



CONSULTATION DOCUMENT

Proposal to discontinue St. Mary's Catholic Primary School Pembroke Dock

**The Governing Body of
St. Mary's Catholic Primary School**

October 2018

Published by:

**The Governing Body of St. Mary's
Catholic Primary School
Bufferland
Pembroke Dock
SA72 6PD**

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Foreword

At an extraordinary meeting of the governing body of St Mary's Catholic Primary School on 19th June 2018, governors discussed a number of issues concerning the future of the school, notably those in relation to pupil numbers, leadership, curriculum delivery and standards, pupil behaviour and financial matters.

Of greatest concern is the dramatic fall in pupil numbers, currently 36 full time equivalent pupils. Allied to this is a fall in practicing Catholic families whose children attend the school. As a consequence of the fall in pupil numbers, we are unable to fund and recruit a Catholic headteacher.

Since September 2017, the school has benefitted from significant collaboration with St Francis Catholic School in Milford Haven. The school has also received considerable support from the County Council, both in terms of Challenge Advisor and financial support.

Following a full and frank consideration of the above issues at the above meeting, the governing body resolved to consult with the Trustees of the Diocese of Menevia on the closure of the school. The Trustees have subsequently considered the governing body's concerns and have, with the deepest regret, agreed to the request.

In accordance with the relevant regulations, the governing body is required to consult widely on the proposal to close the school and this document represents that requirement.

The governing body is appreciative of the support provided by both the governing body of St Francis Catholic School and Pembrokeshire County Council.

We look forward to receiving your views on this proposal.

Barbara Thomas
Chair of Governors

David Burgoyne
Vice Chair of Governors

Contents

Foreword

1. Introduction	2
2. Consultation	
2.1. Distribution of Consultation Document	3
2.2. Consultation with children and young people	3
2.3. The consultation period	4
2.4. Your questions	4
3. The Status Quo – Background	
3.1. St Mary's Catholic Primary School	5
3.2. Details of the school which is the subject of the proposal	6
3.3. School Capacities and Pupil Forecasts	7
3.4. Buildings/Accommodation	9
3.5. Schools which may be affected by this proposal	9
3.6. Strengths and weaknesses of the current position	10
3.7. Overview of LA support since 2016/17	11
4. Current School Standards	14
5. The Proposal	
5.1. The Proposal	18
5.2. Governance	20
5.3. Impact Assessments	20
5.4. Finance	22
5.5. Risks & Counter Measures	23
6. Alternative Options Considered	24
7. The Statutory Process	25
APPENDIX 1	
Details of affected schools	26
APPENDIX 2	
Extracts of Estyn inspection reports of schools	29
APPENDIX 3	
Community Impact Assessment	32
APPENDIX 4	
Equality Impact Assessment	37
CONSULTATION RESPONSE FORM	38

1. Introduction

In accordance with the provisions set out in the School Standards and Organisation (Wales) Act 2013, the governing body of a Voluntary school may undertake proposals as follows:

- to discontinue its school;
- to make a significant alteration to its school;
- to change the category of its school.

At its meeting held on 19th June 2018, the governing body of St Mary's Catholic Primary School resolved to consult with the Trustees of the Diocese of Menevia regarding its proposal to discontinue the school. This decision was made in light of a number of factors outlined in the Foreword and elsewhere in this document.

In accordance with the relevant regulations, consultation was undertaken with the Trustees of the Diocese of Menevia on the above proposal. This was included in a letter sent by the Chair and Vice Chair of the governing body to the Trustees on 6th July 2018. The Trustees responded to this consultation in a letter dated 13th July 2018.

The governing body of St Mary's Catholic Primary School subsequently considered the Trustees' response in a meeting held on 6 September 2018, and resolved as follows:

- (a) That the response of the Trustees of the Diocese of Menevia be noted, in particular the request to ensure continued access to catholic education provision for children in the area by consideration of catchment areas and provision of transport.**
- (b) That the Chair of the governing body be authorised to undertake general consultation on behalf of the governing body on the proposal to discontinue St Mary's Catholic School – implementation to take place in April 2019.**
- (c) To request the assistance of the Director for Children and Schools of Pembrokeshire County Council in undertaking the necessary process to discontinue the school and to ensure compliance with the relevant regulations.**

This document represents the governing body's responsibility as part of the School Standards and Organisation (Wales) Act 2013 to consult with appropriate stakeholders on its proposal. The document also highlights why other options considered are not the preferred option as well as offering an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered.

Consultation on this proposal will follow the requirements of the School Organisation Code. Consequently, the main purpose of this document is to provide information and to gather the views of identified stakeholders. For further information on the statutory process, see **Section 7**.

2. Consultation

2.1 This consultation document will be distributed to the following:

The Governing Bodies, Parents/Carers/Guardians and Staff of:	
<ul style="list-style-type: none"> St. Mary's Catholic Primary School St. Francis Catholic School St Teilo's Catholic School Pembroke Dock Community School Pennar Community School 	<ul style="list-style-type: none"> Monkton Priory CP School Ysgol Gelli Aur/Golden Grove CP Penrhyn VC School Ysgol Harri Tudur/Henry Tudor School
<ul style="list-style-type: none"> Director of Education – Diocese of Menevia Trustees of the Diocese of Menevia 	Director of Education – The Diocese of St David's
The Welsh Ministers	Estyn
<ul style="list-style-type: none"> Angela Burns AM – Constituency Helen Mary Jones AM – Regional Joyce Watson AM – Regional Eluned Morgan AM – Regional Neil Hamilton AM - Regional Simon Hart MP Cllr. AW Wilcox Cllr. BJ Hall Cllr. P Dowson Cllr. J Beynon Cllr. J Harvey Cllr. P Llewellyn 	<ul style="list-style-type: none"> NUT NASUWT UCAC ATL NAHT ASCLE UNISON GMB
ERW – Regional Education Consortium	County Council transport unit
Dyfed Powys Police and Crime Commissioner	Pembroke Dock Town Council Pembroke Town Council Milford Haven Town Council
Independent nursery providers: <ul style="list-style-type: none"> Registered Day Nurseries/Playgroups Registered Childminders 	Childcare & Young People's Partnership – Early Years, Childcare and Learning Group
Hywel Dda Health Board	Pembrokeshire Communities First

2.2 Consultation with children and young people

Pupils attending the school subject to these proposals and those affected by them will have an opportunity to participate in the consultation process. This will take place with the relevant School Councils and with individual learners where this is appropriate and practicable. The information provided to children and young people will be presented in such a way that it is relevant to their age and level of likely understanding and be in accordance with the National Standards for Children and Young People's Participation. The information gathered from

the consultation with pupils will form part of the Consultation Report which will be submitted to, and considered by the Governing Body.

2.3 The consultation period

The consultation period for this proposal will commence on 15 October 2018 and ends on 30 November 2018.

During this period, you can express your views by writing to the Director for Children and Schools of Pembrokeshire County Council by using any of the following methods:

Letter to:	Mrs Kate Evan-Hughes Director for Children & Schools County Hall Haverfordwest SA61 1TP
Response Form:	See the form at the back of this document
Online:	www.pembrokeshire.gov.uk/haveyoursay

You can submit your views in favour of, or against the proposal. Responses received during the consultation period will not be treated as statutory objections. If you wish to object, you will need to do so in writing during the statutory objection period outlined in **Section 9**.

Please note that all correspondence should be received by no later than 5pm on 30 November 2018. All responses will be compiled in a report which will subsequently be considered by the governing body of St Mary's Catholic Primary School.

