



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 Updated 2nd September 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 have been fully consulted 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 Mounon House is £131,397 comparable provisions charge between £45,000 - £65,000 per placement. This is expected to rise to £262,794 in September 2020. If the proposal is accepted the resources released will enable a greater number of pupils to be supported.</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 have been consulted to seek their views on the proposals. If agreed the council will need to engage with the pupils and parents and other placing authorities to identify a suitable alternative school.</p> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.</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 any relevant officer from the Local Authority. All the consultation responses and the response from the Local Authority are detailed in the consultation report which will be considered by Cabinet on 18th September 2019.</p>



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?
		Through the consultation process Cabinet have agreed that the school will remain open until 31 st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.
<p>A Wales of cohesive communities Communities are attractive, viable, safe and well connected</p>	<p>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 those pupils who live in Monmouthshire to return to their own communities and be educated within their local community should they wish and it is deemed as a suitable alternative school.</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, 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 33 employees at the school and therefore it is anticipated the impact on the local community will be minimal.</p>
<p>A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>		
<p>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</p>	<p>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, should pupils wish to continue with these it will be considered as part of their alternative education.</p>	<p>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.</p> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue</p>


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		at the school for another academic year, all year 11 pupils will not be affected by the proposals.
<p>A more equal Wales People can fulfil their potential no matter what their background or circumstances</p>	<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 throughout the county to be supported to ensure that they reach their full potential.</p>	<p>Pupils and parents have been consulted with regard to the proposal. If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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.</p> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.</p>

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?

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 <p>Balancing short term need with long term and planning for the future</p> <p>Long Term</p>	<p>The cost to run Mounton 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 affective will be consulted and supported through the process, the protection of employment policy will be followed.</p> <p>There 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 alternative provision to meet the needs will be sort where appropriate when required.</p>
 <p>Working together with other partners to deliver objectives</p> <p>Collaboration</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>There has been clear consultation with all partners, following all statutory guidance to ensure all parties are able to contribute. A pupil friendly consultation document was discussed with the pupils so that they clearly understood the proposals.</p> <p>If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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.</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>Involving those with an interest and seeking their views</p> <p>Involvement</p>	<p>The consultation period has allowed 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>The complete list of consultees are listed in the consultation response document.</p>	<p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.</p>
 <p>Putting resources into preventing problems occurring or getting worse</p> <p>Prevention</p>	<p>The current provision at the school is not meeting the needs of the majority of pupils within the Local Authority. The analysis of statement by need is detailed in the Cabinet paper 18th September 2019.</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> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.</p>	<p>The cost to run Mounton 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>

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 <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 should they wish and should this be considered as a suitable alternative education 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.</p>	<p>If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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.</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 September 19 there are 16 pupils in Mounton House, of these none are residential. 8 either live in Monmouthshire or Monmouthshires responsibility. Monmouthshire is financially responsible for 6.</p> <p>The split of pupils are: Year 7 1 pupils Year 8 5 pupil Year 9 1 pupils Year 10 3 pupils Year 11 6 pupils</p> <p>The year 11 pupils will leave the school at the end of August 2020. The current forecast is that there will be 10 pupils in September 2020 and Monmouthshire would be financially responsible for 3. The number of pupils that reside in Monmouthshire or are Monmouthshire's responsibility to secure education is expected to reduce to 5.</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 cost per Monmouthshire pupil is £131,397. This is forecast to rise to £262,794 September 2020.</p> <p>The placement costs for 2019-20 are for day pupils £45,265 and for residential £77,938. Given that the full costs are not being</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 33 staff in the school should the proposal go ahead there will be a need for compulsory redundancies.</p>	<p>All pupils and their families have been consulted with to ensure that their education can be continued in a suitable alternative provision which can meet their needs. All their views have been detailed in the consultation report. These have been used to form the conclusion.</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> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.</p>

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	<p>recovered there is a subsidy to other local authorities of £86,132 for day pupils.</p> <p>There are 33 staff in the school as part of the protection of employment policy of includes options for voluntary redundancies.</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, should they wish and should this be deemed as a suitable alternative education.</p> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic year, all year 11 pupils will not be affected by the proposals.</p>	<p>All the pupils attending the school will have a statement of special educational need. With this proposal the school will be closed, which will impact negatively for these pupils</p>	<p>All pupils have been consulted with regarding the proposals and their views are detailed in the consultation report. These have been considered when making the recommendations for cabinet.</p> <p>If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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. Monmouthshire will work closely with these authorities to ensure all views are heard when seeking alternative schools.</p> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic</p>

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			year, all year 11 pupils will not be affected by the proposals.
Gender reassignment			
Marriage or civil partnership			
Pregnancy or maternity			
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 not aware of any pupils attending the school with this protected characteristic, however when considering alternative provision full consideration will be given to this.		

