3. As a result, if the proposal to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni is implemented, learners would continue to be educated in a Welsh-medium, Category 3 school.</p> <p>It is not anticipated that the proposal would have a negative impact on the Welsh language, primarily because:</p> <ul style="list-style-type: none"> <li>- January 2025 PLASC statistics show that 50% of learners at Ysgol Nebo speak Welsh fluently at home, and 80% of learner at Ysgol Llanllyfni do so.</li> <li>- The proposal to close Ysgol Nebo and offer places to its learners at a nearby school (Ysgol Llanllyfni) would mean that Nebo catchment learners would continue to be educated in a Welsh-medium school, category 3.</li> <li>- Learners would be taught in larger classes with more children of the same age group, and it is anticipated that the proposal would strengthen opportunities for learners to socialise in Welsh with more of their peers.</li> </ul> <p>On this basis, if the proposal is implemented, it is anticipated that there would be more opportunities for Nebo learners to use Welsh informally with their peers both inside and outside the classroom, and that the level of Welsh vitality and informal use of the language would be stronger.</p>

<p><b>To what extent the proposal would support the targets in the Welsh in Education Strategic Plan approved (Welsh in Education Strategic Plan (2022-2032))</b></p>	<p>Ysgol Nebo and Ysgol Llanllyfni are Welsh-medium primary schools, category 3.</p> <p>Ysgol Nebo and Ysgol Llanllyfni operate the objectives of Cyngor Gwynedd’s Welsh in Education Strategic Plan 2022-2032 (WESP). This includes:</p> <ul style="list-style-type: none"> <li>• That all pupils in the county have appropriate language skills in Welsh and English, and that this expectation is consistent across all schools.</li> <li>• That there is appropriate provision to enable every pupil to develop bilingual proficiency. In this context, schools are expected to continue nurturing the skills of those pupils who are Welsh speakers, and to introduce Welsh to those who are learners.</li> <li>• That all educational institutions in the county reflect and reinforce the Language Policy in their administration, social life, and routine management, as well as in their curriculum provision.</li> </ul> <p>As a result, if the proposal to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni is implemented, learners would continue to be taught in a Welsh-medium school, Category 3, which operates objectives and supports the targets of the WESP.</p> <p>On the basis of the above, it is not anticipated that implementing the proposal would have a negative impact on the achievement of Outcomes 1, 2, 3, 5, and 6 of the Cyngor Gwynedd Welsh in Education Strategic Plan 2022-2032, namely:</p> <p>Outcome 1: More nursery/3-year-old children receiving Welsh-medium education.</p> <p>Outcome 2: More reception/5-year-old children receiving Welsh-medium education.</p> <p>Outcome 3: More children continuing to improve their Welsh skills when transferring from one stage of their statutory education to another.</p> <p>Outcome 5: More opportunities for learners to use Welsh in different contexts within the school.</p> <p>Outcome 6: Increase in Welsh-medium education provision for pupils with additional learning needs (ALN) (in accordance with the duties set out by the Additional Learning Needs and Education Tribunal (Wales) Act 2018).</p> <p>As a result, it is concluded that implementing the proposal would align with the objectives of the Welsh in Education Strategic Plan 2022-32, and the targets approved in the Welsh Strategic Plan.</p>
<p><b>How the proposal would expand or reduce Welsh-language provision, and in cases where it would reduce provision, explain why the provision would be reduced</b></p>	<p>The proposal would mean that a Welsh-medium school, Category 3 (Ysgol Nebo), would close. However, if the proposal is implemented, learners would be offered a place in an alternative school, which is also a Welsh-medium, Category 3 school, namely Ysgol Llanllyfni. Ysgol Llanllyfni has enough capacity for learners from both schools.</p>



## 5. CONCLUSION

Our expectations are that all learners in the County can attain balanced, age-relevant bilingualism so that they can be complete members of the bilingual society they are part of. The proposals for reorganisation will need to take full account of all the linguistic impacts. Maintaining and improving the use of Welsh as an educational and social language among children will be a key consideration when drawing up proposals within the area.

It is not anticipated that any of the options set out in section 3 above would have a negative impact on the Welsh language.

In terms of the proposal to close Ysgol Nebo and transfer learners to Ysgol Llanllyfni, it is not anticipated that the proposal would have a negative impact on the Welsh language, primarily because:

- January 2025 PLASC statistics show that 50% of learners at Ysgol Nebo speak Welsh fluently at home, and 80% of learner at Ysgol Llanllyfni do so.
- The proposal to close Ysgol Nebo and offer places to its learners at a nearby school (Ysgol Llanllyfni) would mean that Nebo catchment learners would continue to be educated in a Welsh-medium school, category 3.
- Learners would be taught in larger classes with more children of the same age group, and it is anticipated that the proposal would strengthen opportunities for learners to socialise in Welsh with more of their peers.

