

# 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 Pendine & Laugharne Area

## CONSULTATION DOCUMENT

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Safeguarding Children and  
Improving Education Standards for All



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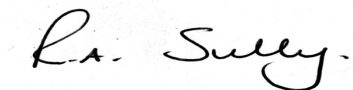
## Foreword

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 its area and whether or not it is making the best use of 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 Pendine 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 schools in the Pendine 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 Tremoilet VC, Llanmiloe and Laugharne VC Primary Schools. 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 64 of this document for any response.

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

### 2.1 Background

In recent years Tremoilet VC, Llanmiloe and Laugharne VC Primary Schools have seen a decline in pupil numbers as can be seen in section 2.4 of this document. Based on current pupil data and projections no significant change in this trend is anticipated. Declining pupil numbers across the schools will cause further educational and financial challenges, in particular, maintaining appropriate pupil teacher staffing ratios and teaching groups to provide an effective curriculum for all learners.

A range of 'soft federation' arrangements have existed between the three schools over a period of time. Llanmiloe Primary School and Tremoilet VC School have experienced a 'shared leadership' model (under the previous and last permanent Head teacher of Llanmiloe Primary School). A similar model between Laugharne VC School and Tremoilet VC School was established in 2014, with the newly appointed Headteacher at Laugharne VC School (September 2015) currently developing this work.

Each model has explored and highlighted the benefits of greater levels of collaboration between schools. However, they have also recognised the challenges and fragility of such models. These findings have reinforced the need for a more formalised approach and sustainable resolution to serve the longer term educational needs of this area. Whilst Headteacher recruitment is a national challenge, it is undoubtedly the case for such small schools as Llanmiloe Primary and Tremoilet VC Schools.

Llanmiloe Primary School is currently under the leadership of an acting Headteacher for an interim period while the Governing Body attempts to put in place more secure and strategic arrangements.

The culmination of these unavoidable facts presents a current model of provision in the area which does not represent a platform for educational stability and enhancement or the best use of resources. With no prospect of there being a significant increase in pupil numbers in the area for the foreseeable future, coupled with ongoing challenges two of the schools face to secure permanent senior leadership, it is not viable to sustain current arrangements.

The Authority is therefore of the view that maintaining the status quo is not an option. When there are low pupil numbers in schools, it is increasingly difficult to provide the resources and wide breadth of educational, social and life experiences pupils need and deserve. It is also difficult to provide and deliver a sufficiently challenging curriculum within a multi-age class structure.

As stated in the School Organisation Code (2013) the Diocesan Authority has been consulted prior to the consultation document being published.

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

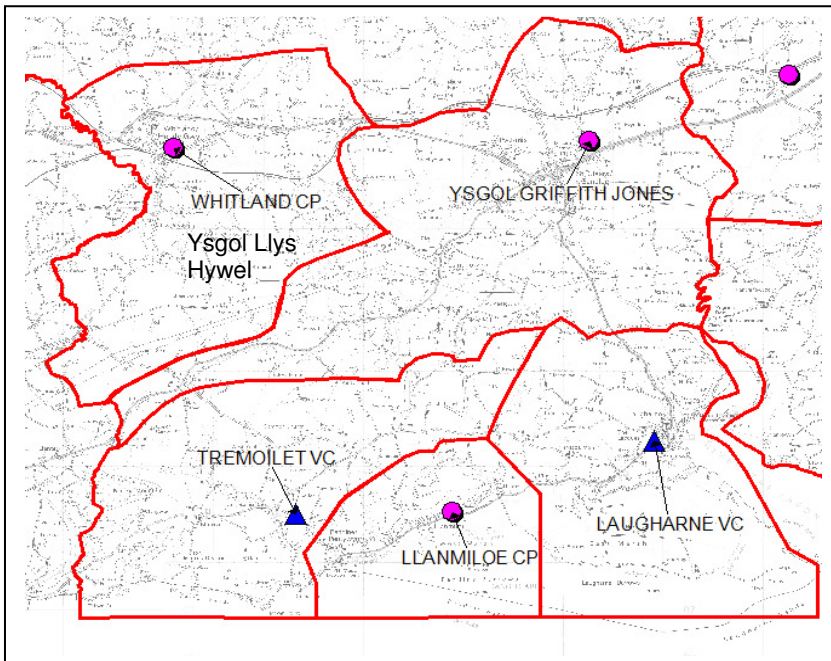
The catchment areas of Tremoilet VC, Llanmiloe and Laugharne VC Primary Schools are surrounded by the following Community Primary schools:

Ysgol Griffith Jones – Station Road, St. Clears, SA33 4BT  
Ysgol Llys Hywel (Whitland) , Whitland, SA34 0QB  
Stepaside, Carmarthen Road, Kilgetty, SA68 0UG  
Tavernspite, Tavernspite, Pembrokeshire, SA34 0NL

## 2.3 General School Information

School	School Type	Language Category	Admission Number	Capacity Jan 15 MCSW	Jan 2015 NOR PLASC	Total Nursery Age Places	Age Range
Tremoilet VC	Church in Wales Voluntary Controlled	EM	12	88	42	3	4-11
Llanmiloe	Community Primary	EM	14	103	26	7	4-11
Laugharne VC	Church in Wales Voluntary Controlled	EW	17	119	56	11	4-11
Ysgol Griffith Jones	Community Primary	DS	34	298	231	41	3-11
Ysgol Llys Hywel (Whitland)	Community Primary	DS	34	238	96	16	4-11
<b>Pembrokeshire County Council</b>							
					FT Pupils	PT Pupils	
Stepaside (Pembrokeshire CC)	Community Primary	EM	28	200	141	10	3-11
Tavernspite (Pembrokeshire CC)	Community Primary	EM	29	205	205	2	3-11

**The following diagram outlines the catchment areas of schools surrounding Tremoilet VC, Llanmiloe and Laugharne VC Primary Schools.**



In arriving at a preferred option for the pupils of Tremoilet VC, Llanmiloe and Laugharne VC schools 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 Tremolet VC Primary School, Llanmiloe Primary School and Laugharne VC Primary School and provide a new 3-11 dual stream area VC school based on the current Laugharne VC Primary School site and buildings.

Stepaside and Tavernspite Primary Schools in Pembrokeshire have not been evaluated further in this consultation document as there are proposals currently being undertaken by Pembrokeshire County Council to Federate Tavernspite with Templeton Primary School to be implemented in April 2016. Other factors considered in discounting this option is the distance between the schools which would significantly increase travel times for all pupils in addition to insufficient capacity at the school to accommodate further pupils. Housing developments are currently being planned for the area which will have an impact on the current surplus places at the school.

## 2.4 Pupil Numbers

The tables below show pupil numbers for Tremolet VC Primary School, Llanmiloe Primary School and Laugharne VC Primary School for January 2015 and the previous four years.

Tremoilet VC Primary School	3yrs (PT)	3yrs	4yrs (PT)	4yrs	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total NOR	Total Nursery Age Pupils
Jan-15	0	3	0	5	5	7	5	8	8	4	42	3
Jan-14	0	1	0	5	7	6	6	10	4	1	39	1
Jan-13	0	5	1	5	7	6	8	5	1	10	43	5
Jan-12	0	4	0	8	5	9	5	1	9	6	43	4
Jan-11	0	7	0	5	11	4	1	10	6	7	44	7

Llanmiloe CP School	3yrs (PT)	3yrs	4yrs (PT)	4yrs	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total NOR	Total Nursery Age Pupils
Jan-15	4	3	0	5	3	2	1	4	7	4	26	7
Jan-14	0	4	0	3	2	2	2	4	4	1	20	4
Jan-13	0	2	0	3	1	3	7	4	1	2	21	2
Jan-12	0	1	0	0	3	6	4	1	1	4	19	1
Jan-11	0	0	0	6	5	5	1	2	4	3	26	26