2.4 Your questions

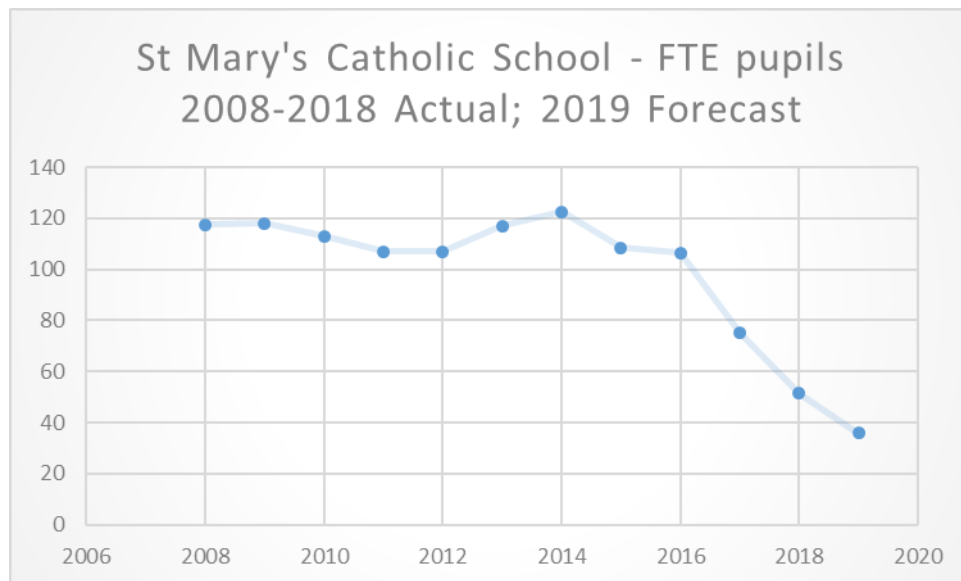
The content of this Consultation Document is likely to provide answers to the most common questions that will arise regarding the proposal. However, should you have any further questions, please contact Huw Jones on the following email address: EducationConsultations@pembrokeshire.gov.uk. Alternatively, you may wish to write to the Chair or Vice-Chair of the governing body of St. Mary's Catholic Primary School.

3. The Status Quo - Background

3.1 St Mary's Catholic Primary School, Bufferland, Pembroke Dock, SA72 6PD

St Mary's Catholic Primary School is located in the Pembroke Dock: Pennar electoral ward. Its catchment area encompasses the catchments of Pennar and Pembroke Dock primary schools, an area which includes one of the most deprived lower super output areas in Wales – see catchment area map below. In the January 2018 pupil census, 62% of pupils lived in the local catchment area, with the remaining pupils coming from neighbouring catchments in the Pembroke area. In 2017, the three year average of pupils entitled to free school meals was 42.1%; almost all pupils' home language is English and no pupil speaks Welsh fluently.

Pupil numbers at the school remained fairly buoyant up until 2014. However, there has been a significant decline since then with numbers falling by 71% (86.5 FTE) during the last four years, i.e. from January 2014 to September 2018.



At the time of the most recent school census (January 2018), there were 45 full time pupils and 13 part time pupils on roll organised into three classes. In September 2018, pupil numbers had decreased to 32 full time and 8 part time pupils. The staffing complement at the school at the beginning of the 2018/19 academic year consists of 2.4 FTE teachers, 7 Learning Support Assistants, 1 Flying Start Leader, 1 Playgroup Leader, 2 Lunchtime Supervisors, 1 Administrator and 1 Caretaker/Cleaner. The pupils are organised into two classes.

The school admits pupils to the nursery at the age of three. The school has no “looked after” pupils and no pupils receive support for English as an additional language. Around 15 pupils have additional learning needs and 1 pupil has a statement of special educational need. English is the home language of almost all pupils and 5 pupils received one or more fixed-term exclusion within the last year. At January 2018, there were 9 baptised Catholic children on roll.

The individual school budget per pupil (net of SEN) for St Mary’s Catholic School in 2018/19 is £4711 per pupil. The average value across primary schools in Pembrokeshire is £3446.

During the latter part of the 2016/17 academic year the local authority approached a highly experienced Headteacher in order to provide further support to the school. The Headteacher in question had a proven track record of improving a school in difficult circumstances and was appointed to lead the school in the role of Executive Headteacher of St Mary’s Catholic School and another neighbouring catholic school. This arrangement was supported by both governing bodies and formally commenced from the beginning of September 2017. The Executive Headteacher was well supported by the Deputy Headteacher and worked extremely closely with the school’s Challenge Adviser in the co-writing of the local authority support plan to address the five identified improvement recommendations. This was coupled with the swift establishment of crucial links with parents through informal means such as newsletters and parents’ drop in meetings as well as targeted meetings with targeted pupils and their families. This leadership meant that LA support through a wide range of activities was most effectively utilised and that governors became fully involved in the improvement process. Self-evaluation processes were effectively planned and the opportunities for pupils to contribute to the shaping of the future of the school were maximised. However, improvements have proved to be very difficult to sustain, impacting negatively on the effectiveness of the improvement plans and limiting progress in raising standards and provision in the school.

The school is currently being led by a formerly retired, temporary Headteacher from elsewhere in the ERW region.

3.2 Details of the School which is the subject of the proposal

School	Category	Lang. Cat.	Age Range	School Capacity	Admission Number 2018/19
St Mary’s Catholic	Voluntary Aided (Catholic)	EM	3-11	81	12

The age profile of pupils currently on roll and the figures recorded for the previous four annual school censuses are as follows:

	Part Time	3 FT	4 FT	5	6	7	8	9	10	FT	PT	FTE
St Mary's Catholic School												
Sept. 2018	8		5	6	4	2	4	8	3	32	8	36
Jan. 2018	13		9	6	3	9	9	3	6	45	13	51.5
Jan. 2017	10	7	14	7	11	14	10	5	2	70	10	75
Jan. 2016	17	5	11	14	19	14	9	10	16	98	17	106.5
Jan. 2015	11	2	16	17	15	10	15	16	12	103	11	108.5

3.3 School Capacities and Pupil Forecasts

Capacity is measured using the "Measuring the Capacity of Schools in Wales" formula; this excludes nursery accommodation and part time pupils. School capacities are reviewed annually and may change when a school changes the way it uses its accommodation and when building alterations take place. The pupil forecasts indicated below are based on the 2018 annual census, but adjusted to account for the numbers on roll in September 2018.

In order to establish a comparison between capacity and usage, part time nursery pupils are shown separately and excluded from such forecasts. However, the following table illustrates the nursery places available at the relevant schools as well as the published capacity, i.e. for full time pupils.

	Capacity		Actual (Jan 2018)		Actual (Sept 2018)	
	Full Time	Part Time (FTE)	Full Time	Part Time (FTE)	Full Time	Part Time (FTE)
St Mary's Catholic School	81	10	45	13	32	8

Pupil Forecasts, Spare Places and Occupancy (net of part time nursery and LRC Unit pupils)

	Actual	Net Pupil Forecast				
	2018	2019	2020	2021	2022	2023
St Mary's Catholic	45	25	24	17	11	9

Spare Places

	Actual	Forecast				
	2018	2019	2020	2021	2022	2023
St Mary's Catholic	36	56	57	64	70	72

Occupancy %

	Actual	Forecast				
	2018	2019	2020	2021	2022	2023
St Mary's Catholic	56%	31%	30%	21%	14%	11%

SCHOOL CATCHMENT AREA PLAN / CYNLLUN TALGYLCH YSGOL

(from September 2009 / o Medi 2009)

School Name / Enw'r Ysgol: St Mary's RC

School Number / Rhyf yr Ysgol: 3312



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"Yn seiliedig ar Ordnance Survey chaniatad Rheolwr Llyfrau Ei Mawrhydi © Hawlfraint y Goron. Y mae atgynhyrchu heb awdurdod yn torri Hawlfraint y Goron a gall arwain at etymiad neu achosion sifil." Cyngor Sir Penfro, Rhif Trwydded 100023344 (2009).