On this basis, if the proposal is implemented, it is anticipated that there would be more opportunities for Nebo catchment area learners to use Welsh informally with their peers both inside and outside the classroom, and that the level of vitality and informal use of the Welsh language would be stronger.

**WELL-BEING AND FUTURE GENERATIONS ACT  
IMPACT ASSESSMENT -  
YSGOL NEBO**

**December 2025**

# 1. INTRODUCTION

We as a Council are committed to the principles within the Well-being of Future Generations Act (2015) to improve the economic, social, environmental, and cultural well-being of Gwynedd's communities.

The Council's vision is:

*Our vision as a Council is to support all the people of Gwynedd to flourish and to live a complete life in their community in a county that is one of the best counties to live in.*

The Council has adopted well-being objectives which complement the national well-being goals ensuring that the residents of Gwynedd are:

- Giving our children and young people the best possible start in life
- Strengthening the economy and supporting the people of Gwynedd to earn a decent salary
- Supporting Gwynedd residents to live in suitable and affordable homes in their communities
- Supporting the residents of Gwynedd to live full and safe lives in our communities
- Ensuring that we give our residents every possible opportunity to use the Welsh language in the community
- Protecting the county's natural beauty, and responding positively to the climate change crisis
- Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently

The table below outlines the link between our well-being objectives and the national well-being goals.

	Prosperous	Resilient	Healthier	Equal	Cohesive Communities	A vibrant culture and thriving Welsh language	Globally responsible
<b>TOMORROW'S GWYNEDD</b> Giving our children and young people the best possible start in life							
<b>A PROSPEROUS GWYNEDD</b> Strengthening the economy and supporting the people of Gwynedd to earn a decent salary							
<b>A HOMELY GWYNEDD</b> Supporting Gwynedd residents to live in suitable and affordable homes in their communities							
<b>A CARING GWYNEDD</b> Supporting the residents of Gwynedd to live full and safe lives in our communities							
<b>A WELSH GWYNEDD</b> Ensuring that we give our residents every possible opportunity to use the Welsh language in the community							
<b>A GREEN GWYNEDD</b> Protecting the county's natural beauty, and responding positively to the climate change crisis							
<b>AN EFFICIENT GWYNEDD</b> Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently							

The Education Department has a role to promote the well-being goals of the Act among learners through their activities and projects. The Act places a duty on public bodies in Wales to improve economic, social, environmental, and cultural well-being. As part of the duty the Council has published well-being objectives which outline how it will improve in the "Gwynedd Plan 2023-2028"

## 2. HOW DOES THE PROPOSAL MEET CYNGOR GWYNEDD'S WELL-BEING OBJECTIVES?

The proposal:

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

Objectives	Details:
<b>Giving our children and young people the best possible start in life</b>	The proposal will ensure that children in the area foster experiences by socialising with a wider range of age-related peers and receiving a quality education in a school that can offer a learning environment and experiences to a wider range of learners.
<b>Strengthening the economy and supporting the people of Gwynedd to earn a decent salary</b>	It is anticipated that the implementation of this option would lead to staff redundancies. A detailed staffing policy was developed by Cyngor Gwynedd in collaboration with Trade Unions and head teachers. The policy will form the basis of any change to staff employment resulting from any proposal. Clear and open communication will be central to the successful implementation of any proposals.
<b>Supporting Gwynedd residents to live in suitable and affordable homes in their communities</b>	No effect.
<b>Supporting the residents of Gwynedd to live full and safe lives in our communities</b>	Ensuring that the learners receive a first class education will be at the core of the proposal, ensuring that they will receive an education of the same quality and standard in the alternative school.
<b>Ensuring that we give our residents every possible opportunity to use the Welsh language in the community</b>	Ysgol Nebo's learners live in a Welsh-medium society and are educated in a Welsh-medium school, like the alternative school. It is likely that the proposal will have a positive impact on the Welsh language as Ysgol Nebo learners benefit from more opportunities to use the Welsh language with a wider range of peers in the classroom and socially. Ysgol Llanllyfni serves an area that is a stronghold of the Welsh language with a high number of the population able to speak Welsh.
<b>Protecting the county's natural beauty, and responding positively to the climate change crisis</b>	No effect.
<b>Putting the residents of Gwynedd first and treating them fairly and ensuring that the Council performs effectively and efficiently</b>	No effect.