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Sex	<p>Mounton House Special school has a designation for boys only aged between 11 – 16 with a diagnosis of social emotional behavioural 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.</p>		<p>All pupils have been consulted with regarding the proposals and their views are detailed in the consultation report. These have been considered when making the recommendations for cabinet.</p> <p>If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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. Monmouthshire will work closely with these authorities to ensure all views are heard when seeking alternative schools.</p> <p>Through the consultation process Cabinet have agreed that the school will remain open until 31st August 2020 therefore allowing all pupils to continue at the school for another academic</p>

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			year, all year 11 pupils will not be affected by the proposals.
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.	The pupils attending the school have a statement of special educational need, this will need to be considered when deciding on the best alternative school.	If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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. Monmouthshire will work closely with these authorities to ensure all views are heard when seeking alternative schools.
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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.	For any looked after children attending the school, if the proposal is accepted there will be a need to seek an alternative school for them to continue their education.	If the proposal is agreed then a further stage of consultation with pupils and parents will be undertaken to ensure that pupils can be transferred to a suitable alternative provision. This provision will 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 are the responsibility of other Local Authorities, these authorities will be provided with sufficient notice to allow them to place their pupils in schools that can meet needs. Monmouthshire will work closely with these authorities to ensure all views are heard when seeking alternative schools.
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5. What evidence and data has informed the development of your proposal?

At September 19 there are 16 pupils in Mounton House, of these none are residential. 8 either live in Monmouthshire or Monmouthshires responsibility. Monmouthshire is financially responsible for 6. The year 11 pupils will leave the school at the end of August 2020.

The current cost per Monmouthshire pupil is £131,397. As a result of not recovering the full costs other local authorities that are placing pupils in Mounton House are being subsidised by £86,132 for day placements.

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 propose to close Mounton House Special School from August 2020 and to use the resources released to support a wider number of pupils with a wide range of need. The full consultation report provides details of all responses and the response form the Local Authority. This will be considered by cabinet on the 18th September 2019.

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 fully felt by the pupils / families and staff who either attend or are employed at Mounton House Special School.

Early notification and consultation in conjunction with looking at alternative placements needs to be done as a matter of course as a mitigation to the negative impact felt by the pupils/parents.

Also looking at potential voluntary redundancy by natural wastage and the possible “ring fencing” of vacancies for affected staff may offer a reasonable level of mitigation to some but it is recognised that this will be a difficult process.

The above needs to be balanced alongside the significant financial resources currently required to maintain the school and the even greater resource required to run the school from September 2020. It is anticipated that this financial resource can provide an alternative provision for Monmouthshire pupils if that resource is released and it will have the added benefit of CYP Directorate being able to support a larger number of pupils with a wider range of specific needs.

Having carefully considered all of the impacts (both negative and positive) it is felt that the needs of the pupils can be accommodated by seeking alternative provision either by enhancing the current provision or seeking placements at alternative schools that can meet the pupils needs.

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 Mounton House.	6 th March 2019	Will McLean	Completed
Consultation with staff pupils and parents.	28th March 2019	Will McLean	Completed
Meetings with Unions and Human Resources.	28th March 2019	Will McLean	Completed
Discussions with placement counties.	On-going – starting when consultation period opens	ALN team with DMT	Completed

Cabinet – recommending consultation on the closure of Mounton House.	18 th September 2019	Will McLean	
Issue the consultation report responses	at the latest 28th October 2019	Will McLean	
Issue of statutory notice to close	at the latest 28th October 2019	Will McLean	
Date for closure	31 st August 2020	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	Cabinet agreed to consult on the closure of Mounton House Special School. This report forms the conclusions drawn from the consultation and make recommendations to cabinet on next steps.
2.0	Cabinet	18 th September 2019	