

Factors to be taken into account in approving/determining school organisation proposals

PLANNING FOR THE FUTURE OF WELSH MEDIUM EDUCATION IN THE PEMBROKE AREA

FACTORS	EVIDENCE
<p>1.3 Quality and standards in education</p> <p>Relevant bodies should place the interests of learners above all others. With reference to the five inspection areas of the Office of Her Majesty's Chief Inspector of Education and Training in Wales (Estyn) Common Inspection Framework (as of September 2017), they should consider the likely impact of the proposals on the following at the school or schools which are the subject of the proposals and at any other school or educational institution which is likely to be affected.</p> <ul style="list-style-type: none"> Standards and progress overall, of specific groups and in skills; Wellbeing and attitudes to learning; Teaching and learning experiences (quality of teaching, the breadth, balance and appropriateness of the curriculum, and the provision of skills; Care support and guidance (tracking, monitoring and the provision of learning support, personal development and safeguarding); and Leadership and management (quality and effectiveness of leaders and managers, self evaluation processes and improvement planning, professional learning, and use of resources) Relevant bodies should pay particular attention to the impact of the proposals on vulnerable groups, including children with SEN. 	
	<p>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.</p> <p>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 focus 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.</p> <p>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.</p> <p>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.</p> <p>Neither school will make provision recognised by the local authority as being reserved for children with special educational needs.</p> <p>As part of the consultation process, a copy of Estyn's most recent report on Ysgol Gelli Aur Golden Grove School (July 2018) was included in the Consultation Document as were the various judgements and recommendations. It should be noted that in March 2020, Estyn declared that the school was judged "to</p>

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	<i>have made sufficient progress in addressing the recommendations from the Section 28 inspection” and that the school had been removed from the list of schools requiring Estyn review.</i>
Relevant bodies should also consider the ability of the school or schools which are the subject of the proposals to deliver the full curriculum at the foundation phase and each key stage of education. This consideration should include the quality of curriculum delivery and the extent to which the structure or size of the school is impacting on this.	Both schools will be able to deliver the full curriculum in the Foundation Phase and key stage 2 for all learners through the medium of Welsh and English. As part of its response to the consultation, Estyn stated that <i>“the school will also be able to deliver a full curriculum through the medium of Welsh in the foundation phase, and in key stage 2. As a result it asserts that this will make a positive contribution towards improving attitudes to learning and wellbeing by providing a single, consistent language continuum within the school...The proposer asserts strongly that the proposal will provide an opportunity to create a leadership team within the new Welsh medium school that will understand and implement the philosophy of Welsh medium teaching, and will also provide an opportunity to strengthen leadership in the English-medium school”</i> .
Where proposals involve the transfer of learners to alternative provision there should normally be evidence that the alternative would deliver outcomes and offer provision at least equivalent to that which is currently available to those learners (including learners with SEN). Advice from Estyn might reasonably be used as evidence in relation to alternative provision which is brand new. Proposers should ensure that the disruption to learners is minimised.	The proposal is one to create a stand-alone Welsh medium school instead of the current Dual Stream provision at Ysgol Gelli Aur. Consequently, the latter school will become an English Medium school, as defined by Welsh Government in its information document “Defining Schools According to Welsh Medium Provision” (Welsh Government 023/2007). In responding to the consultation on this proposal, Estyn stated that it is of the opinion that it <i>“is at least likely to maintain the current standards of education... and the proposer has given appropriate consideration to the possible disruption for current pupils, and has taken suitable action to minimise any effect on them”</i> .
In assessing the impact of proposals on quality and standards in education and how effectively the curriculum is being delivered, relevant bodies should consider any relevant advice from Estyn, refer to the most recent Estyn reports or other evidence derived from performance monitoring, and take into consideration any other generally available information available on a school’s effectiveness.	In its response to the consultation on this proposal, Estyn provided the following response: <i>“The proposer gives detailed consideration to the proposal’s effect on the quality of outcomes, provision and school leadership. It refers relevantly to the outcomes of the most recent Estyn inspection report for Ysgol Gelli Aur, its category and support banding. It comes to the reasonable conclusion that it does not anticipate any negative effects on the quality of standards of teaching, wellbeing, learning experiences or leadership. It asserts strongly that the proposal will have a positive effect on pupils’ education. It states fairly that the new Welsh-medium school will be able to provide effectively to meet learners’ needs with specialist staff who understand pupils’ linguistic skills. The school will also be able to deliver a full curriculum through the medium of Welsh in the foundation phase,</i>