### 3. DOES THE PROPOSAL MEET THE WELL-BEING AIMS OF THE ACT?

Aim	Does the proposal contribute to this aim?	Measures to mitigate negative effects on this aim:
<b>A prosperous Wales</b> An innovative society that uses resources prudently, educated people, that create wealth and work.	<p>The implementation of the proposal to close Ysgol Nebo and teach the children in a nearby alternative school would mean that the learners build experiences by socialising with a wider range of peers, age-related and receiving a quality education in a school that can offer a learning environment and experiences to a wider range of learners.</p> <p>Introducing this proposal could lead to staff losing their jobs.</p>	<p>Staff and Union representatives will be consulted specifically as part of the statutory consultation period.</p> <p>Cyngor Gwynedd has developed a detailed staffing policy, jointly with Trade Unions and headteachers. Any redundancies as a result of this proposal will have to be in line with that policy. Clear and open communication will play a key role in implementing any proposals.</p>
<b>A resilient Wales</b> A nation that maintains and enhances biodiversity and healthy ecosystems that support resilience and adaptability to change (for example climate change).	<p>It is not anticipated that the proposal would be likely to have an impact on this aim.</p>	<p>No effect</p>
<b>A healthier Wales</b> A society where people's physical and mental well-being is as good as possible, and people understand what affects their health.	<p>It is not anticipated that the proposal would be likely to have an impact on this aim.</p>	<p>No effect</p>
<b>A more equal Wales</b> A society that enables people to achieve their potential regardless of their background or circumstances (including their socio-economic background and circumstances).	<p>The proposal would improve the Authority's ability to <i>"offer education of the highest possible quality which will give the County's children the experiences, skills and confidence and enable them to develop into bilingual, successful citizens and complete"</i> in accordance with the vision of the Excellent Primary Education for Children in Gwynedd Strategy.</p>	<p>The Equality Assessment stated that it is not anticipated that the proposal would have a negative impact on equality. In addition, it was noted that there are solid policies and arrangements in place that would ensure that the proposal considers and is compatible with equal rights. It is noted that measures are already in place to ensure that there will be no illegal discrimination or harassment.</p>
<b>A Wales of cohesive communities</b> Attractive, viable and safe communities that are well connected.	<p>Nebo community is strong and hard-working, and it is recognised that closing the school would have some negative impact on the community.</p>	<p>The assessment of the likely impact on the community states that the proposal may lead to some negative impact on the community. However, it is noted that a number of the learners in Ysgol Nebo's catchment area already choose to attend Ysgol Llanllyfni. It is therefore believed that a link already exists between the school and the wider area.</p> <p>Should the proposal be implemented, there would be an opportunity to build on the links between the community in Nebo and Ysgol Llanllyfni by holding discussions that would promote the inclusion of the Nebo community in the school's community activity.</p>

<b>Wales and a vibrant culture where the Welsh language flourishes</b> An association that promotes and protects culture, heritage and the Welsh language and encourages people to participate in the arts, sports and leisure activities.	No impact is anticipated on this aim as the implementation of the proposal would mean that Ysgol Nebo learners would continue to be educated in a Welsh-medium school.	
<b>Wales responsible at a global level</b> A nation that, as it does anything to improve the economic, social, environmental, and cultural well-being of Wales, considers whether doing such a thing could contribute positively to global well-being.	It is not anticipated that the proposal would be likely to have an impact on this aim.	No effect.

## 4. PRINCIPLES OF SUSTAINABLE DEVELOPMENT

Principles of Sustainable Development	Does the proposal consider the principle?
<b>Long Term</b> Balancing short-term needs with long-term ones and planning for the future.	The pattern of decreasing learner numbers has been consistent for a number of years, with projections showing that Ysgol Nebo learner numbers will continue to be vulnerable over the next few years and therefore shows that the current challenges facing the school will be long-term ones, and therefore the case for change is clear.
<b>Prevent</b> Allocate resources for preventing problems from occurring or getting worse. We will address problems by preventing and intervening early rather than by reacting.	Should the Cabinet decide to take further action, the needs of the learners will be a priority during every stage of any process.
<b>Integration</b> Have a positive impact on people, the economy, the environment, and culture.	The authority decided to start the process of looking at the future of Ysgol Nebo due to a critical situation facing the school.
<b>Cooperation</b> Work with other partners to provide services.	Collaboration with other relevant departments and the alternative school will be an important part of achieving the objectives for the benefit of the school and the children of the catchment area.
<b>Content (Communication and Engagement)</b> Involve the people of Gwynedd in trying to complete our plan and ensure that those people reflect the diversity of the area.	The proposal will be subject to public consultation, and consultation for children. The process to date has included local review meetings to engage with the relevant stakeholders of the school. These meetings have involved the Governing Body, staff, and parents of Ysgol Nebo.

## 5. CONCLUSION

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 aims of the well-being act and the Council's well-being objectives were considered, and it is concluded that the proposal meets the requirements.

