

Pembrokeshire County Council
Cyngor Sir Penfro



CHILDREN & SCHOOLS

**Establishment of a new
3-11 Welsh Medium Primary School in the
Pembroke area**

CONSULTATION DOCUMENT

NOVEMBER 2019

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Foreword

Pembrokeshire County Council is responsible for promoting high educational standards and for delivering efficient primary and secondary education. Having the right schools of the right type in the right places and ensuring that they are fit for our 21st century learners is a challenge facing us, and all councils across Wales.

Meeting this challenge involves reviewing the number and types of school the Council has in its area, and assessing whether or not best use is being made of its resources and facilities.

The Council reviews its provision on the basis of:

- Quality and future sustainability of educational provision
- Sufficiency and accessibility of school places
- The condition, suitability and standard of school buildings
- Value for money

This consultation document sets out the proposal to expand Welsh medium provision in the Pembroke area by establishing a new 3-11 Welsh medium primary school. I look forward to receiving your views.

Kate Evan-Hughes
Director for Children and Schools

1. Introduction

Pembrokeshire County Council has a statutory duty to secure sufficient and suitable school places in its area and to determine whether it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

At its meeting on 18th July 2019, Pembrokeshire County Council considered a report which outlined the need to continue to plan for the future of Welsh medium provision in Pembrokeshire, and specifically in the Pembroke and Pembroke Dock area. The report included the findings of a recent survey undertaken to ascertain demand for Welsh medium education provision and to a number of other relevant factors. It concluded that a number of pertinent factors demonstrated that there is a continuing demand for Welsh medium provision in the area and that any expansion of provision would be best met in new stand-alone Welsh medium school rather than at the current dual stream provision at Ysgol Gelli Aur / Golden Grove School.

The decision of Council was as follows:

That approval be given to the Director for Children and Schools to undertake statutory consultation on the following:

- i. To establish a new 3-11 Welsh medium primary school to serve the Pembroke and Pembroke Dock area, and
- ii. To alter the medium of instruction at Ysgol Gelli Aur / Golden Grove School so that all teaching is conducted through the medium of English.

Such a proposal constitutes a requirement to follow statutory procedures within the context of the School Standards and Organisation (Wales) Act 2013. Consequently, this document fulfils the County Council's responsibility under the Act to consult with appropriate stakeholders and to explain the Council's proposal. This document offers an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered, as well as explaining why other options considered are not the preferred option.

Consultation on this proposal will comply with 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 page 31.

2. Consultation

2.1 Who will we consult with?

The Governing Bodies, Parents/Carers/Guardians and Staff of:	
<ul style="list-style-type: none"> • Ysgol Gelli Aur/Golden Grove School • Cosheston VC School • Lamphey CP School • Penrhyn VC School • Pennar Community School 	<ul style="list-style-type: none"> • Pembroke Dock Community School • Monkton Priory Community School • Ysgol Harri Tudur • Ysgol Hafan y Mor • Ysgol Caer Elen • Ysgol y Preseli
<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 A Brinn • Cllr S Alderman 	<ul style="list-style-type: none"> • Cllr T Hodgson • Cllr P Llewelyn • Cllr J Harvey • Cllr A Carey • Cllr A Wilcox • Cllr B Hall • Cllr P Dowson • Cllr J Beynon
<ul style="list-style-type: none"> • NUT • NASUWT • UCAC • NEU • ATL • NAHT • ASCLE • UNISON • GMB 	<p>The following Town or Community Councils:</p> <ul style="list-style-type: none"> • Cosheston • Pembroke Dock • Pembroke • Hundleton • Angle, • Stackpole & Castlemartin • Lamphey
<p>Diocesan Directors of Education:</p> <ul style="list-style-type: none"> • St David's • Menevia 	<ul style="list-style-type: none"> • Carmarthenshire County Council • Ceredigion County Council
<ul style="list-style-type: none"> • The Welsh Ministers • Estyn • Welsh Language Commissioner • ERW – Regional Education Consortium 	<ul style="list-style-type: none"> • Mudiad Ysgolion Meithrin • Menter Iaith Sir Benfro • Urdd Gobaith Cymru • Learning Pembrokeshire (Welsh for Adults)
<p>Independent/Voluntary early years/Childcare providers</p>	<p>Dyfed Powys Police and Crime Commissioner</p>

2.2 Consultation with children and young people

The children and young people attending all the schools identified above will be able to participate in the consultation process through their School Councils. The information provided to children and young people will be presented in a way that 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 subsequently be considered by Council.

2.3 When does the consultation period start and end?

THE CONSULTATION PERIOD FOR THIS PROPOSAL WILL COMMENCE ON 14 NOVEMBER 2019 AND ENDS ON 31 DECEMBER 2019.

During this period you can express your views by writing to the Director for Children and Schools 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 Para/ 2.4 and Section 7.

PLEASE NOTE THAT ALL CORRESPONDENCE SHOULD BE RECEIVED BY NO LATER THAN 5PM ON 31 DECEMBER 2019.

2.4 What will happen after the consultation process?

At the end of the consultation period the feedback will be collated and summarised in a Consultation Report and subsequently presented for consideration by the County Council. This report will be available to be viewed on the Council website and hard copies obtainable on request from the address detailed below. Council will consider the report and decide whether it wishes to proceed with the proposal or not.

If Council decides not to proceed, that will be the end of this proposal. However, if Council decides to proceed, a Statutory Notice will be published. The Statutory Notice will be published on the Council's website 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.

In accordance with The School Standards and Organisation (Wales) Act 2013, anyone wishing to make objections to the proposal will have the opportunity to do so. To be considered as statutory objections, objections will need to be made in writing or by email, and sent to the Council within 28 days of the date on which the statutory notice was published.

If objections are received, these will be summarised into an Objection Report, which will be published on the Council's website with parents/carers/guardians and staff members of the relevant schools advised of its availability. All consultees listed earlier in this section will receive hard copies of the report or be emailed a link to the relevant location on the website.

The Objection Report will subsequently be considered by Council before determining whether the proposal should proceed or not. When a decision is made, it will be published on the Council's website and all consultees informed.

2.5 Your questions

The contents of this Consultation Document and the accompanying Frequently Asked Questions (FAQ) document are 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

3. The Status Quo – Background

3.1 Welsh medium education provision in the Pembroke area

Welsh medium primary education provision is currently provided within the Dual Stream setting of Ysgol Gelli Aur / Golden Grove Community School in Pembroke. The school is a 3-11 community primary school maintained by Pembrokeshire County Council and mainly serves the Pembroke St Michael, Pembroke St Mary North and Pembroke St Mary South electoral wards; however, the school catchment encroaches into other adjacent wards. In the context of the last Census in 2011, the number of Welsh speakers by electoral division (Pembroke and Pembroke Dock wards) was approximately 10%.

The school shares a part of its catchment with Monkton Priory Community School. The current catchment area/s of the school is shown on the next page.

On the basis of information provided by the school in September 2019, the Welsh stream consists of four classes as follows:

Class	Nursery PT	Rec	Yr.1	Yr.2	Yr.3	Yr.4	Yr.5	Yr.6	TOTAL NoR
Gwyrdd	20	10							30
Pinc			15	6					21
Dosbarth 3/4/5HG					10	16	4		30
Dosbarth 5/6SC							17	15	32
Total	20	10	15	6	10	16	21	15	113

In accordance with the definitions of linguistic provision in schools provided by Welsh Government, Welsh medium provision in dual stream schools is provided as follows:

	Curriculum	Language of School	Outcomes
Dual Stream	Mainly Welsh medium or mainly English medium exist side by side in these schools.	Both Welsh and English are used in day to day business of the school. Language of communication is determined by nature of curricular provision. The school communicates with parents in both languages.	For pupils in Welsh stream – normal expectation is that pupils, regardless of home language, will be able to transfer easily to Welsh medium secondary provision and by the end of Key Stage 2 will have reached a standard in English equivalent to that reached by pupils in predominantly English medium schools.

