



monmouthshire
sir fynwy

Future Generations Evaluation (includes Equalities and Sustainability Impact Assessments)

<p>Name of the Officer Will McLean</p> <p>Phone no: 01633 644582 E-mail: willmclean@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>CONSULTATION ON THE PROPOSAL TO CLOSE MOUNTON HOUSE SPECIAL SCHOOL</p>
<p>Name of Service Chief Officer for Children and Young People</p>	<p>Date Future Generations Evaluation 19th February 2019</p>

NB. Key strategies and documents that may help you identify your contribution to the wellbeing goals and sustainable development principles include: Single Integrated Plan, Continuance Agreement, Improvement Plan, Local Development Plan, People Strategy, Asset Management Plan, Green Infrastructure SPG, Welsh Language Standards, etc





- 1. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal.


Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p>A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>The proposal is to close Mounton House Special School in Chepstow. This will impact on all staff and pupils at the school and possibly the local community. There will be loss of jobs, some may be volunteers, but there will also be compulsory</p>	<p>All staff and pupils will have full consultation regarding these proposals. Where possible staff may be able to obtain alternative employment opportunities within Monmouthshire. If this is not the case all protection of employment policies will be</p>

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	<p>redundancies. Pupils will be moved to other schools and some of these may be out of county to Monmouthshire.</p> <p>The cost per placement for Monmouthshire pupils in Mounton House is £114,731, comparable provisions charge between £40,000 - £70,000 per placement. If the proposal is accepted the resources released will enable a greater number of pupils to be supported. Next years costs are forecast to rise to £230,000.</p> <p>The resources released will allow the Council to use this funding to support a greater number of pupils with a wider range of needs.</p>	<p>followed with all staff being provided with support to obtain alternative employment.</p> <p>All pupils and parents will be consulted to seek their views on alternative placements. Not all the pupils in the school are residents of Monmouthshire County Council, where this is not the case, their home authorities will be provided with notice to consider alternative placements. Monmouthshire will work closely with these local authorities to ensure a smooth transition.</p>
<p>A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>		
<p>A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>With this proposal both pupils and staff will face a period of uncertainty until the consultation is concluded. Both will be support throughout and kept informed of progress.</p>	<p>It is recognised that this will be an uncertain time for both pupils and staff, and their wider families. Support will be provided through the process, this will include support from employee services officers and the education psychology service. Their views will be heard as part of the consultation and feed into the final proposals.</p>
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>While most of the pupils do not live near to the school, and the majority do not live within Monmouthshire. The proposal may allow some of</p>	<p>While the pupils do not live in the area in the majority of cases they do access the local community facilities while attending the school,</p>

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	those pupils who live in Monmouthshire to return to their own communities and be educated within their local community.	however this is not frequent and therefore this will have a minimum impact. However some of the staff will use access local facilities during the working week. This will be a loss of an employer in Chepstow, however there are 47 employees at the school and therefore it is anticipated the impact on the local community will be minimal.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing		
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	The school will promote Welsh heritage, culture and language, pupils that move to another Welsh school will continue to celebrate this. The school currently will have a number sporting / art opportunities for all pupils, this will also be offered in their new school.	Where pupils need to transfer to a school that is not within Wales they will not be offered the same Welsh opportunities, by consulting with the pupils and parents their views will be heard and accommodated wherever possible.
A more equal Wales People can fulfil their potential no matter what their background or circumstances	The Local Authority has a duty to monitor schools to ensure pupils reach their full potential, by releasing resources to enable training of school staff this will allow more pupils to be supported to ensure that they reach their full potential.	Pupils and parents will be consulted with to ensure that the future education provision can meet the needs of the pupil to allow them to meet their full potential. This maybe in another local provision or in some cases a specialist provision. Where pupils reside in other authorities, these authorities will be provided with sufficient notice to allow them to place their pupils in schools that can meet needs.

