

# DRAFT

## DEPARTMENT FOR EDUCATION & CHILDREN

*Our Vision .....Carmarthenshire is a community where children are safe and nurtured and learners are supported to achieve their full educational potential*

### Future Primary Education Provision for Children Residing in the Llanedi Area

## CONSULTATION DOCUMENT

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Safeguarding Children and  
Improving Education Standards for All



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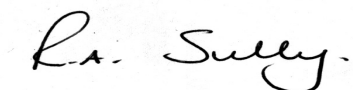
## Foreword

As part of its statutory obligation to keep the number and type of school places under review, the County Council has adopted a wide-ranging programme designed to improve school buildings and enhance opportunities for learning. The strategy reflects the vision and policies established by the County Council which embrace the requirement to deliver services, to clear standards – covering both cost and quality – by the most economic and effective means. In our drive to continually improve on the services made available to all learners, we must maximise the finite resources available to the Council, and continue to work in partnership with all those who have a contribution to make to the process of learning and the well being of both children and their families. Schools of the future will need to serve as a focus for a wide range of services dedicated to serving the needs of the community through a joined up approach.

Carmarthenshire is blessed with many very able education leaders and teachers but the continuing changes to the curriculum places a heavy demand on their skills to meet the wide ranging demands of all children. Although the processes of learning, and skills of teaching, are extremely important, deep subject knowledge on the part of the teacher is essential if learners with their various gifts in different areas are to discover and develop their talents to the full.

Schools designed to meet current demands are expected to provide a broad and balanced curriculum through high quality and inspirational teaching. In the planning of new provision it will be important to ensure that our schools are properly equipped to enhance opportunities for social inclusion, sustainable development, equal opportunities and bilingualism. In practical terms we need to ensure that provision reflects the changing patterns of population, with schools based in the right location with accommodation and facilities fit to serve the needs of all learners in the twenty first century.

Consultation will follow the guidelines established by the Welsh Government and will involve identified interested parties. The information set out in this document is intended to clarify the proposals for your school and support the consultation process.



**Robert A Sully**  
**Director of Education & Children's Services**

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## 1. Introduction

The County Council has its legal responsibility to review the number and type of schools it has in the area and whether or not it is making the best use of the resources and facilities to deliver the opportunities that children deserve.

As part of this process the Council has published its vision on how it sees the future for all of the primary schools in the County and this includes consulting on the future shape of education in the Llanedi area. The proposals for change included in this document are in line with that long-term objective.

As reported in the MEP (Modernising Education Programme) Annual Report 2013/14 and Programme 2014/15 the intention of the Authority is to review the future provision of education in the area served by the school in the Llanedi area.

This document seeks to stimulate the process of consultation by explaining the Authority's preferred option for the future provision of primary education for the pupils of Llanedi Primary School. The document also highlights why other options considered are not the preferred option as well as offering an opportunity for consultees to put forward any comments, observations or alternative proposals they wish to be considered.

Consultation on this proposal will follow the guidelines established by the Welsh Government as stated in the School Organisation Code (2013) and will involve identified interested parties, including school governors, school staff, parents and pupils.

It is intended that the formal changes be implemented as from the end of the summer term 2017.

The main purpose of this document is to provide information and to gather the views of identified interested parties. You may wish to make use of the attached response pro-forma included in **Appendix F** on page 49 of this document for any response.

## 2. Context – Present Arrangements (Status Quo)

### 2.1 Background

In recent years Llanedi Primary School has seen a decline in pupil numbers and based on January 2015 PLASC pupil numbers there are currently 18 pupils on roll. Based on current pupil projections it is estimated that the pupil figures will remain constant with no apparent prospect of reversing the trend.

Following the departure of the last permanent Headteacher in December 2013 the school has faced challenges and uncertainty with regard to fulfilling the senior leadership position. Whilst Headteacher recruitment is a national challenge, it is undoubtedly the case for such small schools as Llanedi. The school has implemented a range of senior leadership models including serving teachers ‘acting up’ and a part-time acting Headteacher model (used in partnership with another primary school) between September 2014 and August 2015. Current arrangements (since September 2015) are utilising the skills of a current member of staff in the role of ‘acting deputy Headteacher; for an interim period of the current academic year.

The culmination of these unavoidable facts presents a school model which does not represent a sound, stable educational model or best use of resources. With no prospect of there being a significant increase in pupil numbers for the foreseeable future and the ongoing challenges the school faces to secure permanent senior leadership, it is not possible to sustain current arrangements.

In addition, the Authority is of the view that from an educational perspective, having such a small number of pupils makes it extremely difficult for the school to deliver the breadth and depth of curricular and social experiences which pupils of this age require to fully develop.

## 2.2 School / Schools which may be affected by this proposal

The catchment area of Llanedi Primary school is surrounded by the following Community Primary schools:

Tycroes Primary School – Pontarddulais Road, Tycroes, Ammanford, SA18 3QD

Hendy Primary School – Hendy, Pontarddulais, SA4 0XD

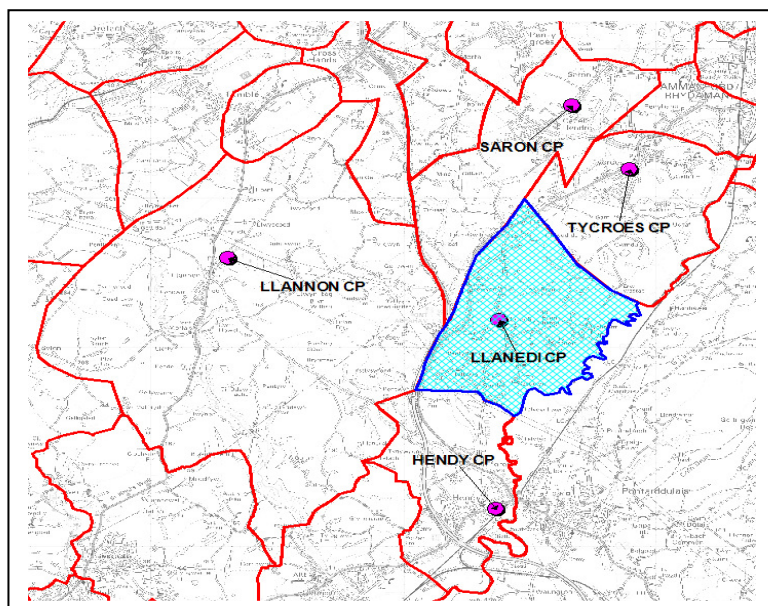
Llannon Primary School – Llannon, Llanelli, SA14 6AE

Saron Primary School – Ammanford, SA18 3LH

## 2.3 General School Information

School	School Type	Language Category	Admission Number	Capacity Jan 15 MCSW	Jan 2015 NOR PLASC	Total Nursery Age Pupils	Age Range
Llanedi	Community Primary	EW	5	35	17	1	4-11
Tycroes	Community Primary	EM	29	206	191	13	4-11
Hendy	Community Primary	DS	30	230	146	13	4-11
Llannon	Community Primary	WM	13	96	102	4	4-11
Saron	Community Primary	TR	30	230	216	13	4-11

**The following diagram outlines the catchment areas of schools surrounding Llanedi Primary School.**



In arriving at a preferred option for the pupils of Llanedi Primary School the Authority considered the schools named above but discounted them for the reasons given in section 5 of this consultation document therefore the preferred option for the Authority is to discontinue provision at Llanedi Primary School and provide for pupils at Hendy Primary School.

## 2.4 Pupil Numbers

The tables below show pupil numbers for Llanedi and Hendy Primary Schools for January 2015 and the previous four years.

Llanedi CP School	3yrs (PT)	3yrs	4yrs (PT)	4yrs	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total NOR	Total Nursery Age Pupils
Jan-15	0	1	0	2	3	2	3	1	2	4	17	1
Jan-14	0	1	0	3	2	3	1	2	3	2	16	1
Jan-13	0	1	0	3	4	1	2	4	2	5	21	1
Jan-12	0	3	0	4	2	2	3	3	5	5	24	3
Jan-11	0	1	0	2	3	4	2	5	4	7	27	1

Hendy CP School	3yrs (PT)	3yrs	4yrs (PT)	4yrs	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total NOR	Total Nursery Age Pupils
Jan-15	1	12	0	20	21	21	19	28	14	23	146	13
Jan-14	0	11	0	21	23	20	29	16	25	25	159	11
Jan-13	0	12	0	23	19	30	17	27	23	17	155	13
Jan-12	0	17	0	20	29	17	28	23	17	22	156	17
Jan-11	0	14	0	27	16	28	23	17	21	20	152	14

PLASC 2015 Data (Ages as at 31/08/14)

FTE – Full Time Equivalent (part time pupils counted as 0.5)



## PLASC 2016 Data (Census Count Day, Tuesday 12<sup>th</sup> January 2016)

The official verified data for the January 2016 PLASC census point will not be available until later in the year however please find below the unofficial data for January 2016 for both schools. This data is not expected to change.

As can be seen there is no significant change from the January 2015 PLASC data therefore for the purpose of this report, January 2015 published PLASC data has been used.