Pupil numbers on roll in the Welsh stream at Ysgol Gelli Aur over the last ten years are as follows:

2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
83	116	92	105	108	115	114	108	117	119	119

Source: annual PLASC

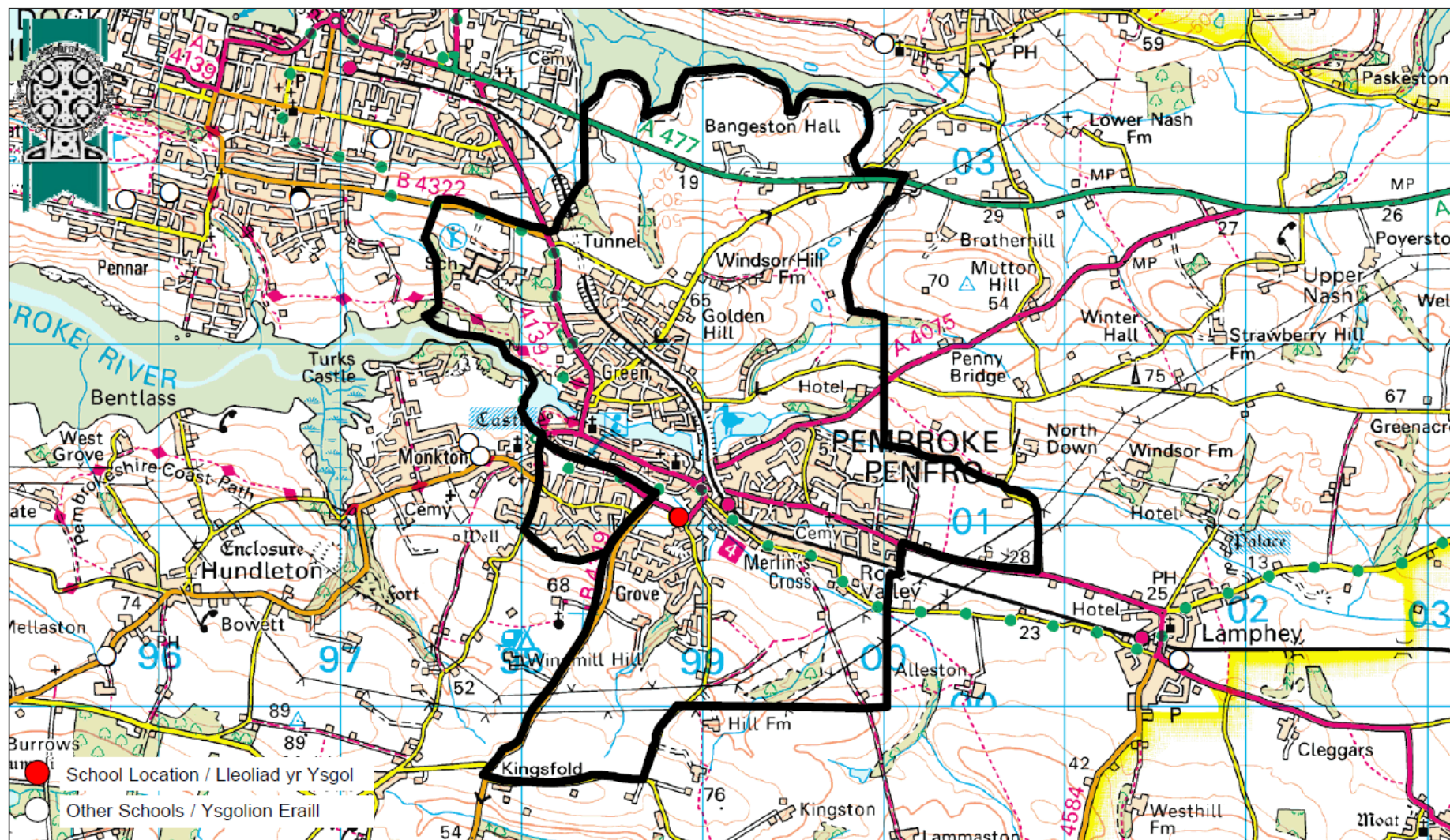
The Welsh stream represents approximately one third of the school population. Although the above numbers demonstrate a relatively consistent number, there is little evidence of any recent significant growth. Currently, 92% of pupils attend from the Pembroke and Pembroke Dock areas, but as the map below shows, pupils also attend from further afield.

SCHOOL CATCHMENT AREA PLAN / CYNLLUN TALGYLCH YSGOL

(from September 2009 / o Medi 2009)

School Name / Enw'r Ysgol: Golden Grove CP / Ysgol Gelli Aur

School Number / Rhyf yr Ysgol: 2388



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



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

School	Category	Language Category	Age Range	School Capacity	Admission Number 2019/20
Ysgol Gelli Aur	Community	Dual Stream	3-11	387	English 40 Welsh 15

The age profile of all pupils currently on roll (number on roll - NoR) and the figures recorded for the previous four annual school censuses are as follows:

All pupils – ages	2	3	3	4	4	5	6	7	8	9	10	NoR
	PT	PT	FT	PT	FT							
Sep 2019	0	45	0	0	40	46	30	40	46	55	51	353
Jan 2019	17	30	14	0	48	31	38	42	57	49	58	384
Jan 2018	11	33	13	0	35	39	38	53	47	58	53	380
Jan 2017	13	17	9	0	36	36	48	40	54	48	45	346
Jan 2016	8	24	10	0	35	51	41	55	48	42	47	361

The equivalent profile for all pupils attending the Welsh stream only is as follows:

Welsh stream pupils - ages	2	3	3	4	4	5	6	7	8	9	10	NoR
	PT	PT	FT	PT	FT							
Sep 2019	0	20	0	0	10	15	6	10	16	21	15	113
Jan 2019	6	5	5	0	16	6	8	16	22	14	21	119
Jan 2018	3	10	5	0	6	9	12	22	15	22	15	119
Jan 2017	5	4	2	0	10	11	20	15	20	17	13	117
Jan 2016	2	7	3	0	10	21	14	21	16	14	0	108

'My Local School' - Summary of information	School	LA	Wales
Free School Meals - 3 year average (FSM Group) – 2018	20.3%	16.5%	18.4%
Attendance during 2018 Percentage of half day sessions attended by pupils of statutory school age during the academic year.	94.6%	94.8%	94.6%
% Pupils at School Action (2018) When a teacher identifies that a pupil has SEN they provide interventions that are additional to or different from those provided as part of the school's usual curriculum.	16%	14.9%	14.4%
% Pupils at School Action + (2018) When a teacher are provided with advice or support from outside specialists, so that alternative interventions additional or different to those provided for the pupil through School Action can be put in place.	10.4%	7.8%	8.2%

'My Local School' - Summary of information	School	LA	Wales
% Statemented pupils (2018) A child has SEN if s/he has learning difficulties which requires special educational provision to be made for him or her. A learning difficulty means that the child has significantly greater difficulty in learning than most children of the same age or that the child has a disability that needs different facilities from those that the school generally provides for children.	N/A This data item is disclosive, not sufficiently robust for publication, not applicable or is otherwise unavailable	1.5%	1.8%
% Pupils where English is an Additional Language (EAL) (2018)	N/A	2%	6.2%
% Pupils in the school recorded as having an ethnic background as anything other than "White-British"	3.1%	5.7%	12.2%

3.3 School Capacity

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 current forecast in relation to pupil population compared to school capacity is shown below. The current capacity of Ysgol Gelli Aur is 387.

3.4 Pupil Forecasts

An exercise to forecast future pupil numbers is undertaken annually. The Council's most recent forecast for Ysgol Gelli Aur is as follows:

Pupil Forecasts 2020 – 2024 (Full time pupils only)

	Actual	Forecast					Capacity
	2019	2020	2021	2022	2023	2024	2019
Ysgol Gelli Aur/Golden Grove	337	324	316	299	296	296	387

Occupancy 2020-2024 (Full time pupils only)

	Actual	Forecast				
	2019	2020	2021	2022	2023	2024
Ysgol Gelli Aur/Golden Grove	87%	84%	82%	77%	76%	76%

3.5 Pupil Yield from Housing

Information in relation to the potential pupil yield from new housing in the area is based on the Council's annual Joint Housing Land Availability Study (JHLAS) 2018. In the context of this proposal, and the wider school catchments around Pembroke and Pembroke Dock, housing commitments which are either under construction or identified as being deliverable within a five year period amount to approximately 500 units. Based upon the assumption

that each dwelling yields on average, 0.15 pupils, these housing developments would yield approximately 75 pupils.

Settlement	Under construction	Complete < 5 yrs.	Potential pupil yield
Cosheston	2	7	
Pembroke	18	259	
Pembroke Dock	1	207	
Angle peninsula	2	4	
TOTAL	23	477	75

Source: PCC JHLAS 2018

Further to the candidate sites identified for the Council's replacement Local Development Plan for 2021-2033 (LDP2) for the Pembroke/Pembroke Dock area, there are some concerns regarding the ability of schools to be able to accommodate the potential yield arising from these potential developments. It is acknowledged that not all candidate sites will be included as developments within LDP2, but the additional capacity provided as a result of the proposal provides confidence that demand can be met. It should be noted that the yield identified above is not included in our pupil forecasts.

3.6 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.

Ysgol Gelli Aur was built in 1969 and was significantly extended and refurbished in 2004. The land and buildings are in the ownership of Pembrokeshire County Council.

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

3.7 Schools which may be affected by this proposal

It is considered that a number of schools in the area, and beyond, may be affected by this proposal.