2. How has your proposal embedded and prioritised the sustainable governance principles in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	<p>The cost to run Mounon House Special School are significant compared to the number of Monmouthshire pupils that need to access the provision. Resources need to be carefully balanced to ensure value for money. This proposal will allow resources to be directed to the where the need is but still meeting the needs of the pupils currently attending the school.</p>	<p>All staff effective will be consulted and supported through the process, the protection of employment policy will be followed.</p> <p>The will be clear consultation following all statutory guidance. The needs of pupils currently in our schools will be assessed as they progress through their education, adequate provision to meet the needs will be sort where appropriate when required.</p>
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>Given that there are a number of pupils that attend the school who do not live in Monmouthshire. There will be extensive work with the other authorities, pupils and parents to ensure that the best future provision for all pupils affected.</p>	<p>Clear consultation with all partners, following all statutory guidance to ensure all parties are able to contribute.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>The consultation period will allow for all parties to contribute and to allow their views to be heard. These will feed into the final proposals, these consultees will include pupils, staff and parents along with a wide range of effected parties.</p>	
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	<p>The current provision at the school is not meeting the needs of our pupils currently or in the current projections.</p> <p>The resources will be used to support a wider number of pupils with a wider range of need. Pupils attending the school will continue to have their needs met at an alternative suitable provision.</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Considering impact on all wellbeing goals together and on other bodies</p>	<p>The development of provision to support a wider range of needs for Monmouthshire pupils will allow resources to be directed to develop a sustainable provision. Which will be flexible to meet the needs of pupils going forward. This should allow pupils to be supported where possible in their local communities. Where pupils reside in other authorities, these authorities will be provided with sufficient notice to allow them to place their pupils in schools that can meet needs.</p>	

3. Are your proposals going to affect any people or groups of people with protected characteristics? Please explain the impact, the evidence you have used and any action you are taking below. For more detailed information on the protected characteristics, the Equality Act 2010 and the Welsh Language Standards that apply to Monmouthshire Council please follow this link:<http://hub/corporatedocs/Equalities/Forms/AllItems.aspx> or contact Alan Burkitt on 01633 644010 or alanburkitt@monmouthshire.gov.uk

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?

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Age	<p>At present there are 21 pupils in Mounton House, or these 2 are residential and this includes 7 that reside in Monmouthshire. None of the Monmouthshire pupils are residential. The split of pupils are:</p> <p>Year 7 2 pupils Year 8 1 pupil Year 9 4 pupils Year 10 5 pupils Year 11 9 pupils</p> <p>The year 11 pupils will leave the school at the end of August 2019. The current forecast is that there will be 12 pupils in September 2019 with 4 residing in Monmouthshire.</p> <p>In some cases it may be possible for pupils to return to provisions that are closer to their local communities, this will allow pupils to be educated with their peers and community.</p> <p>The current forecast cost per Monmouthshire pupil is and this will rise to £230,000.</p> <p>There are 47 staff in the school as part of the protection of employment policy of includes options for voluntary redundancies.</p>	<p>The school is for boys aged between 11 – 16. This proposal will see the school closed and provision for these pupils met elsewhere,.</p> <p>There are circa 50 staff in the school should the proposal go ahead there will be a need for compulsory redundancies.</p>	<p>All pupils and their families will be consulted to ensure that their education can be continued in a suitable alternative provision which can meet their needs.</p> <p>In the case of compulsory redundancies the protection of employment policy will be followed and staff will be supported through the process.</p> <p>Discussions have started around the ring fencing of any future suitable jobs, while no decision has been made these discussions will continue to achieve the best outcome.</p> <p>Not all the pupils in the school are residents of Monmouthshire County Council, where this is not the case, their home authorities will be provided with notice to consider alternative placements. Monmouthshire will work closely with these local authorities to ensure a smooth transition.</p>