Jan - 16	3yrs (PT)	3yrs	4yrs (PT)	4yrs	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total NOR	Total Nursery Age Pupils
Llanedi	0	1	0	6	0	3	2	2	2	1	16	1
Hendy	0	13	0	19	21	20	22	18	29	15	144	13

## 2.5 Pupil Projections

The following tables show the pupil projections for Llanedi and Hendy Primary Schools for the next five years net of nursery pupils.

	NOR	Projections (Net of Nursery Pupils)				
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Llanedi	17	15	16	18	18	19
Hendy	146	145	152	145	147	147
<b>Total</b>	<b>163</b>	<b>160</b>	<b>168</b>	<b>163</b>	<b>165</b>	<b>166</b>

	NOR Jan 2015	Projections – Net of Nursery Pupils				
		Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Llanedi	17	15	16	18	18	19
Hendy	146	145	152	145	147	147
<b>Total projected numbers</b>	<b>163</b>	<b>160</b>	<b>168</b>	<b>163</b>	<b>165</b>	<b>166</b>
Current Capacity at Hendy	230	197**	197**	197**	197**	197**
Surplus	67	37	29	34	32	31

**\*\* All 4-11 primary schools capacities revised from September 2015 as directed by WG to reflect nursery age pupils attending the school.**

As can be seen from the above table there is sufficient capacity at Hendy for current and projected pupils including the current and projected Llanedi pupils.

## 2.6 Pupil Capacity Information

The methodology for the calculation of school capacities was changed in 2006 following the implementation of new Welsh Government guidelines “Measuring the Capacity of Schools in Wales” (MSCW) which was implemented by the Authority in 2008. Prior to 2008, the More Open Enrolment methodology was used. Spare places numbers for Llanedi and Hendy Primary Schools are shown in the following table.

	MSCW Capacity				
	Jan-11	Jan-12	Jan-13	Jan-14	Jan-15
<b>Capacity Llanedi CP</b>	35	35	35	35	35
Pupil Numbers (NOR)	27	24	21	16	17
Surplus	8	11	14	19	18
% Surplus	23%	31%	40%	54%	51%
<b>Capacity Hendy CP</b>					
<b>Capacity Hendy CP</b>	230	230	230	230	230
Pupil Numbers (NOR)	152	156	155	159	146
Surplus	78	74	75	71	84
% Surplus	34%	32%	33%	31%	37%

As can be seen in the table above there is a significant level of surplus places in Llanedi Primary School (51%).

As stated in the School Organisation Code document published by Welsh Government;

*Where there is more than 10% surplus in an area, local authorities should review their provision and should make proposals for school reorganisation if it will improve the effectiveness and efficiency of provision. This is especially important where individual schools have ‘significant’ levels of surplus places of 25% or more (as defined in the Welsh Government Circular 21/2011).*

If this proposal is implemented it will have a significant positive impact on surplus places in the area as can be seen from the % surplus data shown in the previous table.

## 2.7 School Attendance Data

Improving attendance is a national priority, if children are not in school, they cannot learn.

The Authority analyses and shares data for every primary school on a half-termly basis to help schools to maintain a focus on attendance. The analysis uses data for pupils in years 1 to 6 and follows the same approach as the

statutory attendance return each September. The most recent attendance data for Llanedi and Hendy schools are shown in the following table:

School	Attendance Data 2013/14	Attendance Data 2014/15 (Autumn Term)	Above / Below Target	Target 2014/15	Target 2015/16
Llanedi CP	95.8	90.3	-6.2 ↓	96.5	97.5
Hendy CP	94.6	94.5	-0.7 ↓	95.2	95.5

## 2.8 Building Facilities

The following information was taken from the most recent property building survey carried out at the school in 2010 by EC Harris as part of the National 21<sup>st</sup> Century School Programme assessment of all schools in Wales on behalf of the Authority:

The schools were banded from A to D according to building condition and ranked in priority from 1 to 3 depending on when the work was recommended to be carried out.

Condition	
A	Good (No Deterioration)
B	Satisfactory (Minor Deterioration)
C	Poor (Major Deterioration)
D	Bad (Life Expired)

Priority	
1	Urgent ( Year 1)
2	Essential (Year 2)
3	Desirable (Years 3 to 5)

The suitability of the buildings as an education resource was also banded from A to D as shown in the following table:

Suitability	
A	Good – Suitable levels for teaching, learning and well being in schools
B	Reasonable – Behaviour / morale and management adversely affected
C	Poor – Teaching methods inhibited
D	Bad – Severe situation and / or unable to teach the curriculum

The findings from the surveys in relation to each school is as follows:

### 2.8.1 Llanedi Primary School

Llanedi Primary School was built in the early 1920's and is a traditional rendered building with a pitched slate roof.

As part of the National 21<sup>st</sup> Century School Programme of all schools in Wales on behalf of the Authority Llanedi Primary school scored the following ratings;

Condition **C** – Poor (Major deterioration) – it was noted that the school was in poor condition reporting rotten timber windows and missing lead flashing key issues.

Priority - **3** Desirable (Years 3 to 5)

Suitability **C** – Poor (Teaching methods inhibited). The lack of a main hall and dining area was reported with one of the classrooms being used for this purpose.



### 2.8.2 Hendy Primary School

Hendy Primary School is situated in the village of Hendy near Llanelli, Carmarthenshire and serves the village and the immediate area. The school is situated on a level site set back from the main road in a residential area of Pontardulais. The principal school building, Block 1 is a traditional Victorian style school of dressed stone walling under a slate roof and with two small brick flat roofed annexes at the front. A stone built and slate roofed covered play area, Block 4 is located on the rear boundary and a further brick built and slate roofed covered play area is to be found on the south west boundary. Access for the wheelchair disabled and partially sighted could be achieved with some modifications at entrances.

As part of the national 21<sup>st</sup> Century School Programme of all schools in Wales on behalf of the Authority Hendy Primary School scored the following ratings:

Condition **C** – Poor (Major deterioration)

Priority - **3** Desirable (Years 3 to 5)

Suitability **B** – Reasonable (Behaviour/ morale and management affected)



## 2.9 National School Categorisation System

The Minister for Education and Skills announced the introduction of the national School Categorisation System in September 2014. The system is not purely data-driven but also takes into account the quality of leadership and teaching and learning in our schools. The system will not take the place of Estyn reports, Estyn will continue to inspect schools and provide an external check on the national school categorisation system when inspecting.

The new system evaluates and assesses schools and places them in a support category using the following information:

- A range of performance measures provided by the Welsh Government.
- Robust self-evaluation by the school on its capacity to improve in relation to leadership and teaching and learning.
- Assessment of the school's self evaluation by challenge advisers in the regional consortia, agreed with the local authority.

The new categorisation system will give a clear and fair picture of a school's progress. There is a three step process in generating a category for a school, firstly after the performance data and self-evaluation have been analysed a draft support category is generated for each school. This category is discussed with the school by regional consortia and then agreed with the local authority.

### What does each support category mean?

There are four support categories

Green Support Category	A highly effective school which is well run, has strong leadership and is clear about its priorities for improvement. These schools have a track record in raising the standards that pupils achieve and have the capacity to support other schools to do better.
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Yellow Support Category	An effective school which is already doing well and knows the areas it needs to improve. By identifying the right support and taking action, it has the potential to do even better.
Amber Support Category	A school in need of improvement which needs help to identify the steps to improve or to make change happen more quickly. Through discussions with the regional school improvement service and local authority, the school will receive a tailored package of support.
Red Support Category	A school in need of greatest improvement and will receive immediate, intensive support. Progress will be closely monitored to make sure that the necessary improvements take place as quickly as possible.

The following table summarises the data for Llanedi and Hendy Primary Schools;

### National School Categorisation System – Data 2015

School	Standards Group	Improvement Capacity	Support Category
Llanedi CP	2	C	Yellow
Hendy CP	2	B	Yellow

As can be seen from the table above both Llanedi Primary School and Hendy Primary School have been categorised in the same Standards Group (2) and Yellow support category (thus entitling them to ten of days of support) however, Llanedi is categorised as 'C' in terms of its improvement capacity (this focuses on Leadership and Provision) and Hendy as 'B'. 'Improvement Capacity' as defined within the categorisation process and noted on 'My Local School' demonstrates a further evaluation of a school's capacity to improve, taking account of evidence about the standards and the quality of leadership, teaching and learning. All schools are placed in one of four groups (improvement capacity A to D), with schools in improvement capacity A showing the most capacity to improve themselves and those in improvement capacity D showing the least capacity.

## 2.10 Estyn Reports

### 2.10.1 Llanedi Primary School

As part of a national programme of school inspection, Estyn commissions reviews of all schools. The latest was undertaken in January 2011 and consultees may access the findings either via the Estyn website at [www.estyn.gov.uk](http://www.estyn.gov.uk) or you may request a copy from the Local Authority (for which a charge in respect of photocopying may be made).

### The main findings of the report

The Estyn Inspection report undertaken in January 2011 stated that the school's current performance was good with many pupils achieving good standards with teaching standards being reported as good across the school. Pupils felt safe and secure in a caring and supportive environment with the school having strong links with the local community giving pupils a sense of belonging. The overall prospects for improvement were judged as adequate due to a number of issues at the school including the uncertainty regarding the acting Headteacher's position and also the report highlighted that subject co-ordination was not fully effective with more able and talented pupils not being consistently challenged in lessons.