3.4 Buildings / Accommodation

The following information has been extracted from the joint Chandler/EC Harries building surveys undertaken as part of preliminary work undertaken by Welsh Government and the WLGA in relation to the 21st Century Schools Programme. The condition and suitability gradings are reviewed annually and reflect all works undertaken on schools. It is worth noting that where schools have benefitted from significant improvements, it is conceivable that the overall condition grading of the school remains unchanged. The overall condition assessment would take such improvements into consideration, but is ultimately based on the surveyor's assessment of the building/s as a whole.

The school was built in 1958 with a total of five classrooms. The reduction in pupil numbers has resulted in the utilisation of fewer class-bases with alternative uses being made of others. At the time of undertaking the annual review in November 2017, the school's capacity was reduced to 81 places. Each of the current class-bases are marginally undersized to 21st century school standards.

At the time of the most recent inspection by Estyn in November 2011, it was reported that *"the school is maintained to a good standard and staff use the indoor space well to enhance pupils' learning"*.

The school is graded as "C" (Poor) for condition and "B" (Reasonable) for suitability.

3.5 Schools which may be affected by this proposal

Whilst the proposal relates to one specific school, it is considered that a number of schools in the Pembroke Dock/Pembroke area may be affected; these are as follows:

School	Address	Possible alternative provision
St Francis Catholic School	Priory Road, Milford Haven, SA73 2EE	YES
St Teilo's Catholic School	Greenhill Road, Tenby, SA70 7LI	YES
Pembroke Dock Community School	Bush Street, Pembroke Dock, SA72 6LQ	YES
Pennar Community School	Owen Street, Pennar, Pembroke Dock, SA72 6SL	YES
Monkton Priory CP School	Monkton, Pembroke, SA71 4LS	YES
Ysgol Gelli Aur/Golden Grove CP School	Orange Way, Pembroke, SA71 4DP	YES
Penrhyn VC School	Hundleton, Pembroke, SA71 5RD	YES
Ysgol Harri Tudur/Henry Tudor School	Bush, Pembroke, SA71 4RL	N/A

In relation to quality and standards in education, and the likely impact of the proposal on the ability of schools to deliver the full curriculum at the foundation phase and each key stage of education, it is considered that the proposal will have no effect on the above schools. In relation to the supply of places, there is generally sufficient capacity in the area to accommodate pupils displaced as a result of the proposal – consequently, no building work is required to be undertaken.

All relevant details are shown in **APPENDIX 1** of this document.

3.6 Strengths and weaknesses of the current position

Issues	Strengths	Weaknesses
Standards		<ul style="list-style-type: none"> • Lack of stable and consistent leadership since September 2016 • Difficulties encountered in funding and recruiting a headteacher • Lack of sustained improvement over time • Concern that the school would be placed in an official category if inspected with no prospect of coming out of that category due to instability in leadership.
Faith provision	Catholic faith school covering the Pembroke/Pembroke Dock area.	Poor organisational culture, particularly in relation to the Catholicity and ethos of the school.
Financial matters		<ul style="list-style-type: none"> • The governing body has significant concerns regarding the budget despite an additional £75000 provided by the County Council during 2017/18. • Significant audit concerns about the financial management and running of finances at the school • The school is funded at approximately 36% more than the county average for primary schools.

Issues	Strengths	Weaknesses
Sufficiency of School Places	The school has sufficient school places	There has been significant parental preference for transfers out of St Mary's School during the last 2-3 years. As such the occupancy of the school is estimated to be as low as 40% in January 2019, and decreasing further during the next four years.
Buildings Condition and Suitability	The school is graded as "B - Satisfactory" for suitability. This is defined as " <i>performing as intended, but does not effectively support the delivery of the curriculum in some areas</i> ".	The school's condition is such that it is graded "C – Poor".

3.7 Overview of Local Authority Support during 2016/17 and 2017/18

3.7.1 Leadership support

- Bi-weekly visits by school Challenge Adviser to support leadership and attendance at all governing body meetings. Support provided in relation to improvement planning in five target areas highlighted in Local Authority warning letter.
- Support for leadership by Headteacher mentor from a neighbouring "Green" school which included learning visits, support with teachers' planning, shared work scrutiny, provision of learning visits and strong involvement in monitoring activities.
- Identification of a highly experienced Headteacher within the Catholic school network to lead the school on a "Executive" part time basis leading to a temporary federation of the school with another "Green" school. Despite strong leadership, partnered improvement planning between the local authority and the school and the wide range of support activities put in place by the Executive Headteacher, these measures have not been successful in improving the quality of teaching, pupil behaviour, pupils' rate of progress and overall standards of pupils' work.
- Additional budget profiling support – working budget/staffing profiles revised twice termly from September 2016 onwards.
- Additional financial advice and guidance meetings – normal termly meeting entitlement exceeded (SLA).
- Administrative support – arrangements put in place for school administrator to have dedicated time at County Hall to ensure that all invoices were processed regularly.
- Additional GB Finance Committee support – normal entitlement exceeded (SLA).

3.7.2 Teaching and Learning

- The school has received a significant level of support during 2017/18 for both teachers and support staff with limited impact realised.
- Work with parents has been targeted to enable them to support their children more effectively; however, attendance at these sessions have been very poor.
- A range of teaching strategies and programmes introduced to develop pupils' reading skills have been targeted; however, implementation of these has been erratic.
- Accelerating Literacy refresher course for LSAs and four monitoring visits over the course of the 2017/18 academic year have taken place. The delivery of programmes for pupils is sporadic, which undermines all the benefits and the basic rationale of the programme. Prolonged absence has had a negative impact on the implementation of some programmes and systems are not established across the school as general behavioural issues have tended to override delivery.
- The school has been widely supported by the Foundation Phase (FPh) team to attempt to create a learning environment for all FPh pupils. In addition, 1:1 training has been provided for teachers' planning, for developing the outdoor learning areas including funding to enable the school to do this.
- Hands-on practical support provided by LA officers
- Numerous re-visits to go over ground already covered as well as monitor standards of pupils' work in their books. Adequate impact identified in standards of pupils' work.

3.7.3 Well-being and Attitudes to Learning

- A Behaviour Support Teacher allocated to the school for half day per week to provide support for building capacity, and monitoring and supporting the Acting Headteacher to develop the behaviour approach within the school. This includes:
 - Provision of Team Teach training
 - Behaviour training with a focus on de-escalation
 - ADHD training for staff
 - Assisting with the revision of the school behaviour policy
 - Input and support for the preparation of Positive Handling Plans and Risk Assessments for individual pupils
 - Assistance to write and implement Pastoral Support Plans
 - Assisting with crisis management
 - Production of reports into the use of Restorative Practice in conjunction with the Safeguarding team
 - Preparation of an annual behaviour report for submission to the LA
 - Liaising with receiving schools for pupils transferring from St Mary's
 - Regular liaison with Education Psychologists, Challenge Advisors and other professionals to discuss support for the school.
- Additional Team Around the Pupil, Parent and Setting meetings

- Additional training as part of CPD programme
- Additional funding for pupils with Behavioural Emotional and Social Difficulties (BESD). This included the provision of additional Pembrokeshire Learning Centre (PLC) placements and fortnightly visits by specialist LSAs.
- Provision of a highly trained HLTA to set up a nurturing provision and to build capacity for school staff to run it.
- PIVOTAL training provided to the school.
- The Head of the PLC, the Challenge Advisor for ALN and the School Challenge Advisor carried out three Behaviour Reviews and supported the school to develop and support it with its action plan.
- Provision of training in relation to KIVA anti-bullying and absconding protocols
- Advice in relation to safer working practice and site security
- Safeguarding health check update.