It is recognised that, this proposal would lead to the loss of a school in the Nebo community, however many of the children who live within the school's catchment area already attend the nearby alternative schools, and therefore there is already a link between the school and the Nebo community. Every effort will be made to mitigate the impact on the community by encouraging links between the communities. Should the proposal be approved, discussions will be held to discuss the possibility that the alternative school community activity includes the Nebo community where appropriate.

The proposal will ensure that the children of the area are educated on a site that is suitable and in a natural Welsh language society, increasing opportunities to socialise and collaborate with others and give them a fair chance to flourish among their peers.

# Assessment of the Impact on the People of Gwynedd

This document assesses what impact the policy, procedure, plan, etc. will have on the county's population and operates based on a number of legislations.

- **Equality Act 2010.** It places a duty on public organisations to give due attention to the impact of any new policy, procedure or plan, etc. (or as they are adapted) on persons with protected characteristics. We are required to
  - eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited by the Act.
  - advance equality of opportunity between people who share a relevant protected characteristic and those who do not.
  - foster good relations between people who share a protected characteristic and those who do not.

In Wales, the specific duty notes the need to undertake an impact assessment following specific guidelines to consider the impact that any changes in any policy or procedure (or the creation of a new policy or procedure), will have on persons with protected equality characteristics. A timely assessment should be made before any decision is taken on any relevant change (i.e. that affects people with protected equality characteristics).

- **Socio-economic Duty.** Wales has implemented this further duty, which is part of the Equality Act 2010, and places a duty to address socio-economic disadvantages in strategic decisions.
- **Welsh Language Standards (Section 44 Welsh Language Measure (Wales) 2011).** The Council is required to consider the impact that any change in any policy or procedure (or the creation of a new policy or procedure), will have on opportunities for people to use the Welsh language and to ensure that the Welsh language is not treated less favourably than English. This document therefore ensures that these decisions safeguard and promote the use made of the Welsh language.
- **Well-being of Future Generations Act 2015.** The Council has a duty to put the five ways of working in place and to respond to the seven national well-being goals.
- **Armed Forces Act 2021.** Councils must give due attention to the impact of this proposal on those who serve or who have served in the Armed Forces, as well as their families.



# Ysgol Nebo

**Author:** Gwern ap Rhisiart

**Date:** December 2025

**Version:** 2

## STEP 1 - Main Aims and Objectives of the Policy or Practice

### 1. What kind of document or procedure is being assessed?

- New and revised policies, practices or procedures (which modify service delivery or employment practices)

### 2. What are the overall aims, objectives and intended outcomes of the policy or practice?

On 14 October 2025, the Cyngor Gwynedd Cabinet decided to undertake a statutory consultation process on a proposal to close Ysgol Nebo on 31 December 2026, and to provide a place for learners at Ysgol Llanllyfni from 1 January 2027 onwards, in accordance with the requirements of Section 48 of the School Standards and Organisation (Wales) Act 2013.

Ysgol Nebo has been prioritised for a review of the educational provision as the school is facing a number of challenges. Pupil numbers at the school have fallen consistently in recent years and have been fragile for some time. Consequently, it is likely that the school is facing increasing challenges, including:

- **Number of learners** – In the September 2025 census, there were only 11 full-time pupils attending the school, and 1 pupil in the Nursery Class. The school has capacity for 51 learners from Reception to Year 6 (+7 in the Nursery Class).
- **Children are going out of catchment** – The November 2025 data shows that only 22% of Ysgol Nebo catchment area learners choose to attend the school. 78% of the catchment area learners choose to attend schools out of the catchment area.
- **Projected numbers** - Projected numbers suggest that numbers will continue to be fragile for the future: September 2026 = 12; September 2027 = 11; September 2028 = 10
- **High percentage of surplus places** - Based on the figures for September 2025, there were approximately 79% surplus places at the school (a total of 46)
- **Small class sizes** - There are 2 classes at Ysgol Nebo (September 2025) with 5 learners (Reception - Year 3) and 1 nursery learner in one class, and 6 learners (year 4 to year 6) are in the second class.
- **Broad age ranges within classes** - An age range of up to 5 years is in one class and 3 years in the second class.
- **Additional funding to the usual allocation** – Ysgol Nebo receives an additional amount to the usual allocation through the Staffing Minimum Policy (which guarantees at least a headteacher and a teacher in each school, and a headteacher and assistant in schools with less than 15 full -time learners). The total additional amount during the financial year 2025-26 (based on September 2024) was £ 70,694.

- **Cost per learner** - An average cost per learner at Ysgol Nebo in 2025-26 is £ 25,876 compared to the county average of £ 5,780.