The inspection judgements awarded are shown in the following table:

Key Question	Inspection Judgements
How good are the outcomes?	Good – Many strengths and no important areas requiring significant improvement
How good is provision?	Good – Many strengths and no important areas requiring significant improvement
How good are leadership and management?	Adequate – Strengths outweigh areas for improvement

**NB:** The four-point scale used to represent the main judgements in this report is as follows:

- 1. Excellent** – Many strengths, including significant examples of sector-leading practice.
- 2. Good** – Many strengths and no important areas requiring significant improvement.
- 3. Adequate** – Strengths outweigh areas for improvement.
- 4. Unsatisfactory** – Important areas for improvement outweigh strengths.

### **2.10.2 Hendy Primary School**

Hendy was last inspected as part of the Estyn School Inspection Programme in February 2012. The inspection judgements awarded are shown in the following table:

### The main findings of the report

The Estyn Inspection undertaken in February 2012 reported that the school's current performance was good due to pupils across the school making good progress with the overall quality of teaching noted as good throughout the school.

Since the inspection undertaken in February 2012 the judgement of unsatisfactory for key question 3 on how good are leadership and management has been comprehensively addressed with a new leadership team in place which included the appointment of a new Headteacher from September 2014. During a follow up visit by Estyn in January 2014 Hendy Primary School was judged to

have made good progress in relation to the recommendations following the core inspection in February 2012.

### **Hendy Primary School – Estyn Inspection gradings:**

<b>Key Question</b>	<b>Inspection Judgements</b>
How good are the outcomes?	Good – Many strengths and no important areas requiring significant improvement
How good is provision?	Adequate – Strengths outweigh areas for improvement
How good are leadership and management?	Unsatisfactory – Important areas for improvement outweigh strengths.

**NB:** The four-point scale used to represent the main judgements in this report is as follows:

1. **Excellent** – Many strengths, including significant examples of sector-leading practice.
2. **Good** – Many strengths and no important areas requiring significant improvement.
3. **Adequate** – Strengths outweigh areas for improvement.
4. **Unsatisfactory** – Important areas for improvement outweigh strengths.

## **3. Evaluation of Present Arrangements**

### **3.1 Quality and standards in education**

The consultation document has previously noted the current findings of the National Categorisation process for both schools. A further overview of each school’s most recent Estyn inspection is now provided in line with the content of the Estyn Inspection Framework’s ‘Key Questions’ and more recent Local Authority and ERW Consortium monitoring.

#### **3.1.1 Outcomes (standards and wellbeing)**

##### **Hendy Primary School:**

Hendy School was last inspected (Core Inspection) in February 2012. Standards and Wellbeing were judged ‘good’ with scrutiny of books and lesson observations demonstrating that most pupils achieve good standards across the school in Welsh as a first and second language, English, mathematics and science. The previous two rounds of National Categorisation (2014 and 2015) have demonstrated that standards (within the context of the school’s larger cohorts than Llanedi School) have been maintained and improved with the school achieving Yellow Support Category status on both occasions.

##### **Llanedi Primary School:**

Llanedi School was last inspected (Core Inspection) in January 2011. Standards and Wellbeing were judged ‘good’ despite very few children entering the school with Welsh language skills, the majority make sound progress as they move through the school. Most pupils’ use of numeracy skills was judged good as was



their increasing use of a variety of information and communications technology (ICT) skills. The previous two rounds of National Categorisation (2014 and 2015) have demonstrated that standards have improved (within the context of the school's small cohorts than Hendy School) and the school's support category status has recently moved from Amber to Yellow.

### **3.1.2 Provision**

#### **Hendy Primary School:**

Hendy is a dual-stream school which offers both Welsh and English medium education. Estyn judged this Key Question as 'adequate' but the quality of teaching as 'good.' More recent Local Authority and ERW Consortium monitoring shows that the quality of teaching has been further improved as the school has responded successfully to the recommendation relating to 'assessment for learning' and achieved numerous levels of 'excellence' across their provision. The school has recently invested heavily in new technology and is now amongst the best equipped primary schools in Carmarthenshire. The newly appointed Headteacher introduced intervention and target groups for pupils that are under-attaining and these have impacted positively on outcomes. The school has also rapidly expanded the extra-curricular experiences it offers to pupils.

#### **Llanedi Primary School:**

Llanedi is an EW (English with significant Welsh) school where Foundation Phase teaching is in both languages but with greater emphasis on English. Estyn judged this Key Question as 'good' with the quality of teaching also 'good.' More recent Local Authority and ERW Consortium monitoring has identified the need to further develop the key areas of Assessment for Learning and increasing the level of challenge within pupils' work. These elements were also identified during the 2011 Estyn inspection and confirm the need to ensure a consistent approach with the implementation of school improvement strategies.

### **3.1.3 Leadership and Management**

#### **Hendy Primary School:**

Leadership and management for Hendy School were judged 'unsatisfactory' in 2012. Since then the school has witnessed several staff changes (the deputy Headteacher and Headteacher at that time have retired) and a most positive improvement trajectory. Two newly appointed assistant Headteachers from within the school successfully led Hendy out of the 'significant improvement' category in January 2014. They were joined by a newly appointed Headteacher in September 2014. Together, they form a very strong leadership team with a clear vision for moving the school forward. An extremely effective and able Governing Body is in place and they have played an integral part in the school's improvement journey (the recommendation relating to their strategic role was judged to have been fully met in January 2014). Recent Local Authority and ERW Consortium monitoring reports continued levels of very good progress and performance in leadership and management.

### **Llanedi Primary School:**

Leadership and management for Llanedi School were judged 'adequate' in the Estyn inspection, January 2011. Since then, the permanent Headteacher in post at that time has left (December 2013) and the school has continued to face ongoing uncertainty and challenges with regard to implementing the senior leadership position. The Estyn report of 2011 referred to the uncertainty of leadership arrangements and need to ensure long-term strategic stability to ensure that key areas of school improvement are implemented and embedded effectively (self-evaluation processes). This judgement, in conjunction with the 'adequate' judgement for 'provision' placed the school in 'Estyn Monitoring' in 2011. The school was removed from this category in 2012 with a recommendation to continue to work towards fulfilment of the previous recommendations. Recent Local Authority and ERW Consortium monitoring reports the need to continue to develop school improvement and self-evaluation strategies.

In conclusion, this proposal will provide comprehensive stability to the strategic leadership agenda through inheritance of the successful and effective systems in place within Hendy Primary School. The proposal will also facilitate a larger team of teachers and support staff working in focused partnership for the benefit of all pupils. An increased team of teachers and support staff will underpin current pastoral arrangements and reinforce targeted support for particular groups of pupils. This in turn will enable the school to deliver a wider range of specific programmes to support individual learning needs. In particular, provision for pupils with ALN (Additional Learning Needs) and More Able and Talented pupils (MAT) will be strengthened through a wider range of specialism, expertise and resource.

In addition, this model will also offer greater opportunities for enhanced learning experiences for pupils, increased staff development opportunities (to develop their skills over a broader range of classes and teaching and learning activities) and the certainty of an educational environment equipped and to face the numerous challenges ahead at both curriculum and financial resource levels.

## **3.2 Need for places and the impact on accessibility of schools**

The County Council has considered the sufficiency of places and the likely demand for places in the future.

## **3.3 Resourcing of education and other financial implications**

### **3.3.1 Surplus Places**

As can be seen from the table in section 2.6 there is a significant level of surplus places in Llanedi Primary School (51%). As stated in the School Organisation Code (2013) document published by Welsh Government where there is more than 10% surplus in an area, local authorities should review their provision and should make proposals for school reorganisation if it will improve the effectiveness and efficiency of provision. This is especially important where

individual schools have 'significant' levels of surplus places of 25% or more (as defined in the Welsh Government Circular 21/2011). If this proposal is implemented it will have a significant positive impact on surplus places in the area as can be seen from the % surplus data shown in the table.

### **3.3.2 Transport costs**

If the proposal was implemented there would be an additional cost of £15.00 per pupil to transport pupils to Hendy Primary School.

### **3.3.3 Capital costs / Capital Receipts**

In the short term there is sufficient capacity in Hendy Primary School to accommodate additional pupils from Llanedi Primary School. In the longer term it is planned to invest in Hendy Primary School as part of the Council's 21<sup>st</sup> Century Schools Programme to improve the condition and suitability of the building.

### **Llanedi Primary School**

Should the proposal be adopted which would lead to the school building no longer being used then the County Council Policy, approved on the 12<sup>th</sup> April 2006, in relation to buildings not being required for educational purposes will apply.

In essence this allows the community to make a case to the council for the retention of the building as a community resource. If there is no viable community interest the premises will be offered to the market.

### **3.3.4 School Budgets**

#### **Llanedi Primary School**

Based on 2015/16 data the budget cost per pupil is £8,172 which is £4,433 above the county average of £3,739.

#### **Hendy Primary School**

Based on 2015/16 data the budget cost per pupil is £3,679 which is £60 below the county average of £3,739.