Laugharne VC Primary School	2 yrs (PT)	3yrs (PT)	3yrs	4yrs (PT)	4yrs	5yrs	6yrs	7yrs	8yrs	9yrs	10yrs	Total NOR	Total Nursery Age Pupils
Jan-15	2	4	5	0	8	7	3	8	13	8	9	56	11
Jan-14	0	5	3	0	9	3	9	12	8	9	9	59	8
Jan-13	0	4	5	0	3	9	12	8	8	9	15	64	9
Jan-12	0	0	1	0	10	13	9	9	10	15	6	72	1
Jan-11	0	0	5	0	11	8	8	11	16	7	7	68	5

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 the 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
Tremoilet	0	2	0	5	4	6	7	5	7	9	43	2
Llanmiloe	0	3	0	10	4	3	3	2	4	7	33	3
Laugharne	0	2	0	8	10	8	4	7	13	9	59	2

## 2.5 Pupil Projections

The following table shows the pupil projections for Tremoilet VC, Llanmiloe and Laugharne VC Primary Schools for the next five years.

	NOR	Projections (Net of Nursery Pupils)				
	Jan 2015	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Tremoilet	42	44	42	40	41	40
Llanmiloe	26	25	20	19	21	22
Laugharne	56	55	54	47	46	50
<b>Total</b>	<b>124</b>	<b>124</b>	<b>116</b>	<b>106</b>	<b>108</b>	<b>112</b>

	NOR Jan 2015	Projections – Net of Nursery Pupils				
		Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Tremoilet	42	44	42	40	41	40
Llanmiloe	26	25	20	19	21	22
Laugharne	56	55	54	47	46	50
<b>Total projected numbers</b>	<b>124</b>	<b>124</b>	<b>116</b>	<b>106</b>	<b>108</b>	<b>112</b>
Current Capacity at Laugharne VC	119	118**	118**	118**	118**	118**
Surplus	+5	+6	2	12	10	6

***\*\*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 a slight over capacity at Laugharne VC for current and projected pupils when the Tremolet and Llanmiloe current and projected pupils are added. This shortfall in capacity will be addressed by installing additional modular accommodation to make sure that there is sufficient capacity in for the new area VC school based on the current site of Laugharne VC school. It is planned to replace the modular accommodation with a permanent extension of the school's premises as part of the Band B (2019 onwards) element of the Council's 21<sup>st</sup> Century Schools Programme and address the condition of the current buildings of Laugharne VC school.

## 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" (MCSW) which was implemented by the Authority in 2008. Prior to 2008, the More Open Enrolment methodology was used. Spare places numbers for Tremolet, Llanmiloe and Laugharne are shown in the table on the following page.

	MSCW Capacity				
	Jan-11	Jan-12	Jan-13	Jan-14	Jan-15
<b>Capacity Tremolet VC</b>	88	88	88	88	88
Pupil Numbers (NOR)	44	43	43	39	42
Surplus	44	45	45	49	46
% Surplus	50%	51%	51%	56%	52%
<b>Capacity Llanmiloe CP</b>					
<b>Capacity Llanmiloe CP</b>	103	103	103	103	103
Pupil Numbers (NOR)	26	19	21	20	26
Surplus	77	84	82	83	77
% Surplus	75%	82%	80%	81%	75%
<b>Capacity Laugharne VC</b>					
<b>Capacity Laugharne VC</b>	119	119	119	119	119
Pupil Numbers (NOR)	68	72	64	59	56
Surplus	51	47	55	60	63
% Surplus	43%	39%	46%	50%	53%

As can be seen in the table above there is a significant level of surplus places in Tremolet VC (52%) and Llanmiloe Primary School (75%).

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 Tremoilet VC, Llanmiloe and Laugharne VC 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
Tremoilet VC	94.5	92.8	-2.2 ↓	95.0	95.5
Llanmiloe CP	94.1	95.2	1.2 ↑	94.0	94.0
Laugharne VC	95.9	94.5	-1.5 ↓	96.0	96.3

## 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:

<b>Suitability</b>	
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 Tremoilet VC Primary School

The following information was taken from the most recent property building survey carried out at the school: -

The school is located on a sloping site on a quiet road above Pendine. The school comprises of three buildings. The principal school classroom, Block 1 comprises the original Victorian stone built school building with a tiled roof to which at varying times, single storey annexes have been added. A brick annexe to the rear containing the kitchen, a timber framed flat roofed classroom addition to the front, the west elevation and a further mobile classroom building to the south side.