School	Address
Penrhyn VC School	Hundleton, Pembroke, SA71 5RD
Monkton Priory Community School	Monkton, Pembroke, SA71 4LS
Lamphey CP School	Lamphey, Pembroke, SA71 5NW
Cosheston VC School	Cosheston, Pembroke Dock, SA72 4UN
Pembroke Dock Community School	Bush Street, Pembroke Dock, SA72 6LQ
Pennar Community School	Owen Street, Pennar, Pembroke Dock, SA72 6SL
Ysgol Hafan y Mor	Heywood Lane, Tenby, SA70 8BZ
Ysgol Harri Tudur / Henry Tudor School	Bush, Pembroke, SA71 4RL
Ysgol Caer Elen	Withybush Road, Haverfordwest, SA62 4BN
Ysgol y Preseli	Crymych, SA41 3QH

3.8 Strengths and Weaknesses of the current situation

School	Strengths	Weaknesses
Ysgol Gelli Aur	<ul style="list-style-type: none"> • The school has provided dual stream provision for a number of years with the majority of Year 6 pupils transferring to Welsh medium secondary provision at Ysgol y Preseli. The school is now a feeder school to Ysgol Caer Elen. • The number of pupils in the Welsh stream of Ysgol Gelli Aur provides a sound basis for the proposal. 	<ul style="list-style-type: none"> • The school was last inspected in July 2018. Estyn's report states that "<i>leaders do not always ensure that the Welsh language has a high enough status in the life and work of the school</i>". • In a dual stream setting the pupils' exposure to both English and Welsh potentially make it difficult to fully immerse the pupils in the Welsh language particularly during times when the pupils interact outside the classroom. • Dual stream schools face the challenge of functioning as two schools under one roof in terms of the linguistic categories of Welsh Medium and English Medium, despite functioning as one school. Such schools run the potential risk of pupils opting out of Welsh Medium education to continue their education in the English Medium stream, thereby limiting linguistic continuity. • It is considered very unlikely that the Council can extend Welsh medium provision in predominantly English-speaking areas without stand-alone Welsh medium provision.

4. Current School Standards

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

4.1 Estyn Inspection

The school was last inspected in July 2018, resulting in the judgements outlined below. As a result of the inspection, Estyn will undertake to monitor the school's progress. The summary of the inspection report and recommendations are shown below and in **APPENDIX 2**, and consultees may access the full report via the Estyn website at www.estyn.gov.uk.

Many pupils at Gelli Aur Golden Grove Primary School generally make good progress from their starting points. Most have positive attitudes to learning and treat each other with care and respect. However, many pupils' Welsh literacy skills in the Welsh stream are underdeveloped. Many teachers provide interesting learning experiences that motivate pupils to learn, but this is not consistent across the school. As a result, teachers' expectations are not always high enough and the tasks do not always challenge all groups of pupils sufficiently.

The headteacher has worked well with staff and leaders to improve the provision and standards in important areas. They have useful procedures to analyse the work of the school and to identify areas for development, but they do not always identify all areas accurately. Although the school is developing the use of the Welsh language successfully across the English stream, leaders do not always ensure that the Welsh language has a high enough status in the life and work of the school.

Inspection Area	Judgement
Standards	Adequate and needs improvement
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Adequate and needs improvement
Care, support and guidance	Adequate and needs improvement
Leadership and management	Adequate and needs improvement

Estyn evaluates a provider's effectiveness using a four-point judgement scale:

Excellent – Very strong, sustained performance and practice

Good – Strong features, although minor aspects may require improvement

Adequate and needs improvement – Strengths outweigh weaknesses, but important aspects require improvement

Unsatisfactory and needs urgent improvement – Important weaknesses outweigh strengths

4.2 Progress made against Estyn recommendations (November 2019)

Raise standards of pupils' Welsh literacy skills in the Welsh language stream

Both internal and external monitoring during the last and current academic year highlights that pupils' language skills are much improved. Data highlights that nearly all pupils in year 2 attained the foundation phase outcome indicator at 5+ in language, literacy and communication skills. Similarly nearly all pupils in year 6 during the last academic year attained the core subject indicator at level 4+. These results link closely to attainment at >85 in the national reading tests. Progress data highlights that nearly all pupils in the Welsh streams in year 2 and in year 6 made at least the expected progress from baseline to year 2 and year 2- year 6. Moving forward the school is prioritising attainment at the higher than expected outcome 6 and level 5+; along with further improvements in pupils' language patterns in key stage 2.

Ensure that all teachers have high expectations in order to challenge all pupils effectively

Teachers have worked closely with other schools within the cluster and have adapted the planning. Year group teachers across both the English and Welsh streams now plan effectively together ensuring that pupils have equal access to the curriculum and activities planned for. This initiative is working well with teachers being supportive of one another. Pupils in the foundation phase in both the English and Welsh streams complete challenges independently. The pupils are enthusiastic in completing the challenges and the learning is extended. New initiatives in teaching and learning are impacting positively albeit an early stage of being fully embedded. Many staff have a shared understanding of the characteristics of excellent and good teaching and demonstrate these in classroom practice. Strategies to identify and share effective practice are generally successful in improving learning and teaching across the school as a whole.

Ensure consistency and accuracy in teacher assessments in the Welsh stream

Teachers work closely together across the school in providing accurate assessments and judgements through focused internal meetings and external support, such as, cluster moderation meetings. The school has a wealth of data that is used to support consistency and accuracy in teacher assessments. This data is used to identify strengths and areas needing further development. The school has a tracking system that is being used effectively to track pupils' progress, identify needs and where appropriate provide additional support for identified pupils. In pupil reports the teachers have identified progress being made in oracy, reading and writing skills and the next targets for the pupils to continue to improve standards.

Improve quality of monitoring procedures in order to identify areas for improvement better

The school has established a monitoring calendar for the academic year as it did last year. Throughout the year a range of monitoring and evaluation processes are used to identify strengths and next priorities for the school. Some of the monitoring processes used include lesson / session observations, learning walks, book scrutiny, data analysis and listening to learners. Senior leaders and teachers use the One Note system to share outcomes of the monitoring undertaken. This system is effective and contains all relevant information for the school. Throughout last academic year senior leaders were supported by local authority officers in the monitoring of the post-inspection action plan and provided feedback and next steps. Governors are involved in some of the monitoring processes and this further supports the school in addressing this recommendation.

4.3 National School Categorisation

The National School Categorisation System aims to provide a clear and fair picture of how well a school is performing compared with other schools across Wales and helps to identify the schools that need the most help, support and guidance to improve. It takes into consideration how effectively a school is led and managed, the quality of learning and teaching, and the level of support and challenge it needs to do better. Following a process to determine outcome indicators and capacity to improve, each school is placed into one of four colour-coded support categories which trigger a tailored support package. Each category has been given a colour – green, yellow, amber or red. The categorisation colour shows the level of support a school needs (with schools in the green category needing the least support and those in the red category needing the most intensive support). Each school receives a tailored programme of support, challenge and intervention based on this category.

Ysgol Gelli Aur is currently in the AMBER category.

5. The Proposal

5.1 The Proposal

The Council's proposal is as follows:

That approval be given to the Director for Children and Schools to undertake statutory consultation on the following:

- i. To establish a new 3-11 Welsh medium primary school to serve the Pembroke and Pembroke Dock area, and*
- ii. To alter the medium of instruction at Ysgol Gelli Aur / Golden Grove School.*

5.1.1 The Case for Change – why is this change being proposed?

- The aspirations included in the Council's Welsh in Education Strategic Plan (WESP) and the strategy to expand the number of Welsh speakers nationally can be met by increasing provision in the more populous non-Welsh speaking areas of the county, e.g. Pembroke/Pembroke Dock. With specific reference to the Council's WESP, adding to the number of seven year old children being taught through the medium of Welsh is a specific outcome.
- We have recently undertaken an assessment of demand in the Pembroke/Pembroke Dock area; the findings of this, as well as previous consultations and historic and current pupil numbers provide ample evidence of need for Welsh medium provision in the area. Ysgol Gelli Aur has provided this successfully as part of a dual stream setting for many years. However, it is considered that aspirations to expand the provision in the Pembroke area can only be achieved by establishing a stand-alone Welsh medium school. The challenges identified in Dual Stream provision, as outlined elsewhere in this document, demonstrate that expansion is unlikely to take place at Ysgol Gelli Aur.
- The growth in parental preference for Welsh medium provision in Tenby and Haverfordwest provides assurance that there is demand in non-Welsh speaking areas of Pembrokeshire and that the success of Ysgol Hafan y Mor, and Ysgol Caer Elen can be mirrored in the Pembroke area.
- The opportunity to access a 100% capital grant from Welsh Government to establish a new Welsh Medium school with associated childcare facilities should not be lost.