4. Current School Standards

In relation to the school which is the subject of this proposal, Estyn judgements, the standards achieved and the level of support required as part of the National Categorisation are shown as follows:

4.1 St Mary's Catholic School

4.1.1 Estyn Inspection

The school was last inspected in November 2011, resulting in the judgements outlined below. As a result of this inspection, the school was considered to be in need of significant improvement with Estyn undertaking to monitor the school's progress. Subsequently, and as a result of a monitoring visit from Estyn in October 2013, the school was judged to have made sufficient progress in relation to the recommendations following the previous core inspection and was removed from the list of schools requiring significant improvement. However, in view of recent performance and concerns regarding leadership, the school received a warning letter from the local authority in October 2017.

The summary of the inspection report and recommendations are shown in **APPENDIX 2A; the summary of the monitoring visit is shown in APPENDIX 2B**, but consultees may access the full reports via the Estyn website at www.estyn.gov.uk.

Inspection Area	Judgement
The school's current performance	Adequate
The school's prospects for improvement	Adequate

4.1.2 Performance (Source: My Local School)

	Performance	School	LA	Wales Family	Wales Total
Foundation Phase	Pupils achieving the expected outcome in the Foundation Phase areas of learning (All pupils - 2017)	63.6%	86.6%	83.3%	87.3%
	Personal and social development, well-being and cultural diversity (Outcome 5+) (All pupils – 2017)	81.8%	93.4%	92.9%	94.7%
	Language, literacy and communication skills – English (Outcome 5+) (All pupils – 2017)	63.6%	88.5%	86.5%	88.1%
	Mathematical development (Outcome 5+) (All pupils – 2017)	72.7%	89.3%	85.3%	90.3%

	Performance	School	LA	Wales Family	Wales Total
Key Stage 2	Pupils achieving the expected level (Core subject indicator) (All pupils – 2017)	No data available due to being disclosive or not sufficiently robust for publication	89.2%	74.2%	89.5%
	Pupils achieving the expected level in English		90.7%	77.3%	91.1%
	Pupils achieving the expected level in Mathematics		91.3%	79.7%	91.6%
	Pupils achieving the expected level in Science		91.5%	79.7%	92.2%
	Attendance 2017	92.9%	94.9%	93.2%	94.9%

4.1.3 Regional School Improvement views

National Category	Outcomes/Provision/Leadership
RED	<ul style="list-style-type: none"> Standards overall are unsatisfactory. Standards of achievement had been declining during the previous three years at the end of the Foundation Phase (FP) falling to 63.64% in 2017, although in 2018, all pupils achieved the FP Outcome Indicator. At the end of Key Stage 2 (KS2) the school's performance in the core subject indicator (CSI) has continued to decline for four out of the last five years with 66.67% of pupils achieving CSI in 2018. Over the last three years, the outcomes of pupils eligible for free school meals (eFSM) and non-free school meal pupils (nFSM) has been mixed in the FP. However, by the end of KS2, nFSM pupils have outperformed eFSM pupils for four out of the last five years. The gap in performance of girls and boys is generally in favour of the girls and is similar to the cluster average. Performance in oracy, reading and writing have fluctuated over the last three years and scores are generally below the local and national average both at the end of the FP and end of KS2. During their time in school many pupils develop good reading skills at a level appropriate to their ability. Around half of pupils are able to speak confidently to each other and to staff and visitors. A majority of pupils are able to write at an adequate level across a variety of genres but many pupils' writing is poorly presented and lacks accuracy in spelling, punctuation and sentence construction. Many pupils have adequate numeracy skills. From their starting points, many pupils make progress by the time they reach the end of KS2. A few pupils do not make expected progress due to poor attitudes to learning and behaviour. Standards in Welsh are adequate. Many pupils across the school are developing suitable ICT skills and are becoming more able to apply their skills in different contexts with greater confidence. Attendance figures have remained stubbornly low. Attendance for 2018 was 92.1% showing a very slight improvement of 0.47% since 2016 and remained significantly below the cluster average.

National Category	Outcomes/Provision/Leadership
	<ul style="list-style-type: none"> – There have been too many (12) fixed-term exclusion in the last three years with a total of 31.5 days lost. Standards of behaviour in KS2 remain poor and remain a source of concern. <p>Based upon scrutiny of evidence and discussion at the review, challenge and support meeting, the acting Headteacher, governors and the Challenge Adviser agree that the capacity to bring about improvement is D¹ because:</p> <ul style="list-style-type: none"> – The school at present is without a permanent Headteacher due to the ending of the formal shared leadership arrangements in summer 2018. Without the long term securement of leadership both from within or externally, the school is now very vulnerable. As a result, the Diocese has secured the leadership on a part-time basis of an experienced, acting Headteacher. There is a lack of clarity regarding the school's strategic direction and limited catholicity evident in the school ethos. – Improvement in the school remains very slow to implement and difficult to sustain and despite detailed improvement planning and a wide range of support from officers. Improvements have been at best satisfactory and limited in the case of improving attendance and pupil behaviour. It has proven to be very difficult to engage all staff in the change process. – The Executive Headteacher planned and completed a range of monitoring activities over the year supported by the Local Authority and completed an honest and evaluative self-evaluation report which paints an accurate picture of the school. The priorities for the school remain those identified in the local authority warning letter. – The school acknowledges that it needs to improve outcomes for all pupils. However, despite detailed planning and support, a range of factors have impeded progress in improving teaching and learning. This has resulted in standards in pupils' books (particularly in KS2) are not what they should be and do not compare favourably to the work of pupils of similar abilities in similar schools. – The pace of improvement has remained slow despite strong and committed leadership provided by the Executive Headteacher during 2017-18. The school does not have a strong track record in achieving improvement across a range of indicators and this is despite a wide range of support and significant additional funding. There is an over-reliance on local authority support and guidance which goes back over a number of years. – Despite the quality of teaching, learning remains variable at best due to the impact of poor behaviour exhibited by a minority of pupils. As a result, the impact of teaching on pupils' learning is limited to the detriment of the majority of other pupils. – During 2017-18, the school developed some worthwhile links with another Catholic school and opportunities for learning visits and shared

¹ Reference to the National Categorisation Criteria for Leadership And Learning And Teaching

National Category	Outcomes/Provision/Leadership
	<p>monitoring and planning were undertaken.</p> <ul style="list-style-type: none"> – Performance management has had a limited impact on improving pupils' progress over time. Professional development in some key aspects has improved provision and systems during 2017-2018 but this has not improved pupil progress sufficiently. Work to lead and improve teaching is planned but is limited in its implementation due to a range of challenges. Progress is often hampered by an unwillingness of a minority of staff to work on their own initiative, take professional responsibility and to sustain change effectively. – The work of the governors has made significant progress, particularly through the joint working of the Chair and Vice-Chair and the governing body now exercises its responsibilities fully. Governors have an honest and accurate understanding of the standards pupils achieve and the challenges which the school faces on a daily basis.