### 3. Who are the main consultative groups (stakeholders)?

- Staff, Governors and Parents/Guardians of Ysgol Nebo
- A statutory consultation will be held on the proposal, all consultees specified in the School Organization Code will be consulted.
- Education Department and Officers from other Cyngor Gwynedd departments.

## STEP 2 - Engagement Data and Assessing the Impact

### 4. Has any effort been made to comply with the duty to engage in accordance with what is described above and has enough information been gathered to move forward?

Yes

The engagement details. Note any consultation or engagement you have conducted or intend to conduct.

Action	Dates	Information
Ysgol Nebo Review Panel 1	18 March 2025	The Ysgol Nebo School Review Panel (SRP) was established in March 2025 and a series of meetings were held between March and July 2025, with the last of these held on 14 July 2025. The SRP members included the school's headteacher and staff, governors, the Local Member, parents and guardians.  During the meetings, a number of options were considered for primary education in the Ysgol Nebo catchment area to ensure a sustainable provision for the future and respond specifically to the small numbers of learners.
Ysgol Nebo Review Panel 2	12 May 2025	
Ysgol Nebo Review Panel 3	14 July 2025	
Statutory Consultation	December 2025 – January 2026	A statutory consultation will be held on the proposal, in accordance with the School Organisation Code.

**5. What information is available about the impact on each of the following characteristics and subjects?**

	<b>Evidence, Information and Relevant Data</b>	<b>Potential Positive and/or Negative Impact</b>
<b>Race</b>	<p>Gwynedd schools have relevant policies in place to protect individuals from any discrimination based on race, such as Equality, Inclusion and Anti-bullying Policies. The Anti-bullying Policy provided by Cyngor Gwynedd states anti-bullying guidelines and procedures based on factors such as race in the school. Also, it is states in the Equality policy that is implemented by Gwynedd primary schools that schools</p> <p><i>"... are opposed to all types of prejudice and discrimination and acknowledge that pupils have different needs, requirements and objectives."</i></p> <p>Therefore, it is not anticipated that this proposal would have a negative impact on this characteristic.</p>	None
<b>Disability</b>	<p>It is not anticipated that the change would have a negative impact on this characteristic. An accessibility assessment of any relevant alternative schools would be held, and we will ensure that any transport required is suitable for the needs of the individual. The needs of any disabled child would be considered in accordance with the Education Department's Accessibility and Equality policies.</p>	None
<b>Sex</b>	<p>Implementing the proposal would not have an impact on this characteristic. Implementing the proposal will mean that everyone will be treated according to their need, whatever their gender. Every school implements an Equality Policy stating that the school:</p> <p><i>"... is opposed to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>	None

<b>Age</b>	<p>Should the proposal be implemented, it is anticipated that the children of Ysgol Nebo would benefit from having more age-related peers in their class as there are more learners at Ysgol Llanllyfni, which will be a way to ensure age-appropriate educational and extra-curricular experiences, as well as access to additional extra-curricular activities.</p> <p>We believe that learners will receive more age-appropriate experiences at the nearby alternative school since the learners will have learning experiences in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.</p> <p>It is anticipated that implementing the proposal would mean that people of any age would be treated fairly and according to their need. Ysgol Nebo and Ysgol Llanllyfni implement an equality policy stating that the schools:</p> <p><i>"... are opposed to all types of prejudice and discrimination and acknowledge that pupils have different needs, requirements and objectives."</i></p>	Positive
<b>Religion and Belief</b>	<p>Ysgol Nebo and the alternative school noted in the proposal (Ysgol Llanllyfni) are community schools.</p> <p>Every school has an Inclusion Policy that would deal with any discriminatory incident that may occur at the school, which is associated with religion or belief.</p> <p>Therefore, it is not anticipated that this proposal would have an impact on this characteristic.</p>	None
<b>Sexual Orientation</b>	<p>Relationships and sexuality education (RSE) is a statutory requirement in the Curriculum for Wales framework that was published under section 71 of the Curriculum and Assessment (Wales) Act 2021 and is mandatory for all learners aged between 3 and 16. RSE has a positive and empowering role to play in learners' education and it is essential to form and maintain a range of relationships, that are all based on respect and trust on both sides, which is core to relationships and sexuality education. These relationships are crucial to developing emotional well-being, resilience and empathy. An understanding of sexuality with an emphasis on rights, health, equality and fairness empowers the learners to understand themselves, to take responsibility for their own decisions and behaviours and to form relationships. We believe that learners will receive more opportunities to develop relationships and learn collaboratively as part of a larger class in an alternative school.</p> <p>It is not anticipated that the proposal would have an impact on people on the grounds of sexual orientation. Ysgol Nebo and Ysgol Llanllyfni, the proposed alternative school, implement an equality policy stating that the school:</p> <p><i>"... is opposed to all types of prejudice and discrimination and acknowledges that pupils have different needs, requirements and objectives."</i></p>	None
<b>Gender reassignment</b>	<p>It is not anticipated that implementing the proposal would have an impact on people on the grounds of gender reassignment. It is stated in the Equality policy that is implemented by Gwynedd primary schools including Ysgol Nebo and Ysgol Llanllyfni that the schools</p>	None