## **4. Objectives**

Our vision in Carmarthenshire is to provide viable, sustainable and efficient schools which are fit for purpose for the 21<sup>st</sup> Century with the right school in the right place for current and future pupils ensuring access to high quality learning opportunities for all children. Our long term aim as part of our 21<sup>st</sup> Century Schools Programme is to create school learning environments that meet the needs of the communities and provide the best learning provision for the area.

The mission of our Modernising Education Programme is to:

*“transform the network of nursery, primary and secondary schools serving the county into a strategically and operationally effective resource that meets current and future need for school based and associated community focused education, where appropriate investing in the development and improvement of buildings, infrastructure and spaces, so that schools are appropriately located, designed, constructed or adopted to foster the sustainable development of the people and communities of Carmarthenshire.”*

The strategic aims of our Modernising Education Programme are to:

- Develop a schools network that is educationally sustainable and resource efficient for the long term.
- Develop a structure of provision so that every learning setting is capable of providing a high quality education to all of its registered learners, either as an individual institution or as part of a formal federation or collaboration with other settings or providers.
- Develop infrastructure at all schools that is equipped for learning in the 21<sup>st</sup> century and supports the achievement of core objectives for raising educational standards and maintaining them at high levels of performance.
- Deliver a strategic approach to capital investment, integrated with a programme for the rationalisation of provision across the schools network to effectively match supply with demand.
- Rebuild, remodel, refurbish or modernise all school settings that are to be retained for the long-term, so that they conform as closely as practicable with adopted design standards.
- Contribute to the achievement of wider policy objectives, for example, community regeneration and renewal, healthy lifestyles, etc, through the development of appropriate enabling infrastructure.
- Improve the efficiency and educational viability of the schools sector by reducing the number of empty places to a reasonable level, whilst facilitating wherever practicable the expression of parental preference, responding effectively to demographic change.
- Configure schools and invest in modern school premises so that the whole school system in Carmarthenshire is equipped to support the effective implementation of the Schools Effectiveness Framework and secure improving outcomes for children and young people.

The strategic objectives of the MEP align neatly with the national objectives;

- Improved learning environments for children with better educational outcomes.
- Greater economy through better use of resources to improve the efficiency and cost-effectiveness of the education estate.
- A more sustainable education system reducing the recurrent cost and carbon footprint.

## 5. Options for Change

In developing a preferred option the Authority considered a range of alternative options. In considering the options they were evaluated against key objectives and criteria to determine which option best suited the aspirations of Carmarthenshire to provide a viable and sustainable school fit for learning in the 21<sup>st</sup> Century.

### 5.1 Main Options Considered

Option 1	Status Quo – Maintain school in present format
Option 2	Federation
Option 3	Discontinue provision at Llanedi Primary School and provide for pupils at Tycroes Primary School.
<b>Option 4 (Preferred)</b>	<b>Discontinue provision at Llanedi Primary School and provide for pupils at Hendy Primary school.</b>
Option 5	Discontinue provision at Llanedi Primary School and provide for pupils at Llannon Primary School.
Option 6	Discontinue provision at Llanedi Primary School and provide for pupils at Saron Primary School.

### 5.2 Advantages / Disadvantages of Each Option

Option 1 – Status Quo	
Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• No change for stakeholders.</li> <li>• No statutory procedures necessary.</li> </ul>	<ul style="list-style-type: none"> <li>• Would not address Headteacher recruitment issues at Llanedi Primary School.</li> <li>• Continues present arrangements with lack of coherence in provision.</li> <li>• Would not address the surplus places in the schools.</li> <li>• Higher cost option.</li> <li>• Opportunities for synergies will be lost.</li> </ul>

### Option 2 – Federation

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• Opportunities to share resources.</li> <li>• Schools would retain their individual identities.</li> <li>• No increased travelling times for pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• Opportunities for synergies will be lost.</li> <li>• Would not address the surplus places in the schools.</li> <li>• Does not address the building condition of Llanedi Primary School (C Rated – Major deterioration).</li> <li>• Significant investment required.</li> </ul>

### Option 3

#### Discontinue provision at Llanedi Primary School and provide for pupils at Tycroes Primary School.

Advantages	Disadvantages
<ul style="list-style-type: none"> <li>• All pupils would be located on one site under the leadership of one Headteacher.</li> <li>• Improved facilities at Tycroes Primary School, new extension added in 2012.</li> </ul>	<ul style="list-style-type: none"> <li>• Increased travel times for some pupils.</li> <li>• Job security for staff. Redeployment or redundancies.</li> <li>• No Welsh medium provision – Tycroes Primary English medium language category.</li> <li>• Community of Llanedi would lose the presence of a school in their community.</li> </ul>

<b>Option 4 (Preferred Option)</b> <b>Discontinue provision at Llanedi Primary School and provide for pupils at Hendy Primary School.</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• Hendy Primary School is a dual stream school offering a Welsh and English stream.</li> <li>• Hendy Primary School is an IT enriched school being amongst the best quipped primary schools in Carmarthenshire.</li> <li>• All pupils would be located on one site under the leadership of one permanent Headteacher.</li> <li>• Increased team of teachers will provide improved and enhanced pastoral arrangements.</li> <li>• Provision for pupils with ALN (Additional Learning Needs) will be strengthened to provide a wide range of specialism in areas where it is needed.</li> </ul>	<ul style="list-style-type: none"> <li>• Community of Llanedi would lose the presence of a school in their community.</li> <li>• Increased travel times for some pupils.</li> <li>• Job security for staff. Redeployment or redundancies.</li> </ul>

<b>Option 5</b> <b>Discontinue provision at Llanedi Primary School and provide for pupils at Llannon Primary School.</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• All pupils would be located on one site under the leadership of one Headteacher.</li> <li>• Choice of Welsh medium education only – Llannon a Welsh medium school.</li> </ul>	<ul style="list-style-type: none"> <li>• Community of Llanedi would lose the presence of a school in their community.</li> <li>• Llannon Primary School does not have the capacity to accommodate pupils from Llanedi Primary School.</li> <li>• Increased travel times for some pupils. Llannon Primary School being 6.8miles away from Llanedi.</li> <li>• Job security for staff. Redeployment or redundancies.</li> </ul>

<b>Option 6</b> <b>Discontinue provision at Llanedi Primary School and provide for pupils at Saron Primary School.</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• All pupils would be located on one site under the leadership of one Headteacher.</li> <li>• Choice of Welsh medium education</li> </ul>	<ul style="list-style-type: none"> <li>• Community of Llanedi would lose the presence of a school in their community.</li> <li>• Saron Primary School does not have the capacity to accommodate pupils from Llanedi Primary School.</li> <li>• Increased travel times for some pupils. Saron Primary School being 3.6 miles away from Llanedi.</li> <li>• Job security for staff. Redeployment or redundancies.</li> </ul>

As can be seen from the tables above the preferred option for the Authority is to discontinue Llanedi Primary School and provide alternative education at Hendy Primary School as it is a dual stream school which will provide a Welsh and English stream and will also provide an increased team of teachers to provide improved and enhanced pastoral arrangements. Hendy Primary School has sufficient capacity to accommodate the additional pupils from Llanedi Primary School.

## **6. The Proposal**

### **6.1 Rationale for Change**

In spite of its best endeavours, in recent years Llanedi Primary School has seen a steady decline in pupil numbers and based on January 2015 PLASC pupil numbers there are currently only 18 pupils on roll (including nursery pupils). Based on current pupil projections it is estimated that the pupil figures will remain constant with no apparent prospect of reversing the trend.

For the reasons outlined above and in section 2.1 of this consultation document status quo is not considered a viable option for the future provision of pupils in the Llanedi area and it is the Authority's preferred option to discontinue



provision at Llanedi Primary School and provide alternative provision at Hendy Primary School from 1<sup>st</sup> September 2017.

The main difficulties which the school faces emanate from low pupil numbers showing no sign of any recovery with projections over the next five years indicating a fairly constant average pupil number between 16 and 19.

When there are low pupil numbers it is difficult for a school to provide the resources and breadth of curricular educational, social and life experiences which pupils need and deserve. When there are low pupil numbers it is difficult to provide and deliver a broad curriculum within a multi age class structure.

It is felt that retaining the situation is unfair to pupils wishing to attend the school and staff and does not represent the best use of resources.

With only 18 pupils on roll in January 2015 the cost per pupil was double the county average. Based on 2015/16 data the budget cost per pupil is £8,172 which is £4,433 above the county average of £3,739.

With no prospect of there being a significant increase in pupil numbers for the foreseeable future it is not possible to sustain the current arrangements.

## **6.2 The Proposal**

In arriving at a preferred option other options were considered as highlighted in section 5 of this document. It is the Authority's proposal to discontinue Llanedi Primary School and provide alternative education at Hendy Primary School.

The following proposal has been identified as the Authority's preferred option for the future provision of primary education in the area;

## **6.3 Catchment Area**

### **6.3.1 Primary**

That as from 1 September 2017, the catchment area of Llanedi Primary School be re-designated and included within the existing catchment area of Hendy Primary School.

### **6.3.2 Secondary**

For pupils residing within the existing catchment area of Llanedi Primary School the arrangements in respect of secondary education will be Bryngwyn and Ysgol y Strade (Welsh Stream). It is however the home address which is taken into account when considering admission to a Secondary School and not the primary school attended. It must be noted that it is the home address which is taken into account when considering admission to a Secondary School and not the Primary School attended.