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

Condition **B** – Satisfactory (Miner deterioration) – it was noted that the school was well maintained school, with some bad defects to the mobile classroom to be rectified.

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

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

### Tremoilet VC Primary School



## 2.8.2 Llanmiloe Primary School

Llanmiloe is a small school situated on the outskirts of the village of Llanmiloe. The school, set back from the main Pendine road is located on a flat site on the edge of Llanmiloe. The two principle buildings Block 1 and 5 are single storey precast concrete portal framed structures circa 1950's with slated roofs and containing the classrooms, toilet and kitchen facilities.

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

Condition **C** – Poor (Major deterioration) – it was noted that the school had poor quality and tired blocks which required large quantities of work to bring up to standard.

Priority - **2** Essential (Year 2)

Suitability **B** – Reasonable (Behaviour/ morale and management affected)  
The report noted that a lack of a fire alarm was a major health and safety concern.

## Llanmiloe Primary School



## 2.8.3 Laugharne VC Primary School

The main school building is a traditional 1960's style, single storey brick construction under a pitched slate roof. In 2005 a £849k extension was completed on Laugharne VC Primary School. A brand new block was built to replace old mobile classrooms and substandard buildings. The extension comprised of four state of the art classrooms with internet access, a library and a resource area for pupils. The new extension had a

huge impact on the school which also improved the pupil's work as a result of their new environment.

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

Condition **B** – Satisfactory (Minor deterioration) – it was noted that the large majority of the school was built in 2005 to replace mobile accommodation and was in good condition however the original 1960's structure was in poor condition externally.

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

Suitability **A** – Good - Suitable levels for Teaching, Learning and well being in schools.

### Laugharne VC Primary School



## 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.
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 table below summarises the data for Tremoilet VC, Llanmiloe Primary School and Laugharne VC Primary Schools;

### National School Categorisation System – Data 2015

School	Standards Group	Improvement Capacity	Support Category
Tremoilet VC	1	B	Yellow
Llanmiloe CP	1	D	Amber
Laugharne VC	2	B	Yellow



The data demonstrates that Tremolet VC and Laugharne VC share the same 'Yellow Category of Support' (entitling them to ten days of support) whilst Llanmiloe Primary School is categorised within the 'Amber Category of Support' (entitling the school to fifteen days of support).

Schools will be in one of four 'Standards Groups' (1 to 4), with Group 1 demonstrating very good overall performance and those in Standards Group 4 demonstrating the greatest need for improved performance.

'Improvement Capacity' as defined within the categorisation process and noted on 'My Local School' represents 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 Tremolet VC Primary School

As part of a national programme of school inspection, Estyn commissions reviews of all schools. The latest was undertaken in October 2013 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 October 2013 stated that the school's current performance was adequate reporting that most pupils developed good speaking and listening skills however many pupils' skills across the curriculum in literacy, numeracy and information technology were not well developed and that learning activities were not always matched well enough to pupils' abilities. Attendance was also reported as being low when compared with similar schools. The school was reported as a caring community with a welcoming ethos treating all pupils equally, regardless of their gender, background or ability. Pupils developed respect, tolerance and understanding well by following the good examples set by others.

The inspection judgements awarded are shown in the table on the following page:

Key Question	Inspection Judgements
How good are the outcomes?	Adequate – Strengths outweigh areas for improvement
How good is provision?	Adequate – Strengths outweigh areas for 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 Llanmiloe Primary School

Llanmiloe was last inspected as part of the Estyn School Inspection Programme in September 2014. The inspection judgements awarded are shown in the table below:

### The main findings of the report

The Estyn Inspection undertaken in September 2014 reported that the school provided a safe and caring environment where pupils felt valued and part of the community. The main findings of the report noted that most pupils made good progress and attained at least the expected standard by the foundation phase and key stage 2 with the inspection team judging the schools current performance as good.