	<i>"... are opposed to all types of prejudice and discrimination and acknowledge that pupils have different needs, requirements and objectives."</i>	
<b>Marriage and Civil Partnership</b>	It is not anticipated that the proposal would have an impact on anyone who is married or in a civil partnership, as both schools who are a part of the proposal implement the same policies.	None
<b>Pregnancy and Maternity</b>	It is not anticipated that the proposal would have an impact on anyone who is pregnant, whether staff or parents, as both schools which are a part of the proposal implement the same policies.	None
<b>The Welsh Language</b>	<p>The Gwynedd Education Language Policy has the same aim for all the county's primary schools. This means that the learners of Ysgol Nebo will be able to continue to receive their education through the medium of Welsh and bilingually in accordance with the Education Language Policy at Ysgol Llanllyfni, should the proposal be implemented.</p> <p>It is not anticipated that there would be a negative impact should the proposal be implemented, and it is possible that the proposal could have a positive impact on the Welsh language as Ysgol Nebo learners benefit from additional opportunities to use Welsh with a broader range of peers in the classroom and socially. The nearby alternative school, Ysgol Llanllyfni, serves areas which are a stronghold for the Welsh language.</p> <p>However, should the proposal to close Ysgol Nebo be implemented, it is anticipated that some elements of community events would be affected, and as a result, the use of Welsh in the community. It is anticipated that there may be some negative impact from the implementation of the proposal, as parents/guardians/families will not meet daily in the community when dropping off/collecting children from school.</p>	Negative/Positive
<b>Socio-economic Considerations</b>	It is envisaged that the proposal would reduce social disadvantage by ensuring more experiences and diversity of learning, more resources and access to more services and activities.	Positive
<b>Those Who Serve or Who Have Served in the Armed Forces, As Well As Their Families</b>	It is not anticipated that the proposal would have an impact on those who serve or who have served in the armed forces, as well as their families. Children from military or ex-military families will get the same fair play whichever school they attend.	None
<b>Human Rights</b>	It is not anticipated that implementing the proposal would have an impact on human rights.	None
<b>Other</b>	-	-

**6. Are there any data or information gaps, and if so, what are they and how do you intend to address them?**

We will update all assessments after considering the responses to the statutory consultation.

**7. When considering other key decisions that affect these groups, is there an increasing impact (cumulative impact)?**

We are not aware of any proposed policies that would impact on the children and young people of the area.

**8. What does the proposal include to demonstrate you have given due regard to the Public Sector Equality Duty (to promote equality of opportunity; help to eliminate unlawful discrimination, harassment, or victimisation and foster good relations and wider community cohesion) as covered by the three aims of the General Duty in the Equality Act 2010?**

It is not anticipated that the proposal would have an impact on the school's statutory duty to protect learners from any discrimination, harassment or victimisation.

The aim is to promote equal opportunities and encourage the alternative school to continue to follow equality policies and procedures. Should the proposal be realised, it is anticipated that learners would receive more equal opportunities when placed in Ysgol Llanllyfni since the learners would have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

As a number of the learners living in the catchment area of Ysgol Nebo already attend Ysgol Llanllyfni, therefore a link between the school and the community already exists. Nevertheless, should the proposal be implemented, opportunities for the school to build on its existing links with the catchment area of Ysgol Nebo will be promoted.

Relationships and sexuality education (RSE) is a statutory requirement in the Curriculum for Wales framework that was published under section 71 of the Curriculum and Assessment (Wales) Act 2021 and is mandatory for all learners aged between 3 and 16. RSE has a positive and empowering role to play in learners' education and it is essential to form and maintain a range of relationships, that are all based on respect and trust on both sides, which is core to relationships and sexuality education. These relationships are crucial to developing emotional well-being, resilience and empathy. An understanding of sexuality with an emphasis on rights, health, equality and fairness empowers the learners to understand themselves, to take responsibility for their own decisions and behaviours and to form relationships. By implementing the proposal, it is anticipated that learners would receive more opportunities to develop relationships and learn collaboratively as part of a larger class.