Most parents send their child / children to their local catchment area school however parents have a right to state a preference for different schools. When you choose a school which is not your designated catchment school or the nearest school to your home there are some issues you will need to consider prior to making a decision;

- If a child does not attend the catchment area school or the nearest school to the home address and this decision is based on parental preference, then the responsibility, as well as the cost, of transporting the pupil to and from school, rests entirely with the parents / carer.
- The LA and school governors will lawfully comply with any preference for a particular school which is expressed. As with all applications a preference for a particular school will need to be considered and assessed as part of the admission process to ensure that the Authority does not exceed the limit for admission of pupils to that school for the relevant year group.

## **6.4 Advantages and Disadvantages of the proposal**

### **Advantages**

- Access to a school that has good standards and provision under the leadership of a strong Management Team.
- Dual Stream school offering a Welsh and English medium education.
- An increased team of teachers which will provide improved and enhanced pastoral arrangements and targeted support for particular groups of pupils.
- An ICT rich school which has recently invested heavily in new technology and is now amongst the best equipped primary schools in Carmarthenshire.

### **Disadvantages**

- Increased travel distances for some pupils.
- Local community resistance to the proposals.
- Loss of primary school presence in community of Llanedi.
- Statutory process required to implement proposal.

## 6.5 Risks and Counter Measures

Risk		Counter Measure
1.	Failure to obtain statutory approval to implement the proposal.	- Follow guidelines as set out in the School Organisation Code 2013.
2.	Staffing issues in relation to securing suitable alternative employment.	- The Authority has staffing policies which will be recommended for implementation in respect of school reorganisation.
3.	Increased travelling times for some pupils.	- Transport will be provided in accordance with the statutory requirements of the Learner Travel (Wales) Measure 2008.
4.	Integration of pupils into the new school building.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school.

## 6.6 Management and Organisation

The table below highlights the impact on the management and organisation of Hendy primary school to accommodate the additional pupils from Llanedi Primary School.

January 2015 PLASC Data (FTE) (Ages as at 31/08/14)			
Class	Llanedi	Hendy	Total
N2	1	13 (1 P/T)	13.5
Reception	2	20	22
Year 1	3	21	24
Year 2	2	21	23
Year 3	3	19	22
Year 4	1	28	29
Year 5	2	14	16
Year 6	4	23	27
<b>Total</b>	<b>18</b>	<b>158.5</b>	<b>176.5</b>

As can be seen from the table there would be enough capacity at Hendy primary school to accommodate the additional pupils from Llanedi Primary School.

## 6.7 Revenue Savings

Should this proposal be implemented there is potential revenue savings in the region of £71,333 per annum, this figure does not take into account any

upcoming budget constraints on the fair funding allocation or additional transport costs.

These savings would be re-invested within the education service.

## **6.8 Admission Arrangements**

The County Council is the Admissions Authority for Hendy Primary School. If you have any queries in relation to admission to the school the contact details for Carmarthenshire LA are as follows:

The School Governance and Admissions Unit,  
Carmarthenshire Local Authority,  
Department for Education and Children,  
Block 2,  
Main Building,  
St. David's Park,  
Carmarthen. SA31 3HB

Tel No: 01267 246449

Fax : 01267 246746

E-mail : [rjonesevans@carmarthenshire.gov.uk](mailto:rjonesevans@carmarthenshire.gov.uk)

## **6.9 Transport Impact Assessment**

Based on January 2015 pupil PLASC address data of the 18 pupils attending Llanedi Primary School (including nursery pupils) 6 lived within the catchment area of the school whilst 12 lived outside the catchment area.

An initial assessment of the travel times and distances which would apply if the Authorities proposal was implemented indicated that the additional travelling time for pupils on average would be 2 minutes (based on January 2015 PLASC individual pupil address data). Journey times for 22% of the pupils would decrease should the proposal be implemented as their home addresses are closer to Hendy primary school than their current school.

For those pupils living within the current catchment area of Llanedi Primary School the Authority will meet the cost of conveying those pupils for the period of time they remain and continue to reside within the catchment area.

The distance between Llanedi Primary School and Hendy Primary School is approximately 3.1 miles.

An initial assessment of the home to school transport arrangements which would apply if the Authorities proposal was implemented does not indicate an unreasonable journey length for pupils.

## **Safe Routes to School**

Works were undertaken in 2007 in Hendy as part of the safe routes to school grant. The works undertaken included a raised plateau on the B4306 and an upgrade to the path through Hendy park, the pedestrian entrance to the school was also upgraded. Various traffic calming features have also been provided along the A4138 through Hendy.

### **6.10 Community Impact Assessment**

Please refer to **Appendix A** of this consultation document for full details of a Community Impact Assessment undertaken on Llanedi Primary School.

### **6.11 Welsh Language Impact Assessment**

Please refer to **Appendix B** of this consultation document for full details of a Welsh Language Impact Assessment undertaken on Llanedi Primary School.

### **6.12 Equality Impact Assessment**

Please refer to **Appendix C** of this consultation document for details on the Equality Impact Assessment undertaken for Llanedi Primary School.

## **6.13 Impact of proposal on staff**

### **6.13.1 Llanedi Primary School Staff**

There is currently one Acting Deputy Headteacher and one teacher at the school. The Authority has staffing policies and procedures in respect of school reorganisation and these will be implemented. The Authority will support school staff in securing suitable alternative employment if at all possible through redeployment processes.

### **6.13.2 Hendy Primary School Staff**

There is currently one Headteacher one Deputy Headteachers and six teachers at Hendy Primary School.

## 7. Consultation and Statutory Process

### 7.1 The Consultation Process

The consultation on this proposal will follow guidelines established by the Welsh Government as stated in the School Organisation Code (2013).

### 7.2 Who will be consulted?

This document has been sent to the following interested parties:

Staff (Teaching and Ancillary) Llanedi CP School	Governors and Parents / Guardians, Llanedi CP School
Children and Young People's Partnership	Community Councillors / Llanedi Community Council
Child Care / Early Years	Community First Partnership
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) / Regional Assembly Members/ Member of parliament (MPs)	National Association of Schoolmasters and Union of Women Teachers (NASUWT)
National Union of Teachers (NUT)	Association Of Teachers & Lecturers (ATL)
Undeb Cenedlaethol Athrawon Cymru (UCAC)	The Professional Association of Teachers (PAT)
National Association Of Head Teachers (NAHT)	GMB Union
UNISON	*Neighbouring Primary and Secondary schools in Carmarthenshire
Transport and General Workers' Union (T&G)	LA Special Educational Needs Division
Director of Education – All Neighbouring Authorities	ERW – Education through Regional Working
Local Service Board	Regional Transport Consortium
Local Police and Crime Commissioner	Welsh Ministers
Estyn	Diocesan Director of Education Church in Wales & RC

\* Consultation document sent to Headteacher and Chair of Governors (Tycroes CP, Hendy CP, Llannon CP, Saron CP, Secondary Schools Ysgol Dyffryn Aman, Ysgol Maes Y Gwendreath, Ysgol Y Strade and Bryngwyn School).

### 7.3 The Consultation Period

There will be a period from 23<sup>rd</sup> May 2016 to 8<sup>th</sup> July 2016 when you can express your views.

During this period you can ask questions and express your views by writing a letter or alternatively completing the attached response form in **Appendix F** which should be received by the Director of Education and Children's Services (Mr. R. A. Sully) by no later than noon on 8<sup>th</sup> July 2016, at the following address:

Mr R A Sully, Director of Education and Children's Services,  
Building 2, St. David's Park, Jobs Well Road, Carmarthen, SA31 3HB  
Or E-mail to: [DECMEP@carmarthenshire.gov.uk](mailto:DECMEP@carmarthenshire.gov.uk)

Consultees can submit their views in favour of or against a proposal. Responses received during the consultation period will not be treated as statutory objections. If consultees wish to object, they will need to do so in writing during the statutory objection period outlined below.

### 7.4 Consultation with pupils

There will be an opportunity for the pupils of Llanedi Primary School to participate in the consultation process during a session which will be conducted at the school with an Associate System Leader. The session will take place at Llanedi Primary School.

The information gathered from the consultation with pupils will form part of the consultation report which will be submitted to the Executive Board for consideration following the consultation period.

### 7.5 Considering Your Views

Within 13 weeks of 8<sup>th</sup> July 2016 a consultation report will be published on Carmarthenshire County Council's website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees and provide Carmarthenshire County Council's response to these issues. The report will also contain Estyn's view of the proposal and details of consultation undertaken with the pupils of Llanedi CP School.

The Executive Board of Carmarthenshire County Council will consider the consultation report and decide whether or not to proceed with the proposal.

If the Executive Board decides to continue with the proposal Carmarthenshire County Council must publish a statutory notice.

## **7.6 Statutory Notice**

The statutory notice will be published on Carmarthenshire County Council's website and posted in the named and neighbouring schools within the locality. Copies of the notice will be made available to the school to distribute to pupils, parents, guardians, and staff members (the school may also distribute the notice by email).