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Disability	<p>The Local Authority has a duty to monitor schools to ensure pupils reach their full potential, by releasing resources to enable training of school staff this will allow more pupils to be supported to ensure that they reach their full potential.</p> <p>In some cases it may be possible for pupils to return to provisions that are closer to their local communities, this will allow pupils to be educated with their peers and community.</p>	All the pupils attending the school will have a statement of special educational need. With this proposal the school will be closed.	<p>The support for these pupils will be consulted on with the pupils and their families. Their views will be considered to ensure that their views are accommodated where ever possible.</p> <p>Not all the pupils in the school are residents of Monmouthshire County Council, where this is not the case, their home authorities will be provided with ample notice to consider alternative placements. Monmouthshire will work closely with these local authorities to ensure a smooth transition.</p> <p>Pupils in year 11 who will be undertaking exams we will consider maintaining provision to allow them to continue at the school to complete their statutory education.</p>
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			

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Race	Full consideration on any future placement will take into account this protected characteristic. This will be done in consultation with pupils and parents.		
Religion or Belief	We are no aware of any pupils attending the school with this protected characteristic, however when considering alternative provision full consideration will be given to this.		
Sex	Mounton House Special school has a designation for boys only aged between 11 – 16 with a diagnosis of social emotional behvaiour difficulties. By closing the school this will release funding to be used by the Children and Young People directorate to support a greater number of pupils. The pupils attending the school will be supported in an alternative provision suitable to meet their needs.		
Sexual Orientation			
Welsh Language		The school promotes Welsh language with the closure of the school some pupils will be required to attend English Schools where this is not possible.	All pupils' views will be heard and where possible Monmouthshire Pupils will be accommodated within Monmouthshire / Welsh school therefore this will allow the Welsh language to still be taught.

4. **Council has agreed the need to consider the impact its decisions has on important responsibilities of Corporate Parenting and safeguarding. Are your proposals going to affect either of these responsibilities?** For more information please see the guidance <http://hub/corporatedocs/Democratic%20Services/Safeguarding%20Guidance.docx> and for more on Monmouthshire's Corporate Parenting Strategy see <http://hub/corporatedocs/SitePages/Corporate%20Parenting%20Strategy.aspx>

	Describe any positive impacts your proposal has on safeguarding and corporate parenting	Describe any negative impacts your proposal has on safeguarding and corporate parenting	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	The local authority will ensure that any new provision will be suitable to meet all the needs including safeguarding of the pupils.		
Corporate Parenting	The local authority will ensure that any new provision will be suitable to meet all the needs of all pupils placed there including any pupils for which they are the corporate parent.		

5. **What evidence and data has informed the development of your proposal?**

At present there are 21 pupils in Mounton House, or these 2 are residential and this includes 7 that reside in Monmouthshire. None of the Monmouthshire pupils are residential. The year 11 pupils will leave the school at the end of August 2019. The current forecast is that there will be 12 pupils in September 2019 with 4 residing in Monmouthshire.

The current cost per Monmouthshire pupil is £114,731 and this is forecast to rise to £230,000 in September 2019. The latest building survey shows that the building improvements that need to be made will be in excess of £6m.

All the above has led to the conclusion to consult on the proposal to close Mounton House Special School and to use the resources released to support a wider number of pupils with a wide range of need.

6. **SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The negative impact will be on the pupils / families and staff who either attend or are employed at Mounton House Special School. This needs to be considered alongside the financial resources required to maintain the school and the impact on providing an alternative provision for Monmouthshire pupils if that resource is released. This will include a benefit of being able to support a larger number of pupils with a wider range of needs.

Having reviewed all the impacts it is felt that the needs of the pupils can be accommodated by seeking alternative provision either by enhancing current alternative provision or seeking placements at alternative schools that can meet the need. From the above maintaining Mouton House in its current form is not financially sustainable.

7. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.

What are you going to do	When are you going to do it?	Who is responsible	Progress
Cabinet – recommending consultation on the closure of Mouton House.	6 th March 2019	Will McLean	

8. MONITORING: The impacts of this proposal will need to be monitored and reviewed. Please specify the date at which you will evaluate the impact, and where you will report the results of the review.

The impacts of this proposal will be evaluated on:	April 2021
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9. VERSION CONTROL: The Future Generations Evaluation should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development wherever possible.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1.0	Cabinet	6 th March 2019	