5.1.2 Advantages and Disadvantages of the Proposal

Advantages	Disadvantages
The proposal has the potential to mirror the success of Ysgol Hafan y Mor in Tenby in growing Welsh medium provision in south Pembrokeshire.	The proposal and capital funding are inter-dependent; the proposal cannot proceed without 100% capital funding from Welsh Government, and the funding will not be forthcoming without establishing a stand-alone Welsh medium school in Pembroke.
The proposal aligns with both local and national strategies for growing the number of Welsh speakers.	The proposal will result in surplus places at Ysgol Gelli Aur. However as shown elsewhere in this document, this will provide some additional flexibility to the Council in relation to being able to offer places as part of the Admissions process. This will also address the impact of pupil yield from new housing in the area.
The dual stream provision at Ysgol Gelli Aur provides a sound footing for the new provision and parents in the area know that they can access Welsh medium provision for their children at this school. The proposal builds on this foundation, but in a stand-alone setting.	
The proposed school will be a feeder school to Ysgol Caer Elen. The two schools will be able to work closely as cluster schools to ensure they collaborate on achieving the best possible outcomes for pupils.	
The proposal will result in Ysgol Gelli Aur becoming an English medium school. Whilst the school will have a higher level of surplus places, it will provide the Council with sufficient school places to be able to admit pupils wishing an English medium education provision.	
The Welsh language has some strong support in the Pembroke area and a new Welsh medium school will provide a focal point for this support to be nurtured and developed in the wider community.	
The proposed new school will accommodate childcare provision. It is hoped that this will be in the form of a Cylch Meithrin under the auspices of Mudiad Ysgolion Meithrin.	
The current Local Development Plan (LDP) shows significant housing growth in the Pembroke/Pembroke Dock area. Similarly candidate sites identified as part of LDP2 have the potential to affect pupil yield. The proposal will ensure that sufficient school places are available in the area.	

5.1.3 Impact of the proposal

Standards and progress overall, of specific groups and in skills; wellbeing and attitudes to learning.
The proposal will have a positive impact on the standards achieved by pupils in both schools (new proposed Welsh medium and Gelli Aur / Golden Grove) as the emphasis and resources will be focused on one language in the main. In relation to specific groups the school will be able to make better provision to meet the needs of learners with specialist staff who understand the linguistic skills of pupils. Wellbeing and attitudes to learning will be improved by the development of a single language continuum.
Quality of teaching, the breadth, balance and appropriateness of the curriculum, and the provision of skills.
The quality of teaching will be overall maintained however the joint working of the two streams may not be as strong. Teaching will be focusing on the development of the New Curriculum over the next few years and this proposal will allow the schools to choose to have different school priorities to match the teachers' needs in both schools. Teachers will be able to be focused on the language of the school and deliver a full curriculum. Teaching will be able to provide sufficient opportunity to introduce English into the curriculum at key stage 2 in the Welsh medium school and continue to develop the Welsh language in the English medium school.
Tracking, monitoring and the provision of learning support, personal development and safeguarding.
Although there are no direct benefits for both schools, staff will have a better understanding of the linguistics skills required in the school they are employed in.
Quality and effectiveness of leaders and managers, self-evaluation processes and improvement planning, professional learning, and use of resources.
There will be an opportunity to create a leadership team in the new Welsh medium school who will fully embrace the Welsh Medium ethos and philosophy whilst providing good value for money and use of resources. Also there will be an opportunity to further strengthen the leadership team in the English medium school that will take them forward on their journey of further improvement.
Likely impact of the proposals on the ability of the school to deliver the full curriculum.
The schools will be able to deliver the full curriculum for all learners through the medium of Welsh and English.
The extent to which the proposal would support the targets in the approved Welsh in Education Strategic Plan (WESP) and how the proposal would expand or reduce Welsh language provision.
The proposal will support targets contained in the Council's WESP and will provide opportunities to expand Welsh medium provision in the Pembroke area; the proposal is one to extend such provision from Dual Stream to a stand-alone Welsh medium provision. It is considered that the expansion of the provision can only take place if it is provided from a school which caters only for the teaching of children aged 3-11 through the medium of Welsh. In relation to Pembrokeshire County Council's WESP, the proposal fulfils an objective to ensure additional places for children in the Welsh medium sector.

5.2 Key School Information

School	Ysgol Gynradd Penfro (Working title)	Ysgol Gelli Aur/Golden Grove CP
Location	<p>Our preferred site for the new school is Old School Farm (Bush), i.e. to the south of Ysgol Harri Tudur / Henry Tudor School in Pembroke. This is subject to receiving the appropriate planning consent.</p> <p>The proposed site is located within 2 miles of 72% of pupils currently attending the Welsh stream of Ysgol Gelli Aur (see map below).</p>	Orange Way, Pembroke, SA71 4DP
Category	Community School	Community School
Admissions Arrangements	Pembrokeshire County Council will be the admissions authority for the schools and therefore its admissions policy and oversubscription criteria will apply. The schools will admit pupils of both sexes and there will be no provision for selection by either aptitude or ability.	
Age Range	3-11	3-11
Capacity / Admission Number	<p>The capacity and Admission Number of the proposed new school will be as follows: Capacity = 210 Admission Number = 30</p>	<p>The current capacity and Admission Number of the school are as follows: Capacity = 387 Admission Number = 212</p> <p>Subsequent capacity reviews of room usage may indicate that the school's capacity will change following the implementation of the proposal</p>
Number of Nursery Places	30 Nursery Places	27 Nursery Places

School	Ysgol Gynradd Penfro (Working title)	Ysgol Gelli Aur/Golden Grove CP
Language Category	Welsh Medium	English Medium
Proposed accommodation	<p>The new school will occupy a single site in Pembroke. The accommodation will be fully accessible throughout and comply with DfE requirements. Similarly the design of the new build will be based on the recommended areas included in the DfES document Building Bulletin 99 (2nd Edition: Briefing Framework for Primary School Projects).</p> <p>It is proposed that the new school will have appropriate child care facilities. This will provide the opportunity for a Cylch Meithrin to be located on the school site.</p>	Ysgol Gelli Aur will continue in its current premises.
SEN Provision	Neither school will make provision recognised by the local authority as being reserved for children with special educational needs.	
Governance	If the proposal is approved, a temporary governing body will be established prior to the opening of the new school. It will be the responsibility of the temporary governing body to prepare for the opening of the new school by taking the necessary actions such as appointing headteacher, agreeing a staffing structure and adopting policies. When the new school is opened, it will initially be managed by the temporary governing body until a permanent body is established.	The governing body of the school will remain as constituted currently.
School Transport	<p>Transport arrangements will be in accordance with the law and Council's policy.</p> <p>Free transport will be provided according to The Learner Travel Wales Measure – Operational Guidance and Pembrokeshire County Council's school transport policy. These arrangements apply</p>	

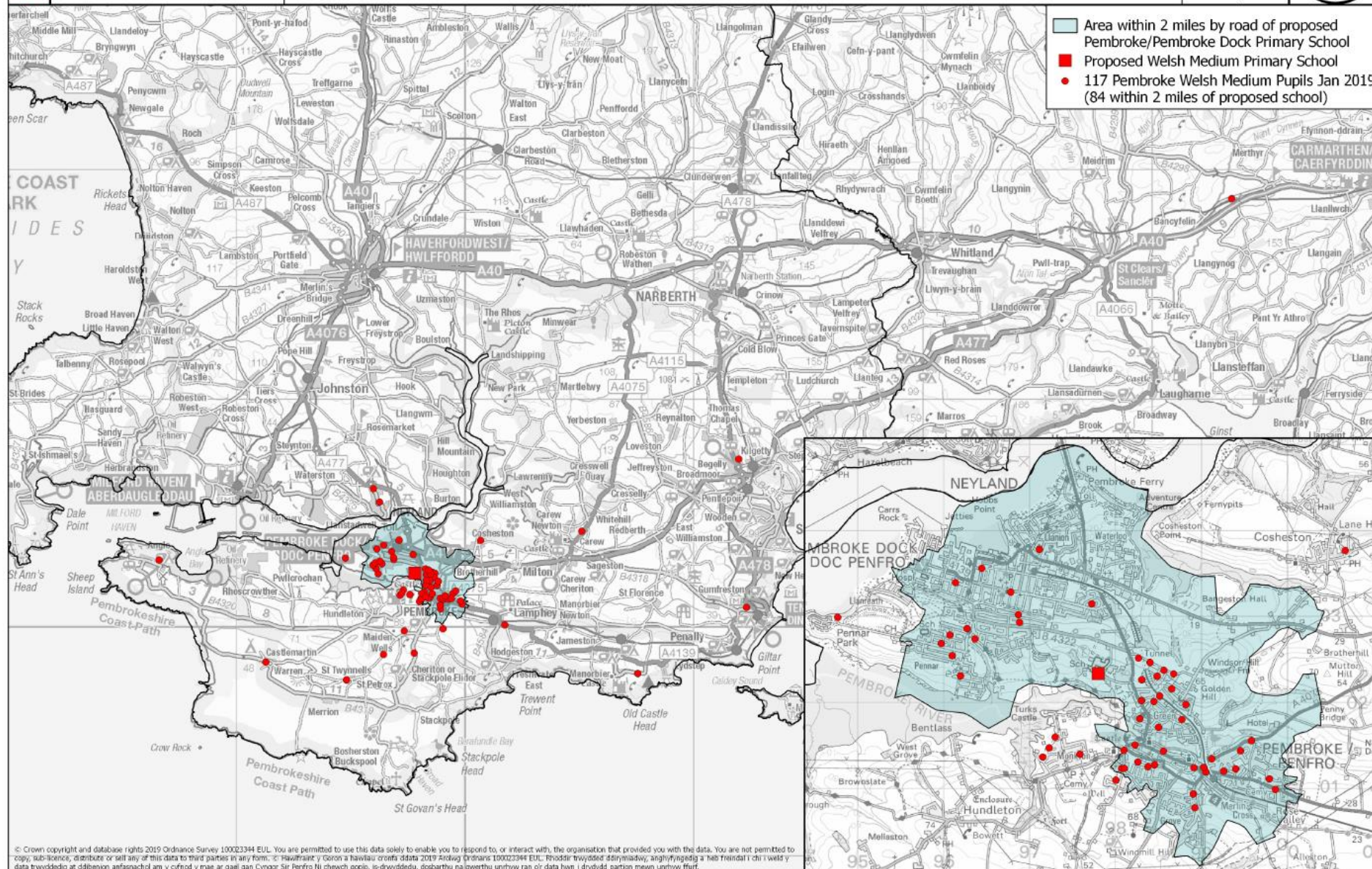
School	Ysgol Gynradd Penfro (Working title)	Ysgol Gelli Aur/Golden Grove CP
	<p>to learners resident in Pembrokeshire or deemed to be the responsibility of Pembrokeshire County Council.</p> <p>The Council will provide transport where a child of compulsory school age receiving primary education, lives over two miles from the nearest suitable school.</p> <p>The Council reserves the right to name as suitable school one which is not the catchment school.</p> <p>Transport will be provided to the catchment area school which is designated by the Authority to serve the pupil's home address, or to the nearest suitable school as determined by the Council.</p> <p>The Council will not provide transport or make any contribution towards transport costs for pupils admitted as a result of a parental expression of preference for a school which is not the nearest or catchment school. In these circumstances parents are responsible for making their own transport arrangements and for all transport costs.</p> <p>Walking routes to Ysgol Gelli Aur will continue and new ones will be established for the proposed new school. In the case of the latter, it should be noted that the proposed school site is adjacent to Ysgol Harri Tudur / Henry Tudor School.</p>	