The notice will set out the details of the proposal and invite anyone who wishes to object to do so in writing within a period of 28 days. If objections are received an objection report will be published on the Carmarthenshire County Council website. Hard copies of the report will also be available on request. The report will summarise the issues raised and provide Carmarthenshire County Council's response to those objections.

## **7.7 Determination of Proposal**

County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications. In doing so, the County Council will take into account any statutory objections that it received.

## **7.8 Decision notification**

Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.

## **7.9 The Statutory Process Time-Table**

The statutory process and timetable will be as follows:-

May 2016	Issue of this consultation document to identified and other interested parties.
July 2016	Closing date for views on the proposal to be received by the Department for Education & Children.



November 2016	<p>Within 13 weeks of 8<sup>th</sup> July 2016 a Consultation Report will be taken to the Executive Board and published on Carmarthenshire County Council's website. Decision to proceed to publish statutory notice. OR alternatively proposal ends.</p> <p>If the decision is made to proceed then a statutory notice will be published. The notice will outline details of the proposal and be published on the Council's web site and be displayed near the entrance of the school and schools which are subject to the proposals. Copies of the notice will be made available to the school to distribute to parents, guardians and staff members.</p> <p>Following publication there will be a 28 day period during which time formal written objections will be invited.</p> <p>The statutory notice will give details on how you may record your objections to the proposal.</p>
November 2016	<p>End of formal 28 day notice period for objections. County Council will determine the proposal. The County Council may decide to approve, reject or approve the proposal with modifications, in doing so the County Council will take into account any statutory objections that it received.</p>
May/June 2017	<p>Deadline to notify parents of intention to implement proposal.</p> <p>Following determination of proposals all interested parties will be informed and advised of the availability of the decision which will be published electronically on Carmarthenshire County Council's website.</p>
September 2017	Implement Proposal

## **8. Appendix A – Community Impact Assessment**

### **Community Impact Assessment**

#### **General Information**

Llanedi Primary School is a rural, community school built in the early 1920's situated in the village of Llanedi, approximately five miles south of Ammanford and three miles north of Pontarddulais, in a predominantly Welsh speaking area. It is a small two teacher school one of which is 'acting up' as Deputy Headteacher and caters for pupils ages 4-11 years of age. Under the new arrangements for categorisation of schools according to linguistic provision, Llanedi Primary School categorised itself in category EW (English medium with significant use of Welsh).

Llanedi is within the ward of Hendy where the population is 3,149. The ward is ranked 110 out of 112 within Carmarthenshire for deprivation (1 being most deprived) and of that population 52% come from homes where Welsh is spoken as a first language.

The village school has contributed greatly over the years to support and nurture the pupils and sense of community for the area.

Llanedi Primary School does have a breakfast club and also offers after school clubs such as Urdd and Dragon's Sports.

#### **Catchment Area Analysis**

Each school has an area that it serves, referred to as the catchment area. Each school is expected to accommodate pupils from within its catchment area and schools must have regard for this ongoing demand.

Most parents send their child to their local school but parents have a right to state a preference for other schools.

#### **Children attending the school from inside catchment**

Based on January 2015 PLASC pupil address data, the geographical data in relation to the pupil distribution for the Llanedi school catchment area indicated that of the 18 pupils on roll, 6 pupils lived within the catchment, whilst the remaining 12 were from outside the catchment area.

#### **Children attending the school from outside catchment**

Based on January 2015 PLASC pupil address data, 12 pupils lived outside the catchment area of Llanedi school attended the school of which 2 lived in the Hendy catchment area.

## **Other School Facilities / Activities**

Llanedi Primary School has a close relationship with parents and works well with the community through such bodies as the Friends of the School. Parents and visitors from the community make a positive contribution to enriching pupils' experiences.

Llanedi Primary School offers pupils a breakfast club during term time between 8am and 8:20am. The school also offers various activities for pupils such as The Urdd club for Urdd members for the whole school. Other after school activities that are offered are based on the 'Dragon Sport' programme which includes cricket, hockey, netball and rugby.

Extra curricular opportunities are many and varied at the school including recorders, swimming lessons, cycling proficiency test, Llangrannog Urdd School Camp and Pendine School Camp.

If the proposal to discontinue Llanedi Primary School is approved, the Authority's preferred option would be to provide alternative provision for pupils at Hendy primary school which offers similar provision to that being offered at Llanedi Primary School.

Hendy primary school operates a breakfast club for all pupils between 8:15am and 8:40am.

Hendy primary school also offer numerous after school clubs including activities such as cooking, football, fun club, netball club etc.

As can be seen from the information above the alternative provision being offered at Hendy school is comparable to the provision currently being offered at Llanedi Primary School.

## **Community use of school building**

There is no designated hall in Llanedi school. Due to low pupil numbers a former classroom is being used as a multipurpose room. Llanedi Community Council utilise the neighbouring Tycroes Hall for their meetings. Should the proposal to close Llanedi Primary School be approved the community of Llanedi can make a case to Carmarthenshire Council Council for the retention of the building as a community resource. The community of Llanedi use the school building to facilitate the following groups;

- TBC

## **9. Appendix B – Welsh Language Impact Assessment**

**9.1** This proposal supports the Council's vision and aims for Welsh medium education as set out in Carmarthenshire's Welsh in Education Strategic Plan (WESP) 2014 – 2017. The proposal will offer the pupils of Llanedi Primary School the opportunity of a Welsh or English stream at Hendy Primary School.

### **9.2 Language Category**

#### **Llanedi Primary School**

Under the new arrangements for categorisation of schools according to linguistic provision, Llanedi primary school categorised itself in Category EW (English medium with significant use of Welsh).

#### **Hendy Primary School**

Under the new arrangements for categorisation of schools according to linguistic provision, Hendy primary school categorised itself in category DS (Dual Stream) offering Welsh and English medium education.

### **9.3 Standards – Welsh Language**

#### **Llanedi Primary School**

As reported in section 2.10 of this consultation document Llanedi Primary school was last inspected by Estyn in January 2011.

The report noted that most of the pupils came from English speaking homes and Welsh was taught as a second language in the school. Recommendations in the Estyn inspection noted that in order to improve, the school needed to raise standards in Welsh as a second language for KS2 pupils.

It was reported that very few children entered the school with Welsh language skills but the majority of pupils made good progress as they moved through the school.

Estyn commented how the school made appropriate provision for Welsh language development and the Welsh dimension reporting that most adults used Welsh effectively around the school which enhanced the progress made by the pupils. Staff provided appropriate opportunities for pupils to learn about their locality and the history and culture of Wales.

### **Hendy Primary School**

As reported in section 2.10 of this consultation document Hendy primary school was last inspected by Estyn in February 2012. The report noted that the percentage of pupils performing at a higher level in Welsh was slightly higher than the family average.

The performance in Welsh at level 2 is reported as being higher than the family of schools average for the last four years and higher than the all- Wales average until 2011 with no significant differences in the performances of boys and girls at level 2.

The percentage of pupils performing at level 3 in Welsh has compared favourably with family averages for the past four years.

At level 4 the performance in Welsh was higher than the family average and has been higher than the all-Wales average for the last four years up to 2012.

It was noted that there was suitable provision for the Cwricwlwm Cymreig and global citizenship within the school.

### **9.4 Welsh school activities**

Llanedi and Hendy Primary Schools offer pupils the opportunity to become members of the Urdd offering members the opportunity to participate in various activities. Older pupils are offered the chance to attend the Urdd camp in Llangrannog.

## **10. Appendix C – Equality Impact Assessment**

### **Carmarthenshire County Council Assessing Impact**

#### **The Equality Act 2010**

The Equality Act 2010 (the Act) brings together and replaces the previous anti-discrimination laws with a single Act. It simplifies and strengthens the law, removes inconsistencies and makes it easier for people to understand and comply with it. The majority of the Act came into force on 1 October 2010.

The Act includes a new public sector equality duty (the 'general duty'), replacing the separate duties on race, disability and gender equality. This came into force on 5 April 2011.

#### **What is the general duty?**

The aim of the general duty is to ensure that public authorities and those carrying out a public function consider how they can positively contribute to a fairer society through advancing equality and good relations in their day-to-day activities. The duty ensures that equality considerations are built into the design of policies and the delivery of services and that they are kept under review. This will achieve better outcomes for all.

The duties are legal obligations. Failure to meet the duties may result in authorities being exposed to legal challenge.

Under equality legislation, public authorities have legal duties to pay 'due regard' to the need to eliminate discrimination and promote equality with regard to race, disability and gender, including gender reassignment, as well as to promote good race relations. The Equality Act 2010 introduces a new public sector duty which extends this coverage to age, sexual orientation, pregnancy and maternity, and religion or belief. The law requires that this duty to pay 'due regard' be demonstrated in the decision making process. It is also important to note that public authorities subject to the equality duties are also likely to be subject to the obligations under the Human Rights Act and it is therefore wise also to consider the potential impact that decisions could have on human rights as part of the same process.

#### **Carmarthenshire's approach to Equality Impact**

In order to ensure that the council is considering the potential equality impact of its proposed policies and practices, and in order to evidence that we have done so, every proposal will be required to be supported by the attached Equality Impact Assessment. Where this assessment identifies a significant impact then more detail may be required.