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	<p><i>and in key stage 2. As a result, it asserts that this will make a positive contribution towards improving attitudes to learning and wellbeing by providing a single, consistent language continuum within the school. The proposer asserts strongly that the proposal will provide an opportunity to create a leadership team within the new Welsh-medium school that will understand and implement the philosophy of Welsh-medium teaching, and will also provide an opportunity to strengthen leadership in the English-medium school’.</i></p> <p>Along with the other responses received, Council gave due consideration to Estyn’s response prior to deciding to publish the proposal.</p>
<p>1.4 Need for places and the impact on accessibility of schools</p> <p>Local authorities must ensure that there are sufficient schools providing primary and secondary education for their area. Schools are regarded as sufficient if they are sufficient in number, character and equipment to provide for all pupils the opportunity of appropriate education¹. In order to fulfil these duties, local authorities must ensure that they plan thoroughly and engage fully with relevant partners, including the appropriate religious bodies² for schools serving their area which have a designated religious character.</p> <p>In the light of the above, relevant bodies should have regard to the following factors:</p>	
Where a school closure, reduction in capacity or age range contraction is proposed:	
N/A	
Where a new school, increase in capacity or age range expansion is proposed;	
<ul style="list-style-type: none"> that there is evidence of current or future need/demand in the area for additional places, with reference to the school or proposed school’s language category, designated religious character, and the gender intake (i.e. co-educational/single sex); 	<p>Prior to formulating this proposal, the Council undertook a demand survey in the Pembroke area. The findings of this survey together with a number of other considerations relating to Welsh medium education provision were presented to a meeting of Council on 18 July 2019. 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 a new stand-alone Welsh medium school rather than at the current dual stream provision.</p> <p>The Pembroke and Pembroke Dock area is likely to see significant housing development in the next few years. As outlined in the Consultation Document to this proposal, the Council’s Joint Housing Land Availability Study for 2018 referenced that 23 dwellings were currently under construction with a likelihood of</p>

¹ Section 14 of the Education Act 1996.

² An appropriate religious body is, in the case of a Church in Wales or Roman Catholic school, the appropriate diocesan authority, or in the case of other schools, the body representing the religion and religious denomination stated in relation to the school in an order made under section 69(3) of the School Standards and Framework Act 1998.

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<ul style="list-style-type: none"> whether proposals will improve access for disabled pupils in accordance with requirements under the Equality Act 2010. 	<p>a further 477 units completed within five years. Furthermore, the candidate sites identified for the Council's Local Development Plan for 2021-2033 (LDP2) has resulted in some concerns regarding schools' ability to accommodate the potential pupil yield. Given the potential pupil yield arising from all these developments, it is considered that there is sufficient evidence of need.</p> <p>All accommodation benefiting from capital investment will have full accessibility and be in accordance with the requirements of the Equality Act 2010. Similarly, new buildings will also have better IT and network facilities to better support pupils with additional needs through IT.</p>
<p>1.5 Resourcing of education and other financial implications It is important that funding for education is cost effective. Relevant bodies should take into account the following factors in relation to the resourcing of education:</p>	
<ul style="list-style-type: none"> what effect proposals will have on surplus places in the area; 	<p>It is anticipated that the proposal will increase surplus places in the short term, both at the proposed new school and at Ysgol Gelli Aur. However, it should be noted that the objective here is to create Welsh medium capacity in a stand-alone school and given the success of other schools in attracting pupils, notably at Ysgol Caer Elen and Ysgol Hafan y Mor, it is reasonable to expect that capacity will be utilised after 4-5 years.</p> <p>Furthermore, the Pembroke and Pembroke Dock area is likely to see significant housing development in the next few years. As outlined in the Consultation Document to this proposal, the Council's Joint Housing Land Availability Study for 2018 referenced that 23 dwellings were currently under construction with a likelihood of a further 477 units completed within five years. Given the potential pupil yield arising from these developments, it is considered that the surplus places arising from the development will be removed by natural population growth.</p>
<ul style="list-style-type: none"> whether proposals form part of the local authority's 21st Century Schools Investment Programme and contributes to the delivery of sustainable schools for the 21st Century and to the better strategic management of the school estate. 	<p>The proposal does not form part of the Council's 21st Century Schools Programme. However, the Council has been successful in obtaining a specific capital grant from Welsh Government for the purpose of extending Welsh medium provision. In March 2018, and in order to support Welsh Government's strategy, all Welsh councils were invited to submit bids for a 100% funded £30 million Welsh Medium Capital Grant. It was stated that the grant funding was aimed at capital projects <i>"that will demonstrably contribute to meeting the Welsh Government's aim of one million Welsh speakers by 2050"</i>. An application was subsequently submitted to Welsh Government on 31st May 2018. In October 2018, we were advised of the outcome of the application and were advised that no funding could be awarded at that time but that our bid would be placed on a reserve list pending further funding becoming available.</p>