Provision was judged to be good with the school providing a wide range of interesting learning experiences that form part of a broad and balanced curriculum. It was noted that provision for pupils' Welsh language development was good with reading skills in Welsh well developed by the end of key stage 2.

Leadership and management was reported as good with the Headteacher leading the school very effectively providing a clear strategic direction. All staff were reported to have a clear understanding of their roles and responsibilities and participated fully in decision making. Since the Estyn inspection the Head teacher has left to commence a new headship. The lack of stability with a senior leadership model continues to challenge the school and whilst interim arrangements are in place, a permanent solution is swiftly required to ensure a consistent focus on future provision and standards.

### **Llanmiloe Primary School – Estyn Inspection Judgements**

<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?	Good – Many strengths and no important areas requiring significant improvement
How good are leadership and management?	Good – Many strengths and no important areas requiring significant 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.

### 2.10.3 Laugharne VC Primary School

The Estyn Inspection undertaken in October 2013 reported that the schools current performance was good as most pupils make appropriate progress in their learning during their time at the school. The school provides a wide range of interesting experiences and there are rich opportunities to promote pupils' personal development as well rounded individuals. The teaching was reported as being of good quality with the school offering an inclusive and caring community.

Provision was judged to be good with the school planning stimulating experiences and activities to gain pupils' interest across the school. Teachers planned tasks in detail to cater for the learning needs of the age and ability range in their classes and planned their lessons carefully with clear learning objectives. It was reported that the good relationship between all staff and pupils promoted learning.

Leadership and management was reported as good with the Headteacher and governing body giving clear and effective strategic direction to the school and its pupils. It was reported that the Headteacher's strong leadership was a key factor in ensuring improvements in provision and standards.

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?	Good - Many strengths and no important areas requiring significant 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.

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

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

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

##### **Tremoilet VC Primary School**

As previously noted within the report, Tremoilet VC School was last inspected in October 2013. Standards and Wellbeing were judged 'adequate' with recommendations for improvement citing the need to improve literacy, numeracy, ICT and attendance. This judgement was the main trigger for placing the school in an Estyn Monitoring Category. The school was revisited by Estyn in November 2014 and removed from the category but continues to work towards the initial recommendations. The two rounds of National Categorisation to date (2014 and 2015) have placed standards in the 2<sup>nd</sup> (2014) and 1<sup>st</sup> (2015) 'Standards Group' within the context of the school's small cohorts at the end of each Key Stage. The school has received Yellow Support Category status on both occasions. Recent Local Authority and ERW Consortium monitoring visits note limited progress against attendance and ICT with satisfactory progress in improving literacy and numeracy.

##### **Llanmiloe Primary School**

As previously noted within the report, Llanmiloe School was last inspected in September 2014. Under the leadership of the previous Headteacher, Standards were judged 'good' and Wellbeing 'excellent.' The two rounds of National Categorisation to date (2014 and 2015) have placed standards in the 3<sup>rd</sup> (2014) and 1<sup>st</sup> (2015) 'Standards Group' within the context of the school's small cohorts at the end of each Key Stage. The school received Yellow Support Category status in 2014-15 and Amber in 2015-16. Recent Local Authority and ERW Consortium monitoring visits have noted well embedded arrangements for monitoring quality however, the current temporary leadership model requires additional support which potentially challenges the school's capacity to maintain sufficient focus on raising standards.

##### **Laugharne VC Primary School**

As previously noted in the report, Laugharne School was last inspected in October 2013. Standards and Wellbeing were judged 'good.' The two rounds of National Categorisation to date (2014 and 2015) have placed standards in the 2<sup>nd</sup> 'Standards Group.' The school has received Yellow Support Category status in 2014-15 and 2015-16. Recent Local Authority and ERW Consortium monitoring visits have noted good arrangements and progress with strategic improvement across a range of school priorities focused on raising standards. The school is continuing to develop its distributed leadership model under the newly appointed Headteacher (September 2015) in partnership with the Governing Body.