5. The Proposal

5.1 The Proposal

The governing body's proposal is as follows:

That the Chair of the governing body be authorised to undertake general consultation on behalf of the governing body on the proposal to discontinue St Mary's Catholic School – implementation to take place in April 2019.

In addition, and specifically in relation to the request of the Trustees of the Diocese of Menevia, the governing body seeks assurance of the continued access to catholic education provision for children in the Pembroke Dock area by consideration of catchment areas and the provision of transport.

Parents of pupils displaced as a result of the implementation of the proposal will be required to apply for places in alternative schools. Parents should apply online via the Council's website. It should be noted that with the exception of St Francis and St Teilo's Catholic schools, the Council is the Admissions Authority for all alternative schools. In the case of the above named schools, the governing body of the respective school is the Admissions Authority.

5.1.1 The Case for Change - Why is this change being proposed?

The reasons for the governing body's decision are as follows:

- Falling rolls and the non-sustainable number of statutory age pupils.
- A poor organisational culture, particularly in relation to the Catholicity and ethos of the school.
- A lack of stable and consistent leadership since September 2016.
- A decision by the acting executive headteacher and the deputy headteacher not wishing to undertake the headteacher role from September 2018.
- The local authority and diocese have been unable to find a replacement leader.
- Significant concerns regarding the budget despite the addition of £75,000 from the local authority over the last year.
- Inability to fund or recruit a permanent headteacher at the current time.
- Significant audit concerns about the financial management and running of finances at the school.
- A lack of sustained improvement over time.
- A concern that the school would be placed in an official category if inspected with no prospect of coming out of that category due to instability in leadership.

5.1.2 Advantages and Disadvantages of the Proposal

Advantages	Disadvantages
Closure of St Mary's Catholic School	
Alternative Catholic provision available elsewhere, notably St Francis Catholic School (Milford Haven) and St Teilo's Catholic School (Tenby)	Loss of local primary school Catholic school and further distance to access similar alternative provision.
Other local schools have places available to accommodate displaced pupils	
Alternative schools have stable leadership and are in categories which require little support from the school improvement service.	
A strong likelihood of the school being placed in an official category if inspected with little prospect of coming out due to instable leadership.	
Improved opportunities for pupils to achieve to their potential and beyond.	

5.1.3 Impact of Proposal on Quality and Standards in Education

Outcomes (Standards and Wellbeing)

The transfer of pupils to other schools within the school would secure the opportunity for all pupils to be better supported to achieve their potential. Outcomes achieved in other schools within the cluster in most indicators are consistently stronger than within the school, particularly for more able pupils. Progress from the end of Foundation Phase to the end of Key Stage 2 is secured more strongly in other schools. The impact of pupil behaviour resulting in weaker than expected educational attainment will be reduced and the performance of ALN pupils would be expected to improve (no ALN pupils achieved CSI in 2018). Standards of pupil performance in Welsh would be expected to rise significantly and pupils' digital, physical and creative skills would be enhanced through the wider range of experiences and opportunities provided in other schools.

Provision (learning experiences, teaching, care support and guidance, and learning environment)

The quality support in terms of ALN, behavioural and emotional support in all cluster schools is good or better and this strengthened provision for vulnerable learners will have a positive impact on the standards and provision for all learners. Pupils will have a greater say in their learning and opportunities to voice their opinions will be stronger through more embedded systems for taking

account of pupil voice. Pupil attendance in all cluster primary schools is stronger than attendance in St Mary's and schools have more effective systems for dealing with poor attendance.

The quality of teaching in schools across the cluster is stronger and the breadth and quality of the curriculum offered is more varied with much stronger prospects for the successful implementation of the new curriculum in 2020. Opportunities for pupils to access the wider curriculum and extended provision through after school provision and clubs will be significantly improved as there are no after school provision or clubs on offer in St Marys at present.

Leadership and Management (leadership, improving quality, partnership working and resource management)

There is no prospect of resources being available to secure the appointment of a permanent Headteacher and the small number of teaching staff reduce the ability of staff to lead key areas of improvement. However, there is established, strong leadership in place at most alternative schools in the area.

The likely impact on the delivery of the curriculum

Other schools in the cluster, or St Francis Catholic School, are able to provide the full extent of provision as part of their delivery of the curriculum. Of significant note is the fact that all of the primary schools considered to be affected by the proposal are currently in either the "Green" or "Yellow" National Categorisation support categories.

5.2 Governance

If the proposal is approved, the governing body of St Mary's Catholic School will continue until the school is closed on 28 April 2019.

5.3 Impact Assessments

The following represent the Council's assessment of the impact of the proposal on the community, equalities, transport, staff and the Welsh Language.

5.3.1 Community Impact Assessment

An assessment of community impact is attached at **APPENDIX 3**. However, any additional impacts arising as a result of consultation will be reflected in an amended version which will be published as part of the Consultation Report.

5.3.2 Equalities Impact

With the exception of Religion and Belief, the proposal is unlikely to result in any negative impact on the protected characteristics identified in the Equality Act 2010. The proposal will result in the removal of a faith primary school. However, parents of children who would otherwise have expressed a preference for St Mary's Catholic School on faith grounds and who wish to continue in a school of the faith, will be offered St Francis Catholic School in Milford Haven or St Teilo's Catholic School in Tenby. (see also Para. 5.3.3).

The full assessment is attached as **APPENDIX 4**.

5.3.3 Transport Impact

Based upon the most recent information available from the School Transport Section of the County Council, no pupils attending St Mary's Catholic School receive home to school transport. If the proposal is implemented, it is recognised, however, that there may be an impact on transport if there is parental preference for alternative faith schools. In this case, the governing body has requested that the Council undertakes to provide free transport to St Francis Catholic School in Milford Haven, i.e. the nearest Catholic school. Until confirmation is received from the Council that it is able to provide this, it is considered that the proposal may have some negative impact on transportation.

Due to its urban location, there are numerous safe walking routes in the area served by paved areas and many crossing points. It should be noted that the Pembroke Dock area has benefitted from over £1million of investment on Safe Walking Routes since 2001.

5.3.4 Staff Impact

Staff at St Mary's Catholic School will be directly affected if the proposal is approved. All members of staff are statutory consultees to this proposal and at the appropriate time in the development of the proposal, they will be provided with advice, guidance and support from the Council's Human Resources service on the employment issues of the school's staff. The County Council has staffing policies and procedures in respect of school reorganisation and these will be implemented should this proposal proceed. If necessary, the Council will support school staff in securing suitable alternative employment if at all possible through redeployment processes. In this respect, it should be recognised that staff in a Voluntary Aided school are afforded the same rights as those in other categories of schools.

The Council will proactively work with teacher associations and trade unions to minimise disruption to staff employment and has a proven track record in supporting staff in such situations.

5.3.5 Welsh language Impact

The school which is the subject of this proposal does not provide education through the medium of Welsh, except where Welsh is taught as a second language at Key Stage 2. Demand for Welsh Medium provision in the area is currently met by Ysgol Gelli Aur/Golden Grove CP School (3-11), Ysgol Caer Elen in Haverfordwest (3-16) and/or Ysgol y Preseli in Crymych (11-19).

It is therefore considered that there is no impact on the Welsh language arising from this proposal.

5.4 Finance

Schools are funded according to a county-wide formula, determined in accordance with national guidance and local policy. Both national evidence and analysis of pupil value indicate that small schools cost more. The situation in relation to St Mary's Catholic School is that it operates on funding which is significantly above the county average; given the importance of efficiency and effectiveness in the provision of an education service, this is an important point.