**9. How does the proposal show that due regard has been given to the need to address inequality due to socio-economic disadvantage? (Note that this relates to closing the inequality gap, rather than just improving outcomes for everyone.)**

It is envisaged that implementing the proposal would reduce socio-economic inequality by ensuring that the learners have more experiences and access to more services and activities in the alternative school. It is anticipated that learners would receive more equal opportunities since the learners would have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

By implementing the proposal, the learners of Ysgol Nebo would have a better learning environment at a school with more learners of the same age, and it would ensure that they make the most of their education. It is anticipated that learners would benefit from having more age-related peers at a school with more learners, which will be a way to ensure suitable educational and extra-curricular experiences for them, as well as access to additional extra-curricular activities.

**10. How does the proposal show implementation in line with the requirements of the Welsh Language Standards (Welsh Language Measure (Wales) 2011), to ensure that the Welsh language is not treated less favourably than the English language, and to ensure opportunities for people to use the Welsh language? Also, how does the proposal operate in accordance with the requirements of the Council's Welsh Language Strategy to take advantage of every opportunity to promote the Welsh language (beyond providing bilingual services) and increase opportunities to use and learn the language in the community?**

Our expectations are that all of the County's learners have ability-relevant and well-balanced bilingual skills to enable them to be full members of the bilingual society of which they are part. Proposals to change local arrangements would have to take full consideration of all linguistic impacts. Supporting and improving the use of the Welsh language as an educational and social language among learners will be a key consideration when drawing up an option.

The Gwynedd Education Language Policy has the same aim for all of the county's primary schools, and every primary school (except for one) falls into category 3 in accordance with the Welsh Government's Guidance on school categories according to Welsh-medium provision. This means that the learners of Ysgol Nebo will be able to continue to receive their education through the medium of Welsh and bilingually in accordance with the Education Language Policy at Ysgol Llanllyfni, should the proposal be implemented.

It is not anticipated that there would be a negative impact should the proposal be implemented, and it is possible that the proposal could have a positive impact on the Welsh language as Ysgol Nebo learners benefit from additional opportunities to use Welsh with a broader range of peers in the classroom and socially.

As can be seen in the table below, a high percentage of learners from both schools speak Welsh at home:

School	Speaking Welsh fluently at home	Don't speak Welsh at home but fluent	Speak Welsh at home but not fluent	Don't speak Welsh at home and not fluent	Can't speak Welsh at all
Nebo	50%	25%	12.5%	12.5%	0%
Llanllyfni	80%	2%	8%	5%	6%
	Fluent Welsh		A Little Welsh		No Welsh

Should the proposal be implemented, we are confident that Ysgol Llanllyfni would have sufficient capacity for any learners from the Nebo catchment area in the future.

The assessment anticipates some negative impact on the community if the option to close Ysgol Nebo were to be implemented. It is acknowledged that closing Ysgol Nebo would lead to the loss of a school in the Nebo community, however the assessment noted that a large proportion of children living within the school's catchment area already attended other schools, including Ysgol Llanllyfni, and so it is concluded that a link between Ysgol Llanllyfni and the Nebo Community already exists.

Should the proposal to close Ysgol Nebo be implemented, every effort will be made to mitigate the impact on the community by encouraging links between the community and Ysgol Llanllyfni. To mitigate the impact on the community, opportunities to ensure that the Nebo community is aware of the activity of the alternative school, and community collaboration is encouraged between Ysgol Llanllyfni and the Nebo community, where appropriate. In addition, the Local Authority and Governing Body of Ysgol Llanllyfni can consider methods of promoting the use of the Welsh language by including the Nebo community in the school's community activities.

**11. How does this proposal meet the requirements of the Well-being of Future Generations Act by implementing the five ways of working, and respond to the seven national well-being goals, including creating a More Equal Wales?**

Following consideration and assessment in accordance with the requirements of the well-being act, the 7 well-being act goals and the Council's well-being objectives were considered, and it is concluded that the proposal meets the requirements.

It is acknowledged that should the Cabinet decide to proceed with this proposal, it may result in the closure of a school in the community, however a large number of the children living within the school's catchment area already attend other schools, including Ysgol Llanllyfni, and therefore there is already a link between the schools and the community of that school. Every effort will be made to mitigate any negative impact on the community by encouraging links between the communities and Ysgol Llanllyfni. Should the proposal be approved, discussions will take place to discuss the possibility that Ysgol Llanllyfni community activity includes the community, where appropriate.

The proposal would ensure that the children of the area are educated on a site that is suitable and in a naturally Welsh-speaking society, thus increasing the opportunities to socialise and collaborate with others, and to give them a fair opportunity to thrive among their peers.

## **STEP 3 - Procurement and Partnerships**

**12. Will this policy or practice be carried out wholly or partly by contractors or in partnership with another organisation(s)?**

No



## STEP 4 - Dealing with Negative or Unlawful Impact and Strengthening the Policy or Practice

### 13. When considering proportionality, does the policy or practice have a significantly positive or negative impact or create unequal outcomes?