### **Reporting on assessments**

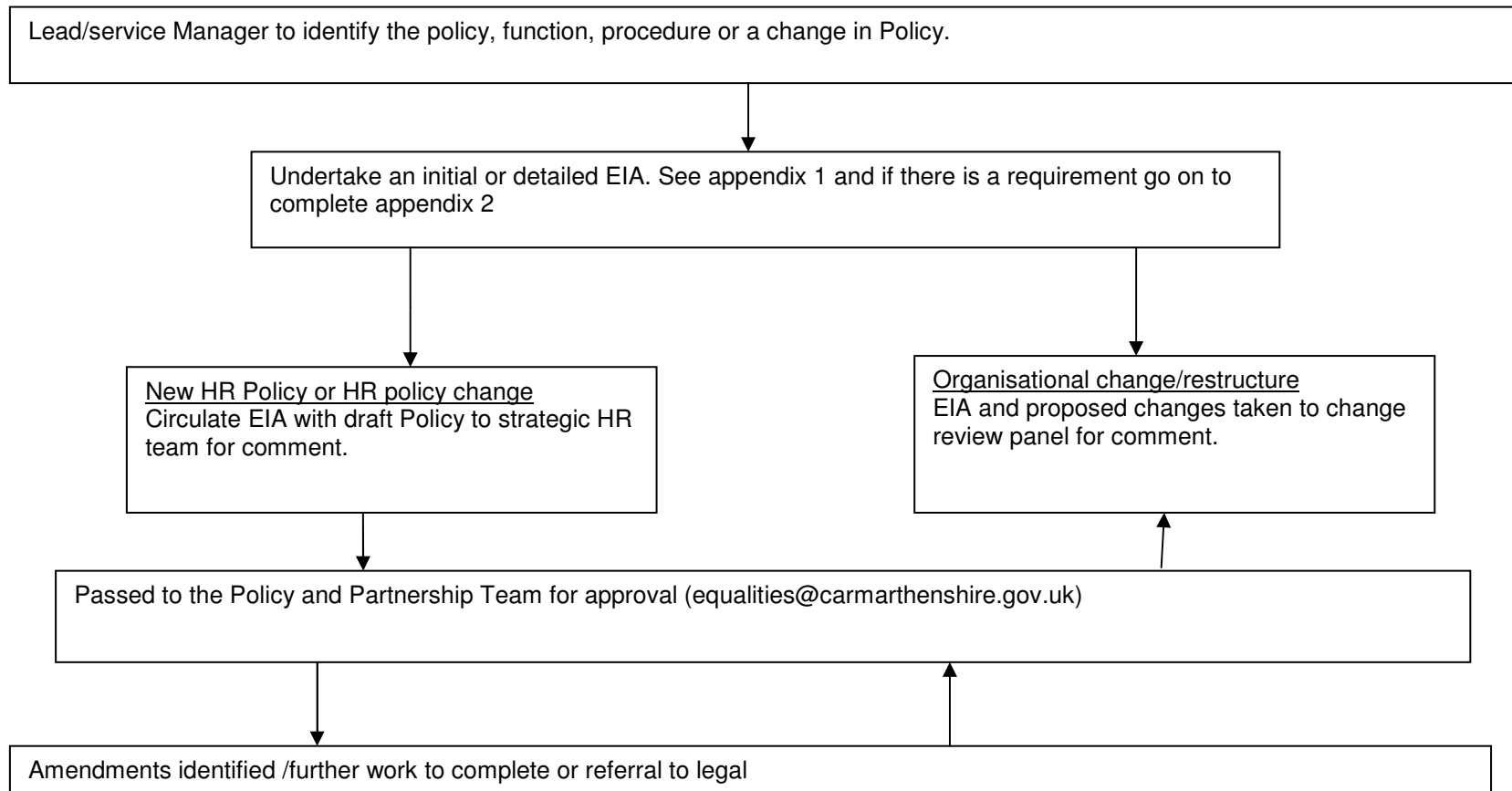
Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

### **Initial and Detailed Equality Impact Assessments**

The initial EIA (appendix 1) is a simple and quick method of assessing the effect of a policy, function, procedure, decision including financial cuts on one or more of the protected characteristics.

The Service Manager responsible for the relevant new or revised policies, functions, procedures and financial decisions must undertake, at least, an initial EIA and where relevant a detailed Equality Impact Assessment (appendix 2); EIA must be attached as background paper with reports to Executive and Scrutiny .

**Equality impact assessment – Process to follow where HR implications have been identified**





## Initial Equalities Impact Assessment Template

### Appendix 1

<b>Department:</b> Education & Children	<b>Completed by (lead):</b> Sharon James	<b>Date of initial assessment:</b> March 2015  <b>Revision Dates:</b> N/A
<b>Area to be assessed: (i.e. name of policy, function, procedure, practice or a financial decision)</b>	To discontinue Llanedi Primary School.	
<b>Is this existing or new function/policy, procedure, practice or decision?</b>	School Re-organisation Proposal – Modernising Education Programme	
<b>What evidence has been used to inform the assessment and policy? (please list only)</b>		
<ul style="list-style-type: none"> <li>• 21<sup>st</sup> Century Schools Programme</li> <li>• Modernising Education Programme</li> <li>• Welsh Government Guidance – School Organisation Code 2013</li> <li>• PLASC Data 2015</li> <li>• POSP Data 2015</li> </ul>		

<b>1. Describe the aims, objectives or purpose of the proposed function/policy, practice, procedure or decision and who is intended to benefit.</b>	It is the County Council’s proposal to discontinue Llanedi primary school and provide alternative provision at Hendy primary school or nearest suitable school as agreed by the Authority.		
<b>The Public Sector Equality Duty requires the Council to have “due regard” to the need to:-</b> (1) eliminate unlawful discrimination, harassment and victimisation; (2) advance equality of opportunity between	<b>2. What is the level of impact on each group/ protected characteristics in terms of the three aims of the duty?</b> <b>Please indicate high (H) medium (M), low (L), no effect (N) for each.</b>	<b>3. Identify the risk or positive effect that could result for each of the group/protected characteristics?</b>	<b>4. If there is a disproportionately negative impact what mitigating factors have you considered?</b> N/A

different groups; and <b>(3)</b> foster good relations between different groups (see guidance notes)			<b>Risks</b>	<b>Positive effects</b>	
<b>Protected characteristics</b>	<b>Age</b>	N	Risk Neutral		
	<b>Disability</b>	L	Risk Neutral	Suitability of Hendy primary school rated B by EC Harris who completed a building survey as part of the national 21 <sup>st</sup> Century School Programme on behalf of the Authority in 2010.	
	<b>Gender reassignment</b>	N	Risk Neutral		
	<b>Race</b>	N	Risk Neutral		
	<b>Religion/Belief</b>	N	Risk Neutral		
	<b>Pregnancy and maternity</b>	N	Risk Neutral		
	<b>Sexual Orientation</b>	N	Risk Neutral		
	<b>Sex</b>	N	Risk Neutral		
	<b>Welsh language</b>	N	Risk Neutral	Hendy is a Dual Stream school offering a Welsh and English stream.	
	<b>Any other area</b>	L	Risk Neutral	Suitability of Hendy primary school rated B by EC Harris who completed	

				a building survey as part of the national 21 <sup>st</sup> Century School Programme on behalf of the Authority in 2010.	
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**5. Has there been any consultation/engagement with the appropriate protected characteristics?** YES  Informal and formal consultation will be undertaken as stated in Welsh Government guidance. We will consult informally with the Headteacher and Chair of Governors. As part of the Formal Consultation period key stakeholders will be consulted with as detailed on page 29 of this consultation document.  
NO

**6. What action(s) will you take to reduce any disproportionately negative impact, if any?** Ensure that parents, staff and governors are fully informed at each stage of the consultation.

**7. Procurement**  
Following collation of evidence for this assessment, are there any procurement implications to the activity, proposal, service.  
Please take the findings of this assessment into your procurement plan. Contact the corporate procurement unit for further advice. N/A

**8. Human resources**  
Following collation of evidence for this assessment, are there any Human resource implications to the activity, proposal or service? The Authority has staffing policies and procedures in respect of school reorganisation and these will be recommended for implementation. The Authority will support school staff in securing suitable alternative employment if at all possible through redeployment processes.

**9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment? (recommended if one or more H under section 2)** YES  NO

Approved by: Head of Service Gareth Morgans Date: February 2016

# Detailed Equalities Impact Assessment Template

Appendix 2

<b>Department:</b>	Please see initial impact assessment
<b>Completed by (lead):</b>	
<b>Date of Detailed assessment:</b>	
<b>Area to be assessed: (<i>Policy, function, procedure, practice or a financial decision</i>)</b>	Please see initial impact assessment
<b>Is this existing or new function/policy/Procedure/ practice</b>	Please see initial impact assessment

<b>1. Describe the aims, objectives or purpose of the function/policy, practice or procedure and who is intended to benefit.</b>	Please see initial impact assessment
<b>2. Please list any existing documents, evidence, research which have been used to inform the Detailed equality impact assessment.</b> (This must include relevant data used in this assessment)	
<b>3. Has any consultation, involvement been undertaken with the protected characteristics to inform this assessment?</b> (please provide details, who and how consulted)	

4. What is the actual/likely impact?				
5. What actions are proposed to address the impact? <i>(The actions needs to be specific, measurable and outcome based)</i>	What are we going to do	Who will be responsible	When will it be completed	How will we know we have achieved our objective
6. How will actions be monitored?				
Approved by: Head of Service			Date:	

Thank you for completing this assessment.