5.4.1 Pupil costs

The table below provides an analysis and a comparison of pupil values in the Pembroke/Pembroke Dock area:

	2018/2019			
	Pupils Jan 2018	Cost per pupil (net of SEN)	Average Pembs cost per pupil (net of SEN)	Diff
	FTE	£	£	%
St Mary's Catholic School	52	4711	3446	36.7
Pembroke Dock CP	589	3395		-1.5
Pennar CP	253	3344		-2.9
Ysgol Gelli Aur/Golden Grove	358	3193		-7.4

As can be seen from the table above, St Mary's Catholic Primary School costs significantly more and the question is whether the additional cost is justified given the demands on the resources available to the education service; given the significant level of support already provided to the school and its ongoing support and challenge requirements, there is no evidence to justify this additional cost.

5.4.2 Revenue Savings

There are budgetary savings arising from the proposal; however the extent of the savings is difficult to quantify at this stage due to the uncertainty of the final destination of the pupils in St Mary's Catholic School.

On the assumption that each child transfers to his/her normal catchment school, i.e. the school which serves the child's home address, it is estimated that a saving of approximately £150,000 would arise. This takes into account the delegated funding St Mary's Catholic School would receive for 2018/19 on the basis of the pupils currently on roll, less the pupil value equivalent which would be delegated to the schools receiving the displaced pupils.

It should be noted, however, that this does not include any assumptions on the funding attracted by individual pupils with additional learning needs, nor any salary protections for staff affected by the proposal.

5.4.3 Schools' Financial Position

The financial position of St Mary's Catholic School is as follows:

	£ '000
Bal. b/f 1/4/18	-29.6
Estimated c/f 31/3/19	22.6

It should be noted that the school's budget has been significantly bolstered by additional delegated and grant funding, without which the school would be in a deficit of approximately £45,000 in March 2019.

5.4.4 Capital Investment

It is not proposed to make a capital investment as part of this proposal.

5.4.5 Capital Receipts

Any capital receipts arising from implementation of the proposal will be retained by the Diocese of Menevia and utilised according to its requirements.

5.4.6 Title of land and buildings

The title of all land and buildings at St Mary's Catholic School belongs to the Menevia Diocesan Trustees of 27 Convent Street, Greenhill, Swansea, i.e. HM Land Registry title CYM559180.

5.5 Risks and Counter Measures

	Risk	Counter Measure
1	Failure to obtain the relevant approvals from the governing body or Council and/or failure to comply with due process.	Ensure that process complies with School Organisation Code and that all relevant information concerning the proposal is conveyed in governing body/Council reports.
2	There is a risk that following publication of this proposal, further parents will transfer their children from St Mary's to other schools	The planned implementation date of Easter 2019 should minimise this risk and give confidence to parents that their children should stay at St Mary's until the school closes officially.

6. Alternative Options Considered

In arriving at the governing body's proposal, the following options were considered:

	OPTION	REASONS FOR NOT PURSUING
1	School to continue as a self-supporting school	It is very unlikely that the Diocese would be able to recruit a suitable headteacher to the school. An interim (formerly retired) Acting Headteacher has been appointed by the Diocese on a part time basis, but this is not sustainable in the longer term.
2	Maintain status quo – i.e. informal federation arrangements.	There have been informal federation arrangements with St Francis Catholic School from September 2017 until July 2018. These are not sustainable in the longer term and no other Catholic school is in a position to support it.
3	Federation with other Catholic primary school	The reasons outlined above for not pursuing options 1 and 2 are also relevant to this option.

7. The Statutory Process

The statutory process followed in respect of the proposal included as part of this document will comply with the School Standards and Organisation (Wales) Act 2013 and specifically, the School Organisation Code (006/2013). The process and timetable will be as follows:

Date	Process	
15 October 2018	Consultation Document Published	
October/November 2018	Consultation events with schools and wider community	
	Pupil consultation	
30 November 2018	Closing date for receipt of observations on the proposal	
Within 13 weeks of the above closing date	Publication of Consultation Report - Consultation Report presented to the Governing Body <i>GB to decide whether to approve publishing a statutory notice</i> <i>If approved – proceed to Statutory Notice</i> <i>If not approved – proposal ends</i>	
Within 26 weeks of the above closing date	Publish Statutory Notice <i>If approved, the Statutory Notice will be published on the Diocese of Menevia and County Council's websites and posted in the named schools and other conspicuous places within the community. Copies of the notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff.</i>	
28 days after date of Statutory Notice	Closing date for receipt of objections to proposal	
Within 28 days of the end of the Objection Period	<u>Where objections received</u> <u>Objection Report published</u> <u>Pembrokeshire County Council to determine the proposal</u>	<u>Where no objections received</u> <u>Governing Body to determine proposal</u>
	Publication of Governing Body or Council Decision	
April 2019	Implementation of proposal	

All reports listed above will be published on the County Council's website with parents/carers/guardians and staff members of the relevant schools advised of their availability. All consultees listed in Section 2 of this document will receive hard copies of the reports or be emailed a link to the relevant website.

Details of affected schools

Name of School	Category	Lang. Category	Age Range	Nursery Pupils January 18	Total NOR Jan 18	Condition Grade	Suitability Grade
St Francis Catholic School	Voluntary Aided	English Medium	3-11	14	116	C	B
St Teilo's Catholic School	Voluntary Aided		3-11	10	92	C	C
Pembroke Dock Community School	Community		3-11	71	609*	A	A
Pennar Community School	Community		3-11	29	268	B	B
Monkton Priory CP School	Community		3-11	28	221	B	C
Ysgol Gelli Aur/Golden Grove CP School	Community	Dual Stream	3-11	44	380	C	C
Penrhyn VC School	Voluntary Controlled	English Medium	3-11	9	108	A	A
Ysgol Harri Tudur/Henry Tudor School	Community		11-19	N/A	1130*	A	A

Note:

* Pupil numbers for January 2018 are net of LRC pupils

School	Capacity	Admission Number	Actual Number on roll (Full Time Equivalent)				Pupil Forecasts (Net of Part Time and Unit Pupils)				
			2018	2017	2016	2015	2019	2020	2021	2022	2023
St Francis Catholic School	139	19	109	110	107	112	108	109	111	113	114
St Teilo's Catholic School	96	13	87	86	86.5	86.5	85	80	80	84	74
Pembroke Dock Community School	626	89	586.5	590	575	600	579	602	590	620	628
Pennar Community School	270	38	253.5	259	249	244.5	260	261	286	298	317
Monkton Priory CP School	188	26	207	208.5	202.5	189.5	187	192	193	184	187

School	Capacity	Admission Number	Actual Number on roll (Full Time Equivalent)				Pupil Forecasts (Net of Part Time and Unit Pupils)				
	2018	2018/19	2018	2017	2016	2015	2019	2020	2021	2022	2023
Ysgol Gelli Aur/Golden Grove CP School	387	English 40 Welsh 15	358	331	345	338.5	344	325	317	303	308
Penrhyn VC School	120	17	103.5	101 *	106 *	119 *	101	98	94	86	84
Ysgol Harri Tudur/Henry Tudor School	1343	233	1166	1207	1244	1270	1181	1220	1224	1206	1194

* Totals of former constituent schools, i.e. Angle VC, Stackpole VC and Orielson CP schools