#### **Significantly Positive Impact:**

Should the proposal be implemented, it is anticipated that learners would receive more equal opportunities when placed in an alternative school since the learners will have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

By implementing the proposal, the learners of Ysgol Nebo would have a better learning environment at a school with more learners of the same age, and it would ensure that they make the most of their education and allow access to more activities that are appropriate for their ability level. The learners would benefit from having more age-related peers at a school with more learners, which will be a way to ensure suitable educational and extra-curricular experiences for them, as well as access to additional extra-curricular activities.

#### **Significant Negative Impact:**

It is recognised that the options proposed may have an impact on organisations within the community and on community cohesion, and it is anticipated that this will need to be mitigated by fostering links between the school and the community.

The school (and its Governing Body) is responsible for implementing its equality policy, and the Authority, through its routine support and monitoring procedures, will ensure compliance.

### 14. Explain any intentional negative impact and why it is believed that there is justification for operating in this way (for example, on the grounds of improving equal opportunities or developing good relationships between those who share a protected characteristic and those who do not or due to objective justification or positive action)

No

### 15. Will any of the negative impacts identified count as unlawful discrimination but they are unavoidable (e.g. budget cuts)?

Not applicable.

#### **Note the reason for stating this and the justification for proceeding**

Not applicable.

**16. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to equal opportunity; help to eliminate unlawful discrimination, harassment, or victimisation; and foster good relations and wider community cohesion; as covered by the improvement aim of the General Duty in the Equality Act 2010?**

We will monitor the response of the consultation to see whether there are any other changes that could potentially be included so as to strengthen or amend the policy.

**17. What measures or other changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to reduce inequalities of outcome as a result of socio-economic disadvantage?**

It is envisaged that the proposal would reduce socio-economic disadvantage by ensuring that the learners have more experiences and access to more services and activities in the alternative school. Learners would receive more equal opportunities since the learners would have learning experiences that are based on national learning principles, with a range of methods, including working in collective groups, smaller groups, partner work and individually within their specific age range, along with lessons that have been appropriately differentiated for the age range in question.

By implementing the proposal, the learners of Ysgol Nebo would have a better learning environment at a school with more learners of the same age, and it would ensure that they make the most of their education. The learners would benefit from having more age-related peers at a school with more learners, which will be a way to ensure suitable educational and extra-curricular experiences for them, as well as access to additional extra-curricular activities.

**18. What other measures or changes could be included to strengthen or change the policy/practice to demonstrate that due regard has been given to the need to increase opportunities for people to use the Welsh language and in treating the Welsh language no less favourably than the English language as set out in the Welsh Language (Wales) Measure 2011 and to reduce or prevent any adverse effects that the policy/practice may have on the Welsh language?**

It is anticipated that the proposal would have a positive impact on the Welsh language as learners from Ysgol Nebo would benefit from more opportunities to use the Welsh language with a broader range of peers in the classroom and socially.

Should the school close, the Local Authority and Governing Body of the alternative schools could consider methods to promote use of the Welsh language socially by means of extra-curricular and community activities.

**19. Is there enough information to make a balanced judgement and to proceed?**

Yes

## STEP 5 - Decision to Proceed

**20. Given the information gathered in Steps 1–4 above, is it possible to move forward with the policy or practice or not, and if so, on what basis?**  
**Choice of:**

Continue with policy or practice in its current form.

## STEP 6 - Actions and Arrangements for Monitoring Outcomes and Reviewing Data

The EqIA process is an ongoing one that doesn't end when the policy/practice and EqIA is agreed and implemented. There is a specific legal duty to monitor the impact of policies/practices on equality on an ongoing basis to identify if the outcomes have changed since you introduced or amended this new policy or practice. If you do not hold relevant data, then you should be taking steps to rectify this in your action plan. To review the EHRC guidance on data collection you can review their [Measurement Framework](#)

**21. What actions noted in Steps 1-5 or any additional data collection work would help to monitor the policy/practice when implemented:**

Action	Dates	Timetable	Lead Responsibility	Add to the Service Plan
Statutory consultation on the proposal	December 2025 – January 2025	At least 42 days	Education Department	No

**22. What arrangements to monitor and review the ongoing impact of this policy or practice will be implemented, including timeframes for when it should be formally reviewed:**

Monitoring and Review Arrangements (including where outcomes will be recorded)	Timeframe and Frequency	Lead Responsibility	Add to the Service Plan

Should the proposal be realised, we will monitor the impact of the closure of the school and endeavour to assist with any negative impact that may derive from the policy.	Continuous	Education Department	No
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