Travel Distance and Pupils for Proposed Pembroke Welsh Medium Primary School

Map produced on: 06 November 2019

Scale (A3 Print)

1:150,000



5.3 Pupil Projections

The projections outlined below demonstrate the potential growth in pupil numbers attending Welsh medium primary provision in the Pembroke area and are based on the annual pupil number growth recently experienced in Tenby. Since publishing the statutory notice to establish Ysgol Hafan y Mor, i.e. the legal notice of the Council's intent in June 2013, pupil numbers receiving Welsh medium education provision in Tenby increased significantly from 104 (January 2014) to 162 (January 2019), i.e. 56%.

	Jan 2020	Jan 2021	Jan 2022	Jan 2023	Jan 2024	Jan 2025	Jan 2026
Welsh Medium pupils (NoR)	Ysgol Gelli Aur			New School			
	115	128	134	138	153	171	194

It is anticipated that all pupils currently attending the Welsh stream at Ysgol Gelli Aur would transfer to the new school upon implementation of the proposal. Given the level of preference for Ysgol Hafan y Mor by parents from outside the catchment area of the school, it is reasonable to expect this to be mirrored in the Pembroke area, hence the list of schools included in Para. 3.6 considered likely to be affected by this proposal. This is reflected in the pupil projections outlined below for Ysgol Gelli Aur, i.e. if the proposal is approved and implemented. On the basis of the experience of establishing Ysgol Hafan y Mor, it is reasonable to assume that not all pupils who will attend the new school in Pembroke would have gone to Ysgol Gelli Aur. As a result, the increase in the Welsh medium population outlined in the table above is not reciprocated by the English medium population of Ysgol Gelli Aur in the table below. Given the transient nature of the pupil population in our larger towns the English medium population at Ysgol Gelli Aur below makes an assumption that 100% of the population of the new school is attributable to Ysgol Gelli Aur in the first two years, reducing to 80% by 2024.

Pupil projections in relation to Ysgol Gelli Aur (as an English medium school) are as follows:

	Jan 2020	Jan 2021	Jan 2022	Jan 2023	Jan 2024
Ysgol Gelli Aur	209	194	178	179	174

5.4 Impact Assessments

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

5.4.1 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.

5.4.2 Equalities Impact

The proposal is unlikely to result in any negative impact on the protected characteristics identified in the Equality Act 2010. The full assessment is attached as **APPENDIX 4**.

5.4.3 Welsh Language Impact

A Welsh Language Impact is attached at **APPENDIX 5**. The proposal will have a positive impact on the Welsh language.

5.4.4 Transport Impact

The Learner Travel (Wales) Measure 2008 places a duty on the Council to assess the travel needs of learners under the age of 19. In addition to those children who qualify for free transport provision due to meeting the eligibility for distance between home and school, the Council is under a legal obligation to assess the travel needs of learners who walk to school. In relation to the proposal included within this document, walking routes to schools are assessed to ensure that learners can reach their destination in safety. There are no changes proposed to the Council's Home to School Transport policy.

5.4.5 Staff Impact

It is inevitable that various teaching and non-teaching staff will be affected by the proposal. The temporary governing body of the proposed new school will have the responsibility for setting a staffing structure and the appointment of staff. Similarly, the governing body of Ysgol Gelli Aur will be responsible for adjusting its staffing structure to take account of the removal of the Welsh stream at the school.

In addition to their role as statutory consultees, meaningful consultation will take place with affected staff and recognised trade unions on the possible impact of the outcome of the statutory consultation. During this period, staff and trades unions will be given the opportunity to comment on the proposed changes and the governing body and LA representatives (which will include designated support from the Human Resource Department) will listen and take account of views expressed.

5.5 Finance

All schools are funded according to a formula which is largely pupil based and this is the funding which is delegated to school governing bodies for schools' revenue expenditure.

5.5.1 Pupil costs

The current costs per pupil for Ysgol Gelli Aur are as follows:

	2019/20		
	Pupils Jan 2019	Cost per pupil (net of SEN)	Average cost per pupil (net of SEN) – all primary schools
	FTE	£	£
Ysgol Gelli Aur	360	3239	3402

Note: Based on 2019/20 Education Budget Statement (Section 52 of the School Standards and Framework Act 1998)

5.5.2 Revenue Savings

It is not anticipated that revenue savings will arise as a result of this proposal. Funding currently provided to Ysgol Gelli Aur for pupils in the Welsh stream will be re-allocated to the proposed new school, in accordance with the agreed formula methodology. The following table provides the approximate level of funding that would have been provided to both schools in 2019/20 for a full year (based on the total of full time equivalent pupils in January 2019). Ysgol Hafan y Mor in Tenby is used here to determine the level of premises related funding.

	Pupils – Jan 2019	2019/20 Formula Funding (net of SEN) £ '000	Cost per pupil £
Ysgol Gelli Aur (current)	360.5	1,166	3239
Ysgol Gelli Aur (proposed)	247	855	3461
New School	113.5	465	4097

5.5.3 Capital Investment

Capital investment for this proposal is being sought from a specific 100% capital grant from Welsh Government to facilitate the growth in Welsh medium education and the use of the Welsh language. During 2018, Welsh Government announced that it was making available £30 million in the form of a 100% capital grant in order to support Welsh medium expansion across Wales, i.e. as part of its *Cymraeg 2050: A million Welsh speakers* strategy. The purpose of this grant was stated as follows:

“The grant funding will support capital investments that facilitate growth in Welsh medium education and use of the Welsh language. The grant funding is aimed at capital projects that will demonstrably contribute to meeting the Welsh Government’s aim of one million Welsh speakers by 2050. This might include projects which:

- Provide additional Welsh medium provision;*
- Move schools along the linguistic continuum;*
- Help to attract pupils to the Welsh medium sector, e.g. Welsh medium childcare or nursery provision;*
- Improve transition rates within the Welsh medium sector, e.g. between pre-school facilities and Foundation Phase provision;*
- Support retention or sustainability of Welsh medium provision, e.g. latecomer centres/Welsh language immersion;*
- Provide infrastructure support such as videoconferencing facilities or other technologies”.*

The Council subsequently submitted a business case to Welsh Government with a view to seeking funding to build a new Welsh Medium Primary school in Pembroke; it was clearly stated that this was without prejudice and that the necessary approvals would need to be sought, and that the statutory process of establishing a new school would need to be followed. Upon announcing the successful projects, Welsh Government confirmed that Pembrokeshire County Council’s bid had been placed on a ‘reserve list’ pending the availability of further capital becoming available.

It is estimated that the capital cost of establishing the new school will be approximately £5.9 million.

It is not envisaged that any capital receipts will be realised as part of this proposal.

5.5.4 Title of land and buildings

Both Ysgol Gelli Aur and the proposed site of the new school are in the ownership of Pembrokeshire County Council.

No disposal of land or buildings is required as part of this proposal.