School	Date of most recent Estyn inspection	Estyn Judgements		Comments	National Categorisation Support Category 2017
		Current Performance	Prospects for Improvement		
St Francis Catholic School	January 2015	Adequate	Adequate	Following this inspection, the school was placed in the Estyn Monitoring follow-up category. Following the monitoring visit by Estyn in June 2016, the school was judged to have made good progress in respect of the key issues raised in the inspection and was removed from the list of schools requiring Estyn monitoring.	Green
St Teilo's Catholic School	February 2013	Good	Good		Yellow
Pembroke Dock Community School	November 2016	Good	Excellent		Green
Pennar Community School	February 2014	Adequate	Adequate	Following this inspection, the school was placed in the Estyn Monitoring follow-up category. Following the monitoring visit by Estyn in April 2015, the school was judged to have made good progress in respect of the	Green

School	Date of most recent Estyn inspection	Estyn Judgements		Comments	National Categorisation Support Category 2017
		Current Performance	Prospects for Improvement		
				key issues raised in the inspection and was removed from the list of schools requiring Estyn monitoring.	
Monkton Priory CP School	April 2016	Good	Good		Green
Ysgol Gelli Aur/Golden Grove CP School	July 2018	Standards/Teaching and learning experiences/Care, support and guidance/Leadership and management ADEQUATE and NEEDS IMPROVEMENT Wellbeing and attitudes to learning GOOD The school will now face ongoing review from Estyn.			Yellow
Penrhyn VC School	New school established in September 2017. Constituent schools inspection judgements as follows: Angle VC School (November 2016) – Good/Good Stackpole VC School (April 2009) – x2 Grade 1 / x5 Grade 2 Orierton CP School (May 2013) – Good/Good				Yellow
Ysgol Harri Tudur/Henry Tudor School	December 2012	Adequate	Good	Following this inspection, the school was placed in the Estyn Monitoring follow-up category. Following the monitoring visit by Estyn in April 2014, the school was judged to have made good progress in respect of the key issues raised in the inspection and was removed from the list of schools requiring Estyn monitoring.	Red

APPENDIX 2A

A report on St Mary's VRC School
November 2011

Summary

The school's current performance	Adequate
The school's prospects for improvement	Adequate

Current performance

The current performance of the school is adequate because:

- the majority of pupils make sound progress by the time they leave the school;
- many pupils are happy in school and develop self-confidence during their time there;
- the school is inclusive and staff care for pupils well; and
- the learning environment is attractive and provides pupils with an appropriate place to learn.

However:

- teacher assessment results at the end of key stage 1 do not accurately reflect what pupils can do without adult support. These results tend to overstate how well pupils achieve;
- not enough pupils achieve the higher levels at the end of key stage 1 (level 3) and key stage 2 (level 5);
- attendance over the past few years has not been good enough;
- the school has not implemented the Foundation Phase fully; and
- in many classes, teachers' expectations of what pupils can do are too low and they do not challenge pupils to think for themselves enough.

Prospects for improvement

The school's prospects for improvement are adequate because:

- leaders promote a positive and inclusive ethos in the school;
- governors are generally well informed about the work of the school and are supportive towards staff and pupils;
- the self-evaluation report identifies a few of the school's key weaknesses and these appear as targets in the school improvement plan; and
- the school has a good range of strategic partnerships, which enhance pupils' educational experiences well.

However:

- leaders do not tackle underperformance well enough;
- self-evaluation and school improvement planning do not focus closely enough on improving outcomes for pupils;
- resources are not always used effectively to meet the needs of pupils; and
- the school has not fully addressed all the recommendations from the previous inspection report.

Recommendations

In order to improve, the school needs to:

- R1 raise standards of pupils' independent learning and thinking skills;
- R2 implement the Foundation Phase fully;
- R3 improve attendance;
- R4 use assessment outcomes effectively to move pupils of all abilities forward in their learning;
- R5 address issues of underperformance in teaching robustly and directly; and
- R6 link self-evaluation and school improvement planning closely to pupil outcomes.

What happens next?

In accordance with the Education Act 2005, HMCI is of the opinion that this school is in need of significant improvement. The school will draw up an action plan which shows how it is going to address the recommendations. Estyn will monitor the school's progress 12 months after the publication of this report.

APPENDIX 2B

Report of visit – St Mary's V.R.C. School
October 2013

Outcome of monitoring visit

St Mary's Catholic Primary School is judged to have made sufficient progress in relation to the recommendations following the core inspection in November 2011.

As a result, Her Majesty's Chief Inspector of Education and Training in Wales is removing the school from the list of schools requiring significant improvement.

Report of visit – St Mary's V.R.C. School
October 2013

Recommendations

In order to maintain and improve on this progress, the school should continue to work towards meeting the inspection recommendations that have not yet been fully addressed.

APPENDIX 3

COMMUNITY IMPACT ASSESSMENT

Number and percentage of pupils attending the school living within the catchment area (as at January PLASC data 2018)

956 pupils live within the catchment areas of Pembroke Dock and Pennar CP schools, i.e. the shared catchment of St Mary's Catholic School. Of these, 36 pupils attend St Mary's.

Number of catchment pupils attending other schools (as at January PLASC data 2018)

The remaining pupils living within the above shared catchment area attend schools as follows:-

Sageston	9
Fenton	1
Johnston	3
Lamphey	38
Saundersfoot	2
Templeton	1
Mount Airey	3
Pembroke Dock	501
Monkton Priory	25
Golden Grove	60
Pennar	244
Neyland	1
Hafan y Mor	5
Cosheston	12
Tenby VC	6
Penrhyn VC	7
St Teilo's	2

Number of pupils attending the school living outside the catchment area (as at January PLASC data 2018)

Of the 58 pupils on roll at St Mary's Catholic School in January 2018, 36 pupils came from the school's own shared catchment area. The other children lived in the catchment areas for:

Golden Grove	17
Monkton Priory	5

Other facilities the school accommodates i.e. youth club/play group and occurrence

Facilities/Services	Hours per week
Breakfast Club	45 mins. Per day
Nursery Wraparound	Daily during term time

Other facilities or services the school provides e.g. after school clubs, community library

None

In the event of a closure where would the facilities/services accommodated in the school be provided?

All alternative schools provide the above facilities.

Will/could other facilities available in the immediate local or wider community be enhanced in the event of a school closure? (e.g. improvements to village halls, playgrounds, provision of holiday play schemes)

What facilities and services are provided at any alternative school?

Breakfast clubs, after school clubs and general enrichment activities are commonplace across most alternative schools. In the case of the other schools in the area, these are well developed.

What is the distance and travelling time involved in attending an alternative school of the same language category?

All primary schools in the Pembroke/Pembroke Dock area provide English medium provision. Two of the schools are located within a distance of 1 mile of St Mary's Catholic School.

Schools with English medium provision in Pembroke/Pembroke Dock

	St Mary's	Pembroke Dock CP	Pennar CP	Monkton Priory	Golden Grove
St Mary's		0.7 mile (15 mins)	0.8 mile (15 mins)	2.1 miles (41 mins)	2.2 miles (42 mins)
Pembroke Dock CP	0.7 mile (15 mins)		1.2 miles (25 mins)	1.9 miles (39 mins)	2.0 miles (41 mins)
Pennar CP	0.8 mile (15 mins)	1.2 miles (25 mins)		2.7 miles (54 mins)	2.8 miles (55 mins)
Monkton Priory	2.1 miles (41 mins)	1.9 miles (39 mins)	2.7 miles (54 mins)		0.8 mile (16 mins)
Golden	2.2 miles	2.0 miles	2.8 miles	0.8 mile	

Grove	(42 mins)	(41 mins)	(55 mins)	(16 mins)	
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The above distances and times are calculated using Google Maps and are estimated walking distances/times.