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	<p>In May 2019, Welsh Government confirmed that funding had become available and that there was an 'agreement in principle'. In September 2019, Welsh Government confirmed that funding of £5.9 million was available for a new 3-11 Welsh Medium Primary school with childcare provision in Pembroke. Subsequently, Welsh Government confirmed its award of funding on 18 May 2020, as follows:</p> <table> <tr> <td>Welsh Medium in Education Capital Grant</td><td>£5,670,780</td></tr> <tr> <td>Childcare Offer Capital Grant</td><td>£ 980,000</td></tr> <tr> <td>TOTAL</td><td>£6,650,780</td></tr> </table>	Welsh Medium in Education Capital Grant	£5,670,780	Childcare Offer Capital Grant	£ 980,000	TOTAL	£6,650,780
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TOTAL	£6,650,780						
Relevant bodies should also take into account the following factors in relation to finance:							
<ul style="list-style-type: none"> the recurrent costs of proposals over a period of at least 3 years and whether the necessary recurrent funding is available; 	<p>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. In essence, the new school would receive its funding based on the number of pupils on roll, and on the basis of other factors such as buildings and site areas. The necessary funding is available.</p> <p>The revenue implications of this proposal amount to approximately £154,000 and this is based on the assumption that all pupils attending the Welsh stream of Ysgol Gelli Aur were to transfer to the new school; this is also based on the assumption that the proposal was in place for the 2019/20 financial year. This additional cost is largely in relation to funding for premises costs, and funding for leadership. In relation to premises costs, these include the value of National Non Domestic Rate which tends to be significantly higher for new school buildings.</p>						
<ul style="list-style-type: none"> additional transport costs incurred as a result of proposals; <p><i>Proposers should take into account the requirement on local authorities to provide free transport provision under the Learner Travel (Wales) Measure and should seek the advice of Regional Transport Consortia in relation to the impact the</i></p>	<p>It is not envisaged that significant additional transport costs will arise as a result of the proposal. Transport arrangements will be in accordance with the law and the Council's own School Transport policy. This states that the Council will provide transport where a child of compulsory school age receiving primary education, lives over two miles from the nearest suitable school. 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>Initially the new school will share the catchment of Ysgol Gelli Aur, but this may be extended in due course as a consequence of implementing the Council's new Welsh in Education Strategic Plan.</p>						

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<i>proposal might have on associated transport costs and their affordability.</i>	
<ul style="list-style-type: none"> the capital costs of proposals and whether the necessary capital funding is available; 	<p>A new 3-11 Welsh medium primary school will be built as part of this proposal. This is being funded entirely by Welsh Government as part of its specific capital grants to assist in expanding Welsh medium education provision and the Childcare Offer Capital Grant. The Council has received confirmation of the award of funding from Welsh Government; this amounts to a total investment of £6.6 million</p>
<ul style="list-style-type: none"> the scale of any projected net savings (taking into account school revenue, transport and capital costs); <p><i>In relation to proposals where substantial upfront capital investment is required (for example to support a substantial remodelling, refurbishment or a new build project), the costs and savings of the proposals should be calculated over the lifespan of the relevant building, and compared against the costs and savings associated with the maintenance of the status quo.</i></p>	<p>Having taken into account the schools' delegated funding, transport and capital costs (including those identified over the lifespan of the proposed new schools compared with the status quo), no revenue savings will arise as a result of this proposal. Revenue funding provided to both schools will be in accordance with the agreed formula methodology for primary schools, and the capital cost of providing the proposed new school is being met by a 100% capital grant from Welsh Government.</p>
<ul style="list-style-type: none"> whether, without the proposals, the schools affected would face budget deficits; 	<p>At the end of the 2019/20 financial year, Ysgol Gelli Aur had a budget surplus of £73,962. This proposal has no bearing on the school's current financial situation.</p>
<ul style="list-style-type: none"> whether any savings in recurrent costs will be retained in the local authority's local schools' budget; and 	<p>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.</p>
<ul style="list-style-type: none"> whether the proceeds of sales (capital receipts) of redundant sites are to be made available to meet the costs of the 	<p>It is not anticipated that capital receipts will arise from this proposal. The existing school (Ysgol Gelli Aur) will continue to operate as an English Medium School following implementation of this proposal.</p>