5.6 Risks and Counter measures

	Risk	Counter Measure
1	Failure to obtain relevant approvals from County Council in respect of the statutory school organisation process.	<ul style="list-style-type: none"> - Ensure that all options are considered in light of the School Organisation Code 2018. - Ensure sufficient time is allocated to undertake process. - Undertake consultation with appropriate statutory consultees.
2	Failure to obtain relevant business case approvals from Welsh Government and Council	<ul style="list-style-type: none"> - Ensure that feasibility study is undertaken and that due diligence is given to all matters, including site selection and various planning and ecology matters; - Ensure that all remaining aspects of business case are completed fully and accurately; - Ensure that the internal County Council business case is completed promptly and includes the required level of detail; - Ensure that all queries arising from submission of business cases are responded fully without delay.
3	Key partners or stakeholders are not involved in the early planning process of the project.	<ul style="list-style-type: none"> – Engage and consult with stakeholders. – Ensure all parties are aware and have agreed delivery timescales. – Ensure stakeholders are identified at an early stage and are fully involved.
4	Failure to manage risk of projects.	<ul style="list-style-type: none"> – Project Board to oversee and manage risks. – Risk register to be established. – Risk workshops to be set up.
5	Key deadlines to be identified at an early stage to avoid delays and abortive costs.	<ul style="list-style-type: none"> – Project Board is established and key milestone dates are identified and agreed. – Resources allocation/ responsibility identified. – Reviewed on a regular basis and updated and communicated to all stakeholders.
6	Unable to achieve agreed spending profile	<ul style="list-style-type: none"> – Closely monitor programme to ensure works progress according to spend profile – Accountants to hold regular meetings with Project Manager to ensure costs are contained within budget and that spend profiles are met.

6. Alternative Options Considered

As part of our bid for capital funding for this project, we established a number of investment objectives. These are as follows:

Investment Objectives	
1.	To provide additional Welsh medium provision in the Pembroke area and to move pupils along the linguistic continuum.
2.	To attract pupils to the Welsh medium sector and to increase transition rates between key phases.
3.	Financial viability and effectiveness – to provide a cost effective and efficient model for the delivery of Welsh medium education in the Pembroke area.
4.	To provide a learning environment that meets 21 st Century Schools requirements and be sufficiently flexible and robust to support change in the future.
5.	To continue to offer a rich and stimulating curriculum so that the highest standards for all are achieved.

Section 5 of this document outlines the Council's proposal, i.e. the preferred option. Alternative options considered as part of developing this proposal are outlined below, all of which have been discounted. This table should be read in conjunction with the investment objectives outlined above.

Option	Description	Comment
1	Maintain status quo	<ul style="list-style-type: none"> It is considered that maintaining the status quo will not contribute to increasing Welsh medium provision. The number of pupils in the Welsh stream at Ysgol Gelli Aur does not indicate growth. The judgement by Estyn in relation to the school's Welsh ethos provides little confidence of being able to increase the number of pupils attracted to the Welsh stream. <p>DISCOUNT</p>
2	Extend and refurbish the Welsh unit facilities at Ysgol Gelli Aur	<ul style="list-style-type: none"> In this option, the school would remain as a Dual Stream School; effectively the status quo. Dual stream schools face the challenge of functioning as two schools under one roof in terms of the linguistic categories of Welsh Medium and English Medium, despite functioning as one school. Such schools run the potential risk of pupils opting out of Welsh Medium education to continue their education in the English Medium stream, thereby limiting linguistic continuity. It is considered that maintaining the status quo will not contribute to increasing Welsh medium provision. The number of pupils in the Welsh stream at Ysgol Gelli Aur does not indicate growth. The judgement by Estyn in relation to the school's Welsh ethos provides little confidence of being able to

Option	Description	Comment
		<p>increase the number of pupils attracted to the Welsh stream.</p> <p>DISCOUNT</p>
3	Establish a new Welsh medium school on a new site in Pembroke	PREFERRED
4	Establish a new Welsh medium school at the former Stackpole VC School site	<ul style="list-style-type: none"> • This was considered as a means of utilising a school building that had recently been vacated in the wider Pembroke area. The former Stackpole school site is located outside the current catchment area of Ysgol Gelli Aur and therefore additional transport costs would be incurred. • The school site would also not be large enough to meet Building Bulletin requirements and this option would necessitate incurring land purchase costs, if land is available. Similarly, as the former site is listed, the capital refurbishment costs are anticipated to be similar to those of a new build. <p>DISCOUNT</p>
5	Establish a new Welsh medium school on the site of the former Pennar Infants school site, i.e. currently used by Flying Start	<ul style="list-style-type: none"> • This site was considered as it is a former primary school and is located in the Pennar area of Pembroke Dock. The building is currently used as a base and offices for the local Flying Start provision and has largely been converted to offices so would require extensive refurbishment to return the building to an operational school. • The location of the school is outside the current catchment area and this would lead to incurring additional transport costs; however, its location within a Flying Start area is positive. • The existing site would not be large enough to meet Building Bulletin requirements so this options would necessitate land purchase, if it is available. • If this site had been chosen, it is likely that the Council would need to repay the Flying Start Capital Grant that was used to adapt the building and it would also need to relocate the Flying Start centre elsewhere. <p>DISCOUNT</p>

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 (011/2018). The process and timetable will be as follows:

Date	Process	
14 November 2019	Consultation Document Published	
	Consultation events with schools and wider community	
	Pupil consultation	
31 December 2019	Closing date for receipt of observations on the proposal	
At least 2 weeks prior to publishing a Statutory Notice	Publication of Consultation Report - Consultation Report presented to Council <i>Council 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 end of the consultation period	Publish Statutory Notice <i>The Statutory Notice (SN) will be published on the County Council's and any other proposer'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> <i>The SN will be published on a school day and will allow a period of 28 days for receipt of objections. 15 of these days (excluding the day of publication must be school days)</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>Objections received</u> If objections are received, the proposer must publish a summary of the objections and their responses – the Objection Report	<u>No objections received</u> If no objections are received, see next step.
Within 16 weeks of the end of the Objection period	Final Council Decision	
September 2022	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 2019	Total NOR Jan 2019	Condition Grade	Suitability Grade
Penrhyn VC School	Voluntary Controlled	English Medium	3-11	21	116	A	A
Monkton Priory CP	Community		3-11	24	221	B	C
Lamphey CP	Community		3-11	20	230	B	B
Cosheston VC	Voluntary Controlled		3-11	6	59	C	C
Pembroke Dock CP	Community		3-11	77	671	A	A
Pennar CP	Community		3-11	29	257	B	B
Ysgol Hafan y Mor	Community	Welsh Medium	3-11	33	161	B	B
Ysgol Harri Tudur / Henry Tudor	Community	English Medium	11-19	N/A	1179	A	A
Ysgol Caer Elen	Community	Primary – Welsh Medium Secondary – Bilingual AB (2A)	3-16	51	387	A	A
Ysgol y Preseli	Community	Bilingual AB (2A)	11-19	N/A	807	C+	C

Notes:

- Pupil numbers are as at January 2019 and include LRC pupils (LRC Unit applicable to Monkton Priory, Pembroke Dock CP School and Ysgol Harri Tudur/Henry Tudor)
- In relation to Condition and Suitability grades
 - A = Good
 - B = Satisfactory (condition) / Reasonable (suitability)
 - C = Poor

School	Capacity	Admission Number	Actual Number on roll (Net of Part Time and Unit Pupils)				Pupil Forecasts (Net of Part Time and Unit Pupils)				
	2019	2019/20	2016	2017	2018	2019	2020	2021	2022	2023	2024
Penrhyn VC School	120	17	N/A	N/A	99	95	102	102	98	99	95
Monkton Priory CP	188	26	166	175	173	178	184	188	186	194	190
Lamphey CP	206	29	186	202	204	210	207	206	208	207	211
Cosheston VC	62	8	50	54	55	53	54	51	51	50	47
Pembroke Dock	626	89	520	540	538	580	591	574	582	563	547
Pennar CP	240	38	231	241	239	228	230	242	247	252	253
Ysgol Hafan y Môr	210	30	N/A	99	121	128	155	166	180	188	195
Ysgol Harri Tudur / Henry Tudor	1343	233	1209	1173	1130	1149	1183	1191	1183	1186	1186
Ysgol Caer Elen	Prim – 315 Sec - 600	Prim – 45 Sec - 120	N/A	N/A	N/A	295 (P) 41 (S)	317 (P) 103 (S)	335 (P) 160 (S)	358(P) 217 (S)	377 (P) 275 (S)	393 (P) 298 (S)
Ysgol y Preseli	1018	166	902	907	882	807	788	796	799	797	797

Note:

- Penrhyn VC established January 2018
- Ysgol Hafan y Môr established September 2016, PLASC data available from January 2017
- Ysgol Caer Elen established September 2018, PLASC data available from January 2019