How will parents' and pupils' engagement be supported with the alternative school and the facilities it may offer (e.g. how pupils (and particularly any less advantaged pupils) will be helped to participate in after school activities)

There are several alternative schools in the vicinity of Pembroke Dock which will be able to offer places to pupils following the closure of the school. Alternatively, St Francis Catholic School in Milford Haven will be the designated primary school for parents wishing to access a Catholic faith based provision. All alternative schools are well versed at supporting children and their families with their new surroundings, the facilities offered and any after school activities offered. Parents will be encouraged to apply for places at their preferred alternative school at the earliest opportunity in order to facilitate the above arrangements.

What facilities and services are provided within the Pembroke Dock area (i.e. community use, halls etc)?

Public places / services	
Pembroke Dock Community Learning Centre	St John's Community Hall
West Wales Maritime Trust Building	Pembroke Dock Heritage Centre
Pater Hall	Pembroke Dock Library
St Teilo's Hall	Pembroke Dock Quins RFC
Market Hall	Pennar Hall
Pembroke Dock Youth Club	VC Gallery

There are a variety of community groups which hold various events in the above venues.

What nursery provision is available in the area?

Within the Pembroke Dock area, there are a number of nurseries and childcare provision that are suited to children aged 3 years. A mixture of provision is provided from private childcare, specialist support to nursery provision, catering for an age range from 0 to 4 years:

St Mary's Catholic School	The nursery is part of the school and offers a part time and full time nursery. Capacity is 20 FTE places over a three term admission with pupils being admitted in the term following their third birthday.
20 places (FTE)	

Pembroke Dock CP School	The nursery is part of the school and offers a part time and full time nursery. Capacity is 94 FTE places over a three term admission with pupils being admitted in the term following their third birthday.
94 places (FTE)	
Pennar CP School	The nursery is part of the school and offers a part time and full time nursery. Capacity is 30 FTE places over a three term admission with pupils being admitted in the term following their third birthday.
30 places (FTE)	
Monkton Priory CP School	The nursery is part of the school and offers a part time and full time nursery. Capacity is 33 FTE places over a three term admission with pupils being admitted in the term following their third birthday.
33 places (FTE)	
Golden Grove CP School	The nursery is part of the school and offers a Dual Stream (Welsh medium and English medium) nursery. Capacity is 27 FTE places over a three term admission with pupils being admitted in the term following their third birthday.
27 places (FTE)	
Flying Start Playgroup	Registered sessional day care operates from the Flying Start centre in Cross Park, Pennar.
17 places	
Pembroke Dock Community School Playgroup	Registered sessional day care operates from the school site.
130 places	
Tabernacle Kindergarten	Registered full day care provision
19 places	
Penrhyn Church in Wales VC School Playgroup	Registered sessional day care provision operates from the school site.
16 Places	
Golden Grove Kids Club	Registered out of school day care provision operates from the school site.
24 Places	
Santes Fair Playgroup	Registered sessional day care provision operates from the school site.
16 Places	
Santes Fair Afterschool Club	Registered out of school day care provision

24 Places	operates from the school site.
Monkton Priory Playgroup	Registered sessional day care provision operates from the school site.
19 Places	
Golden Grove/Gelli Aur Flying Start Playgroup	Registered sessional day care provision operates from the school site.
18 Places	
Jumping Beans Day Nursery	Registered Full Day Care
38 Places	
Golden Manor Nursery	Registered Full Day Care
85 Places	
Tiny Tots Playgroup	Registered sessional day care
29 Places	
Monkton Priory Summer Playscheme	Registered out of school care
30 Places	
SNAP Pembrokeshire	Registered sessional day care
8 Places	
There are 11 registered childminders in the area.	

What are the wider implications the changes will have on public transport provisions?

It is unlikely that the proposals will have any further impact on the provision of public transport in the area.

What are the wider community safety issues?

Pembrokeshire has a low crime rate compared with other areas of Wales. However, the localities with the highest rates of crime and anti-social behaviour are town centres. However, it is considered that there are no wider community safety issues arising as a result of this proposal.

APPENDIX 4

Equality Impact Assessment – October 2018

Protected Characteristics	Current Schools	Proposal	Impact
Age	Current provision is 3-11	All relevant alternative maintained schools have provision for the age range 3-11.	No change
Disability	The school has a current Access Plan in place in accordance with the Equality Act 2010.	All alternative schools likely to receive pupils displaced as a result of this proposal have Access Plans in place in accordance with the Equality Act 2010.	No change
Race	<ul style="list-style-type: none"> Policy and provision conform to legislation No discrimination against race in the school's Admissions Policy. 	All alternative schools in the area have policies and provision which conform to the relevant legislation	No change
Religion & Belief	St Mary's Catholic School serves the wider Pembroke/Pembroke Dock area and specifically the parishes of St Mary's, Pembroke Dock and St Joseph's, Pembroke.	The proposal will result in the removal of a faith primary school. However, parents of children who would otherwise have expressed a preference for St Mary's Catholic School on faith grounds and who wish to continue in a school of the faith, will be offered St Francis Catholic School in Milford Haven.	Negative
Sex	The school is mixed sex	All alternative maintained schools in the area are mixed sex.	No change
Gender reassignment	Policy and provision conform to legislation	All alternative schools in the area have policies and provision which conform to the relevant legislation	No change
Pregnancy & maternity			
Sexual Orientation			

Consultation – Response Form

Proposed Closure of

St Mary's Catholic School, Pembroke Dock



1) Please indicate which of the following reflects your views on the proposal:

	Please tick one
I do not feel strongly one way or the other	
I support the proposal	
I do not support the proposal	

2) Please provide your comments on the proposal.

--

3) Please provide any comments in relation to the continued access to Catholic education provision for children in the St Mary's Catholic School catchment area.

--

4) Please provide any alternatives you have to the governing body's proposal.

About you:

5). Please tell us what your interest is in the consultation? (please tick all that apply)

<input type="checkbox"/>	Pre-school Parent	<input type="checkbox"/>	St Mary's Catholic School
<input type="checkbox"/>	Staff	<input type="checkbox"/>	Other school _____
<input type="checkbox"/>	Parent		
<input type="checkbox"/>	Governor		
<input type="checkbox"/>	Local resident		
<input type="checkbox"/>	Other _____		

6). Are you? (please tick only one)

<input type="checkbox"/>	Aged 16 or under	<input type="checkbox"/>	Aged 65 or over
<input type="checkbox"/>	Aged 17 – 24	<input type="checkbox"/>	Prefer not to say
<input type="checkbox"/>	Aged 25 – 64		

7). What is your religion? (please tick only one)

<input type="checkbox"/>	No religion	<input type="checkbox"/>	Sikh
<input type="checkbox"/>	Christian (all denominations)	<input type="checkbox"/>	Prefer not to say
<input type="checkbox"/>	Buddhist	<input type="checkbox"/>	Other, please specify
<input type="checkbox"/>	Hindu		_____
<input type="checkbox"/>	Jewish		
<input type="checkbox"/>	Muslim		

PTO

Please tick the box if you wish to be informed of the publication of the Consultation Report. ☐

You are asked to provide email and postal address details only if you wish to receive a copy of the Consultation Report. Other information you are asked to provide is for the purposes of Equalities Monitoring and will be used for statistical purposes only.

Print Name..... Email

Address.....

.....

We will make any comments that you make publically available as part of the Consultation Report, unless you ask us not to.

Please tick this box if do not wish for your comments to be made publicly available. ☐

All information will be handled in accordance with the Data Protection Act 1998.

Please return to: Director for Children & Schools, Pembrokeshire County Council, County Hall, Haverfordwest, SA61 1TP no later than 5pm on Friday 30th November 2018.

Thank you for your time