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proposal or contribute to the costs of future proposals which will promote effective management of school places.	
1.6 Other general factors	
Relevant bodies should take into account the following general factors:	
<ul style="list-style-type: none"> what impact proposals will have on educational attainment among children from economically deprived backgrounds; 	The establishment of a new school will allow for the full range of provision to be available to children from economically deprived backgrounds.
<ul style="list-style-type: none"> any equality issues, including those identified through equality impact assessments; and 	An equality impact assessment has been undertaken (included within the Consultation Document) and has identified no negative impact on any vulnerable or minority groups. This proposal should not, therefore, lead to any unlawful discrimination.
<ul style="list-style-type: none"> whether the school or schools involved are subject to any trust or charitable interests which might be affected by the proposals, for example in relation to the use or disposal of land. 	N/A
1.7 Specific factors in the consideration of school closures	
N/A	
1.8 Presumption against the closure of rural schools	
N/A	
1.9 Specific factors to be taken into account for proposals to add or remove nursery classes	
N/A	
1.10 Specific factors to be taken into account for proposals to reorganise secondary schools or to add or remove sixth forms	
N/A	
1.11 Specific factors to be taken into account for proposals to increase provision in voluntary schools or establish a new voluntary school	
N/A	
1.12 Specific factors in the consideration of proposals for the change of language medium	
Relevant bodies should take into account the following specific factors:	

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<ul style="list-style-type: none"> the extent to which existing provision by the local authority of education in the medium of English and/or Welsh exceeds or falls short of demand or projected demand from parents for that type of provision, and the contribution the proposal would make to remedying that situation. 	<p>The Welsh in Education Strategic Plans (Wales) Regulations 2019 include requirements on local authorities to prepare a ten year strategic plan (2021 – 2030) which will set the strategic direction for the planning, delivery and growth in Welsh medium education; authorities will therefore be able to contribute significantly to the Welsh Government’s Cymraeg 2050 Strategy. Amongst others, local targets within the above timescale will require a commitment to increase the percentage of learners within each school year who receives Welsh medium education by 2031. It is important to note that the targets expected of local authorities in securing expansion is required in the Welsh medium sector, as opposed to Welsh 2nd language. In Pembrokeshire, this target is based on increasing the number of Year 1 learners studying through the medium of Welsh, or predominantly through the medium of Welsh, from a base of 19.9% in 2017/2018 (2018 PLASC) to 30% - 34% in 2030; this equates to increasing the number of pupils by approximately 100 pupils. The foundation laid by the Welsh stream of Ysgol Gelli Aur and the proposal for expansion in Pembroke is part of the Council’s contribution towards that aspiration.</p>
<ul style="list-style-type: none"> the extent to which the proposal would support the targets in a local authority’s Welsh in Education Strategic Plan (WESP). 	<p>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.</p>
1.13 Specific factors in the consideration of proposals for the change of school category	
N/A	
1.14 Additional factors to be taken into account in preparing, publishing, approving or determining proposals for the reorganisation of SEN provision	
Relevant bodies should take into account the following specific factors:	
N/A	
1.15 Factors to be taken into account in approving/determining school organisation proposals	
When approving proposals, relevant bodies who are the proposer:	
Must consider whether there are any other related proposals	There are no related proposals.

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Must ensure that the statutory consultation has been conducted in accordance with the Code (the requirement to consult does not apply to proposals to discontinue a school which is a small school)	Statutory consultation was undertaken in accordance with the Code.
Must ensure that the proposal has been published in accordance with the Code and the notice contains all the required information.	The statutory notice was published in accordance with the Code and included all the required information.
Must consider the consultation document and consultation report.	Full Council considered these at its meeting on 27 February 2020.
Must consider the objections and the objection report and any responses to the notice supporting the proposals.	There are no objections to the proposal
Should consider, in the case of a proposal to change the category of a school, whether, there are any benefits. If no benefits can be identified, such proposals should not be approved.	Not applicable
Must not approve change of category proposals where a variation in the trust deed is necessary but has not yet taken place.	Not applicable