School	Date of most recent Estyn inspection	Estyn Judgements		Comments	National Categorisation Support Category 2018
		Current Performance	Prospects for Improvement		
Penrhyn VC	Former Angle VC – Nov 2016	Good	Good		Yellow
	Former Orielton CP – May 2013	Good	Good		
	Former Stackpole VC – April 2009	How well do learners achieve – Grade 2 How effective are teaching, training and assessment – Grade 2 How well do the learning experiences meet the needs and interests of learners and the wider community – Grade 1 How well are learners cared for, guided and supported – Grade 1			
Monkton Priory CP	April 2016	Good	Good		Green
Lamphey CP	January 2018	Standards – Good Wellbeing and attitudes to learning – Good Teaching and learning experiences – Excellent Care, support and guidance – Good Leadership and management - Excellent			Green
Cosheston VC	July 2015	Good	Good		Yellow
Pembroke Dock	November 2016	Good	Excellent		Green
Pennar CP	February 2014	Adequate	Adequate	Placed in Estyn Monitoring follow-up and visited by Estyn in April 2015. The school was subsequently removed from	Yellow

School	Date of most recent Estyn inspection	Estyn Judgements		Comments	National Categorisation Support Category 2018
		Current Performance	Prospects for Improvement		
				the list of schools requiring Estyn Monitoring.	
Ysgol Hafan y Mor	May 2019	Standards – Good Wellbeing and attitudes to learning – Good Teaching and learning experiences – Good Care, support and guidance – Good Leadership and management - Good			Yellow
Ysgol Harri Tudur	November 2018	Standards – Unsatisfactory and needs urgent improvement Wellbeing and attitudes to learning – Unsatisfactory and needs urgent improvement Teaching and learning experiences – Adequate and needs improvement Care, support and guidance – Unsatisfactory and needs urgent improvement Leadership and management – Adequate and needs improvement		Placed in Estyn Monitoring follow-up	Red
Ysgol Caer Elen	Former Ysgol Glan Cleddau – January 2016	Good	Good		Yellow
Ysgol y Preseli	November 2016	Good	Good		Green

Summary

Many pupils at Gelli Aur Golden Grove Primary School generally make good progress from their starting points. Most have positive attitudes to learning and treat each other with care and respect. However, many pupils' Welsh literacy skills in the Welsh stream are underdeveloped. Many teachers provide interesting learning experiences that motivate pupils to learn, but this is not consistent across the school. As a result, teachers' expectations are not always high enough and the tasks do not always challenge all groups of pupils sufficiently.

The headteacher has worked well with staff and leaders to improve the provision and standards in important areas. They have useful procedures to analyse the work of the school and to identify areas for development, but they do not always identify all areas accurately. Although the school is developing the use of the Welsh language successfully across the English stream, leaders do not always ensure that the Welsh language has a high enough status in the life and work of the school.

Inspection area	Judgement
Standards	Adequate and needs improvement
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Adequate and needs improvement
Care, support and guidance	Adequate and needs improvement
Leadership and management	Adequate and needs improvement

Recommendations

- A1 Raise standards of pupils' Welsh literacy skills in the Welsh language stream
- A2 Ensure that all teachers have high expectations in order to challenge all pupils effectively
- A3 Ensure consistency and accuracy in teachers' assessments in the Welsh stream
- A4 Improve quality of monitoring procedures in order to identify areas for improvement better

What happens next

The school will draw up an action plan to show how it is going to address the recommendations. Estyn will review the school's progress.

COMMUNITY IMPACT and WELL-BEING GOALS ASSESSMENT

Impact Area	+/-
<p>Information on the proportion of pupils from the catchment area that attend the school</p> <p>Ysgol Gelli Aur / Golden Grove School</p> <p>On the basis of the 2019 PLASC, 445 primary pupils live in the school catchment and 79 primary pupils live in the joint Monkton Priory/Gelli Aur catchment area. Of the total of 524 pupils, 250 (47.7%) attend the school.</p> <p>The remaining pupils attend the following schools:</p> <p>Sageston 4 Fenton 2 Lamphey 66 Saundersfoot 2 Coastlands 1 Pembroke Dock 92 Monkton Priory 45 Prendergast 1 Pennar 17 Ysgol Hafan y Mor 3 Waldo Williams 2 Cosheston 14 Manorbier 3 Tenby VC 2 Penrhyn VC 8 St Mary's RC 9 (school closed Easter 2019) Mary Immaculate RC 2 Ysgol Caer Elen 1</p>	<p>No change</p>

<p>Information on the proportion of pupils from outside the catchment area that attend the school</p> <p>Ysgol Gelli Aur – Golden Grove School</p> <p>On the basis of the 2019 PLASC, 384 pupils attended the school. Of these, 250 (65.1%) attended from the school's catchment area and the joint area shared with Monkton Priory CP. The remaining pupils attend from the following catchments:</p> <p>Carmarthenshire 1 Coshaston 4 Lamphey 2 Manorbier 3 Milford Haven 3 Monkton Priory 34 Neyland 2 Pembroke Dock 25 Pennar 36 Penrhyn VC 19 Sageston 1 St Florence VC 2 Stepaside 1 Tenby VC 1</p>	<p>No change</p>
<p>Information about any other facilities the school accommodates, e.g. youth club, playgroup Information about any other facilities or services the school provides, e.g. after school clubs, community library</p> <p>The school accommodates their own After School Club. A church group has use of the school on a Sunday as do a local fitness class one evening a week.</p>	<p>No change</p>

<p>If accommodation, facilities or services are provided by a school, where they would be provided in the event of closure</p> <p>The proposal is to extend provision; there will be no removal of provision or closure.</p>	No change																		
<p>Whether other facilities available in the immediate local or wider community will or could be enhanced in the event of a school closure (e.g. improvements to village halls, playgrounds, provision of holiday play schemes)</p> <p>The proposal is to extend provision; there will be no removal of provision or closure.</p>	No change																		
<p>Information about the facilities and services provided at any alternative school</p> <p>The proposal is to extend provision; there will be no removal of provision or closure. The governing body of the proposed new school will consider to what extent facilities can be offered to the wider community.</p>	No change																		
<p>Information about the distance and travelling time involved in attending an alternative school of the same language category</p> <p>The proposal is to extend provision; there will be no removal of provision or closure. The following table outlines the approximate distances and the number of pupils attending the Welsh Unit provision at Ysgol Gelli Aur and if they attended the proposed new school.</p> <table><tr><td>Pupils as at January 2019 PLASC</td><td>Current</td><td>Proposed</td></tr><tr><td>Living <0.5 mile of school</td><td>28</td><td>8</td></tr><tr><td>Living >0.5 mile <1 mile of school</td><td>32</td><td>23</td></tr><tr><td>Living >1 mile <1.5 miles of school</td><td>14</td><td>34</td></tr><tr><td>Living >1.5 miles < 2 miles of school</td><td>4</td><td>20</td></tr><tr><td>Living > 2 miles</td><td>39</td><td>32</td></tr></table> <p>It is acknowledged that the proposed school site is slightly further away for some pupils; however it should be noted that three cohorts of pupils will transfer to secondary education prior to the</p>	Pupils as at January 2019 PLASC	Current	Proposed	Living <0.5 mile of school	28	8	Living >0.5 mile <1 mile of school	32	23	Living >1 mile <1.5 miles of school	14	34	Living >1.5 miles < 2 miles of school	4	20	Living > 2 miles	39	32	No change
Pupils as at January 2019 PLASC	Current	Proposed																	
Living <0.5 mile of school	28	8																	
Living >0.5 mile <1 mile of school	32	23																	
Living >1 mile <1.5 miles of school	14	34																	
Living >1.5 miles < 2 miles of school	4	20																	
Living > 2 miles	39	32																	

implementation of the proposal. On the basis of total pupil numbers, fewer pupils live more than two miles from the school.	
<p>How parents' and pupils' engagement with the alternative school and any facilities it may offer could be supported (e.g. how pupils (and particularly any less advantaged pupils) will be helped to participate in after school activities)</p> <p>The proposal is to extend provision; there will be no removal of provision or closure. In the case of pupils who will transfer from the Welsh stream of Ysgol Gelli Aur to the new provision, it is likely that a series of 'transition' events will take place in the period leading up to implementation of the proposal, i.e. when the new school is occupied. This will ensure that both parents and pupils become conversant with layouts, etc and have the opportunity to experience their new school environment prior to starting formally.</p>	Positive
<p>Impact on health and wellbeing, e.g. if pupils would be less able to walk or cycle to school</p> <p>The proposed school site is located within the town of Pembroke and has appropriate walking and cycling routes. The site is adjacent to Ysgol Harri Tudur and therefore such routes are well established. The proposal will therefore have no adverse impact on health and wellbeing.</p>	No change
<p>Information about any wider implications the changes would have on public transport provisions</p> <p>It is unlikely that the proposals will have any impact on the provision of public transport in the area.</p>	No change
<p>Information on wider community safety issues</p> <p>Pembrokeshire has a low crime rate compared with other areas of Wales. 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.</p>	No change
<p>Whether closure would encourage families with school-age children to leave the community or discourage young families from moving to the community</p> <p>The proposal is to extend provision; there will be no removal of provision or closure</p>	No change