For further information regarding Assessing Impact, please contact the -  
 Policy & Partnership Team  
 Chief Executive's Department  
 01267 22(4914) / (4676)  
[equalities@carmarthenshire.gov.uk](mailto:equalities@carmarthenshire.gov.uk)

**Please send a copy of the assessment to the above e-mail address upon completion.**

## 11. Appendix D – Area Profile Llanedi / Hendy

### Area Profile for Llanedi, Postcode: SA4 0FB: (Hendy 1 LSOA Code: W10000665)

Population:	1,788
Welsh Language:	People with knowledge of Welsh: 56.4% Can speak Welsh: 43.2% Can speak, Read and Write Welsh: 32.4% Can speak Welsh (Age 3-15):8.5% No skills in Welsh:43.5%
Number of Children & Young People:	16.1% (Aged 0-15) 9.7% (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 97.5% White (Irish): 0.3% White (Other): 0.7% Mixed (White/Black Caribbean): 0.1% Asian British (Indian) 0.2% Asian British (Other Asian): 0.2% Other Ethnic Group: 0.9%
Religion:	Christian: 67.1% Buddhist: 0.1% Hindu: 0.2% Jewish: 0% Muslim: 0.1% Sikh: 0% Other Religion: 0.1% No Religion: 25.9% Religion Not Stated: 6.5%
Deprivation Ranking:	Total number of Households: 727 Total households not deprived in any dimensions: 384 No of households Deprived of between 1-4 dimensions: 343

## WELSH INDEX OF MULTIPLE DEPRIVATION (WIMD)

WIMD 2014 based on fine-grained geography of lower Super Output Areas (LSOAs). The WIMD 2014 is compiled from eight domains, Income, Employment, Health, Education, Housing, Access to Services, Physical Environment and Community Safety and is published at Lower Super Output Area of which there are 112 in Carmarthenshire.

Under WIMD, where Rank 1 is the most deprived, **Hendy 1** ranks 112 out of 112 LSOAs in Carmarthenshire (the least deprived LSOA in Carmarthenshire) and is ranked 1772 in Wales from 1909 LSOAs.

The highest level of deprivation attributed to **Hendy 1** is the Access to Services domain, being ranked 89<sup>th</sup> in Carmarthenshire and 1135<sup>th</sup> in Wales for this domain.

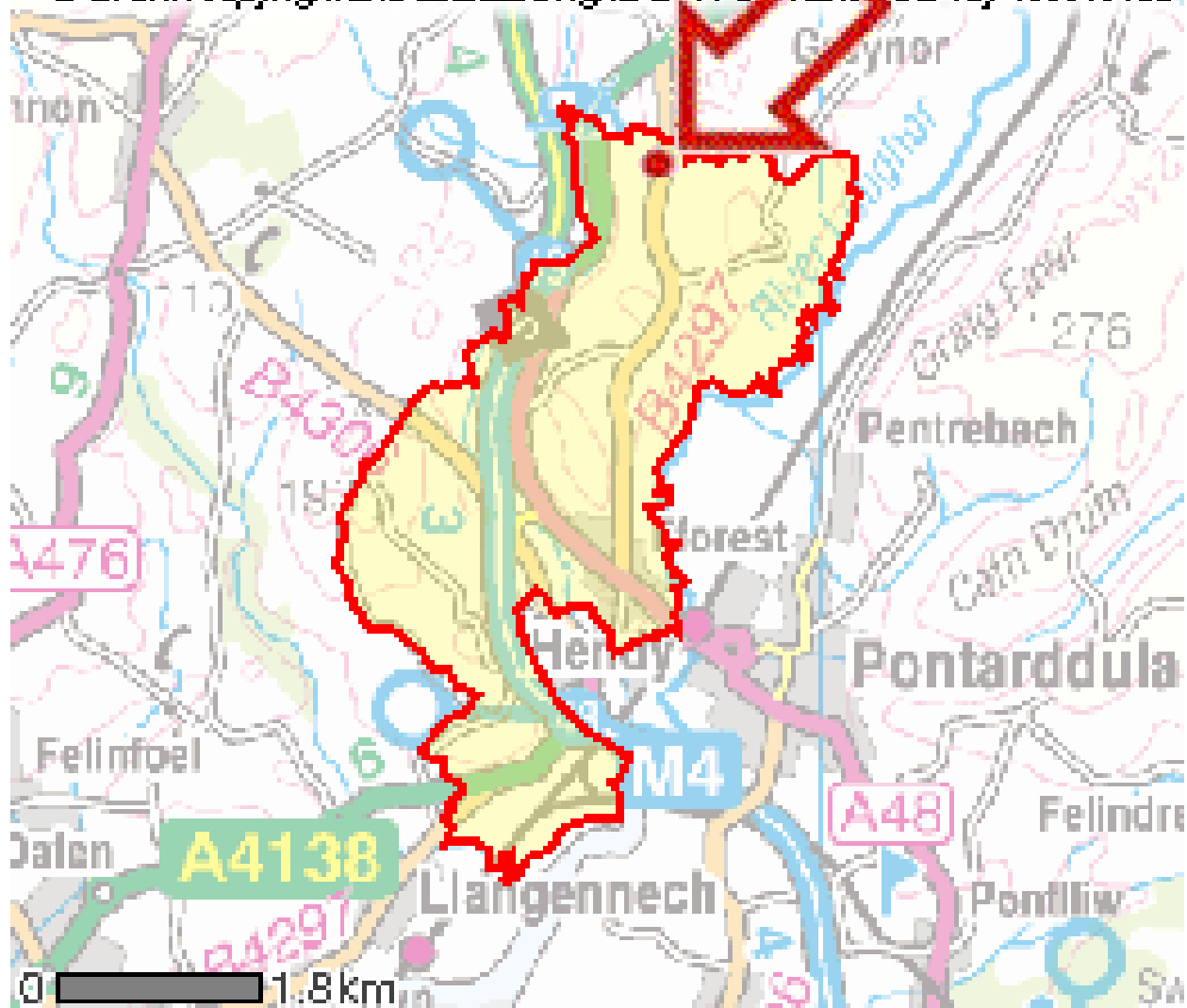
Source: Welsh Index of Multiple Deprivation 2014 (released November 2014), Welsh Assembly Government.

Note: LSOAs ranked 1-112 (Carmarthenshire), 1-1909 (Wales).

### Hendy 1 – Fforest

LSOA	Overall Index		Domains: Income		Employment		Health		Education		Housing		Access to Services		Physical Environment		Community Safety	
	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales	Carmarthenshire	Wales		
Hendy 1	112	1772	105	1611	106	1548	110	1730	103	1565	91	1475	89	1135	102	1625	93	1723
Hendy 2	69	1067	42	869	61	957	43	740	57	1017	64	1160	96	1401	48	783	53	1275

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## **12. Appendix E – Glossary of Abbreviations**

<b>ALN</b>	Additional Learning Needs
<b>AN</b>	Admission number
<b>CCC</b>	Carmarthenshire County Council
<b>CP</b>	Community Primary
<b>EM</b>	English medium
<b>Estyn</b>	Her Majesty's Inspectorate for Education and Training in Wales
<b>EW</b>	English medium with significant use of Welsh
<b>FTE</b>	Full Time Equivalent
<b>LA</b>	Local Authority
<b>LSOA</b>	Lower Super Output Area
<b>MCSW</b>	Measuring the Capacity of Schools in Wales
<b>MEP</b>	Modernising Education Programme
<b>NOR</b>	Number on Roll
<b>PLASC</b>	Pupil Level Annual School Census Data
<b>PT</b>	Part time
<b>TR</b>	Transitional
<b>VA</b>	Voluntary Aided
<b>VC</b>	Voluntary Controlled
<b>WESP</b>	Welsh in Education Strategic Plan
<b>WG</b>	Welsh Government
<b>WM</b>	Welsh medium

## 13. Appendix F – Response Pro-forma

Please provide us with your comments on the proposals regarding future provision for primary pupils residing in the Llanedi Primary School catchment area.

Your comments:

Do you have any other issues that you wish to bring to our attention?

Please tick box if you wish to be notified of the publication of a consultation report.

Signature \_\_\_\_\_

Print Name \_\_\_\_\_

Position /

Category of

Respondent

(E.g. parent)

Address \_\_\_\_\_

Postcode \_\_\_\_\_

Date \_\_\_\_\_

**Please note that unless you indicate otherwise your comments will be open to the public as part of the formal records of the consultation.**

Please detach this form and return to: Mr. R. A. Sully, Director – Department for Education and Children, Building 2, St David's Park, Jobs Well Road, Carmarthen. SA31 3HB or E-mail to [DECMEP@carmarthenshire.gov.uk](mailto:DECMEP@carmarthenshire.gov.uk) no later than **8<sup>th</sup> July 2016**.