<p>What impact closure might have on other services provided locally, for instance if the school is the only remaining public building in a community</p> <p>The proposal is to extend provision; there will be no removal of provision or closure</p>	No change
<p>Whether, or not, the school is a real hub of community life, used for other purposes –such as public meetings, local events, fetes, surgeries, and other get togethers –which would either cease or be diminished by being required to move elsewhere</p> <p>The proposal is to extend provision; there will be no removal of provision or closure. Ysgol Gelli Aur will continue to operate from its site and will continue to be available for a range of community events, subject to the governing body's policies and approvals.</p>	No change
<p>Whether or not the loss of the school, and potential families, will have a detrimental effect on the wider economy of the community</p> <p>The proposal is to extend provision; there will be no removal of provision or closure</p>	No change
<p>The overall effect of closure on the local community (including the loss of school based facilities which are used by the local community</p> <p>The proposal is to extend provision; there will be no removal of provision or closure</p>	No change

How does the proposal fit with Well-being goals for Pembrokeshire/Wales	
Prosperous	The proposal to create a new 3-11 Welsh medium primary school puts the Council in a better position to address school places sufficiency in the Pembroke area for the future. The proposal offers the potential for facilitating an improvement in standards. School changes have the potential to impact on the local economy because schools are significant employers. In the context of this proposal, it is considered unlikely that the reorganisation will have any effect on the economy in the short term, but this would develop over a period of time. In addressing the sufficiency of places in the Pembroke area, the proposal mitigates against the increased pupil yield from proposed housing in the area.
Resilient	The proposal will make a small contribution to this aim as, if the capital investment takes place, then it is expected that the new buildings will be energy efficient and compliant with the latest environmental standards. It is also reasonable to assume that this will result in lower Co2 emissions.
Healthier	The proposal has the potential to contribute to better educational attainment levels and this will tend to promote improved health.
Equal	See Appendix 4
Cohesive communities	Both the school and wider community are key consultees to this proposal.
Vibrant culture & thriving Welsh language	The proposal is to significantly expand Welsh medium provision in the Pembroke area. This will impact positively on this goal.
Globally responsible	The proposal will facilitate accessing capital funding which will result in energy efficient buildings.

Appraising sustainability of the proposal	
Long term How the proposal balances the short term with safeguarding the ability to meet long term needs	The proposal explicitly considers the long term by ensuring that pupils' needs are met via bespoke Welsh medium provision at a mainstream primary school. It also considers how the Council can facilitate accessing capital funding to provide buildings and facilities appropriate to the 21 st century.

	The proposal supports the broader Council aims of increasing attainment and skills levels which is vital to meeting long-term challenges.
Prevention How the proposal may prevent problems occurring or getting worse	The proposal will make it easier to address demand for school places in a stand-alone Welsh medium setting.
Integration Considering how the proposal fits with the objectives of other public bodies	The proposal is consistent with the Council's Welsh in Education Strategic Plan and Welsh Government's objective of there being one million Welsh speakers by 2050.
Collaboration How the proposal fits with working with other organisations or other parts of the Council.	Collaboration with other organisations, notably schools' governing bodies, is key to ensuring that the proposal is implemented and, ultimately, successful.
Involvement How people have been involved and how have we ensured that those people reflect the diversity of Pembrokeshire.	A wide stakeholder involvement is an inherent part of the statutory school organisation process in Pembrokeshire.

APPENDIX 4

Equality Impact Assessment – Autumn 2019

Protected Characteristics	Current Schools	Proposal	Impact
Age	Ysgol Gelli Aur provides primary school provision from the ages of 3 to 11	The age ranges of Ysgol Gelli Aur and the proposed new schools will be 3-11	No change
Disability	<ul style="list-style-type: none"> Young disabled people are more likely to live in Pembrokeshire's main towns Ysgol Gelli Aur's school Access Plan indicates only minor issues in relation to improving the physical environment of the school to increase the extent to which disabled people can take advantage of education and associated services in the school. 	All accommodation benefiting from capital investment will have full accessibility. Buildings will also have better IT and network facilities which makes it easier to support pupils with additional needs through IT.	Positive
Race	<ul style="list-style-type: none"> 3.1% of Ysgol Gelli Aur's pupils are described as "Minority Ethnic", i.e. where the ethnic background is described as anything other than "White-British". No discrimination against race in the Admissions Policy 	The proposal is unlikely to have any great effect on the race of pupils attending either school. Similarly, there will be no change to the Council's Admissions Policy.	No change
Religion & Belief	Ysgol Gelli Aur is a Community School and does not have a religious character.	Neither Ysgol Gelli Aur nor the proposed new school will have a religious character.	No change
Sex	Ysgol Gelli Aur is a mixed sex primary school	Both Ysgol Gelli Aur and the proposed new school will be mixed sex primary schools.	No change
Marriage or civil partnership	Ysgol Gelli Aur meets with the requirements to comply with the Equality Act 2010 within the school's Strategic Plan	Ysgol Gelli Aur will continue to need to comply with the Equality Act within its Strategic Equality Plan. The proposed new school will also need to comply with this duty.	No change
Pregnancy & maternity			No change
Sexual Orientation			No change
Gender reassignment			No change

APPENDIX 5

Welsh Language Impact Assessment – Autumn 2019

This assessment has been undertaken in accordance with the guidelines outlined in Annex C of the School Organisation Code.

- As part of our proposal in respect of the above, we are planning to undertake a reorganisation of Welsh medium primary education provision in the Pembroke are, which will not only improve and enhance the learning environment but also increase Welsh medium pupil capacity.
- We are proposing to close the Welsh medium stream of Ysgol Gelli Aur / Golden Grove School; this is currently a Dual Stream school. Ysgol Gelli Aur will become an English medium school.
- As part of this proposal, pupils attending the Welsh stream of Ysgol Gelli Aur will transfer to a new stand-alone Welsh medium school which will be constructed on land at Old School Farm (Bush) in Pembroke. This will be a new building constructed to 21st Century School Standards.
- Standards in the Welsh language at Ysgol Gelli Aur are referred to in Section 4 of the Consultation Document.
- The capacity of the new school will be for 210 pupils (Reception to Year 6 inclusive); in addition the school will have a 30 place nursery and associated childcare facilities. On the basis of our experience of establishing stand-alone Welsh medium provision in Tenby, we consider that this capacity will be sufficient to cater for demand in the area and will allow for growth in the Welsh medium sector, as per the objectives set out in our Welsh in Education Strategic Plan and Welsh Government's strategy for one million Welsh speakers.
- All services provided by Ysgol Gelli Aur for its Welsh medium stream, such as breakfast club, after school and other community activities will, subject to governing body decisions, be offered at the new school. It is anticipated that links with our partner organisations, such as the Urdd and Menter Iaith Sir Benfro will be at least maintained, but hopefully strengthened and expanded. The governing body of the new school will be encouraged to making the school available to community groups and to increase participation in the Welsh language, such as the Council's successful Welsh for Adults and Welsh for Parents programmes.

Proposal to establish a new Welsh medium 3-11 primary school in the Pembroke area



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

<i>Establish a new Welsh medium primary school in Pembroke.</i>	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 regarding Welsh medium primary provision in the Pembroke area.

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3) Please provide any alternatives you have to the Council's proposal.

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About you:

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

<input type="checkbox"/> Pre-school Parent	<input type="checkbox"/> Ysgol Gelli Aur / Golden Grove
<input type="checkbox"/> Staff	<input type="checkbox"/> Penrhyn VC School
<input type="checkbox"/> Parent	<input type="checkbox"/> Monkton Priory Community School
<input type="checkbox"/> Governor	<input type="checkbox"/> Lamphey CP School
<input type="checkbox"/> Local resident	<input type="checkbox"/> Cosheston VC School
<input type="checkbox"/> Other _____	<input type="checkbox"/> Pembroke Dock Community School
	<input type="checkbox"/> Pennar Community School
	<input type="checkbox"/> Ysgol Caer Elen
	<input type="checkbox"/> Ysgol y Preseli
	<input type="checkbox"/> Ysgol Harri Tudur/Henry Tudor Sch
	<input type="checkbox"/> Other _____

5). 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	

6). In which language do you prefer to communicate? (please tick only one)

<input type="checkbox"/> English	<input type="checkbox"/> Welsh	<input type="checkbox"/> Prefer not to say
<input type="checkbox"/> Other (please specify)		

7). Are your day to day activities limited by an illness or condition that has lasted, or is expected to last, for 12 months or more? (please tick only one)

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Prefer not to say
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8). Do you provide care for someone (aged 19 or under) whose day to day activities are limited by an illness or condition that has lasted, or is expected to last, for 12 months or more? (please tick only one)

<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Prefer not to say
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9). 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		

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 2018.

Please return to: Director for Children & Schools, Pembrokeshire County Council, County Hall, Haverfordwest, SA61 1TP no later than 5pm on 31 December 2019.

Thank you for your time