## **Impact of proposal on outcomes (standards and wellbeing)**

Standards and wellbeing outcomes for all pupils will benefit directly from the proposal's preferred option through increased capacity to secure an enhanced leadership model facilitating a direct focus on raising standards. This model, in partnership with improved provision will be implemented with greater consistency across one common site. The ongoing demands of the primary curriculum, its revisions and aspirations, make it increasingly challenging for small numbers of staff working with small cohorts to provide the range of learning experiences and opportunities we should provide for all our learners.

### **3.1.2 Provision**

#### **Tremoilet VC Primary School**

Tremoilet School is an English medium school which offers English medium provision with Welsh taught as a second language in Key Stage 2. Estyn judged this Key Question as 'adequate' with the quality of teaching also judged as 'adequate.' The key area for improvement was cited as a need to 'ensure that all pupils are challenged appropriately in line with their ability.' Estyn's revisit in November 2014 noted very good progress against this recommendation. However, recent Local Authority and ERW Consortium monitoring confirms satisfactory progress against this recommendation with the need to continue to strengthen practice. Monitoring visits have also highlighted a positive impact on teaching and learning via Triad working, good practice in Assessment for Learning in the Foundation Phase and the need to improve marking and feedback processes along with greater opportunities for extended writing.

#### **Llanmiloe Primary School**

Llanmiloe School is an English medium school which offers English medium provision with Welsh taught as a second language in Key Stage 2. In September 2014, Estyn judged this Key Question as 'good' with the quality of teaching also judged as 'good.' The key areas for improvement were cited as the need to provide more opportunities for pupils to write at length independently across the curriculum, more opportunities for developing pupils' skills in the application of number in other curriculum areas and ensure that marking procedures indicate clearly how pupils can improve their work.

Recent Local Authority and ERW Consortium monitoring confirms strong progress against opportunities for pupils to write at length and developing pupils' skills in the application of number in other curriculum areas, however, limited progress is noted against ensuring marking procedures indicate clearly how pupils can improve their work. Monitoring visits have also highlighted that teachers work hard to provide a broad and balanced curriculum with Assessment for Learning strategies e.g formative marking and feedback, the use of success criteria and self and peer assessment are developing well. The need to improve the consistency and quality of marking, feedback and development of tracking

systems for individual pupils (to support planning for achievement of at least 'expected progress') are key priority areas.

### **Laugharne VC Primary School**

Laugharne School is an EW school which offers English medium provision with significant use of Welsh. In October 2013, Estyn judged this Key Question as 'good' with the quality of teaching also judged as 'good.' The key areas for improvement were cited as the need to extend pupils' skills in Welsh as a second language, strengthen the organisation of the Foundation Phase in order to ensure a consistent challenge for pupils and further disseminate the good practice in marking across the school.

Recent Local Authority and ERW Consortium monitoring confirms strong progress against extending pupils skills in Welsh and the organisation of the Foundation Phase, with very good progress noted against the dissemination of good practice across the workforce. Monitoring visits have also highlighted strengths in teachers' planning, pace, challenge, use of Assessment for Learning, formative marking and feedback and opportunities for the development of literacy, numeracy and ICT skills.

### **Impact of proposal on provision**

The proposal's preferred option will provide an increased team of staff and facilitate higher levels of collaboration and self-improvement across the teaching and learning team. This enhanced team of teachers and support staff will impact most positively on learning provision through –

- enhanced pastoral support for all children
- enhanced targeted support for children with additional learning needs (including More Able and Talented children)
- enhanced collaboration and professional learning development amongst staff
- enhanced focus on planning and implementation of the curriculum
- greater opportunities for the development of social and curriculum specific skills
- greater opportunities for children to benefit from an increased range of resources and learning environments

### **3.1.3 Leadership and Management**

#### **Tremoilet VC Primary School**

Leadership and management for Tremoilet School were judged 'adequate' in 2013. The key area for improvement cited was the need to 'ensure that school development planning is based securely on effective self-evaluation.' The school was judged as making strong progress during the Estyn revisit (November 2014). Recent Local Authority and ERW Consortium monitoring states that

planning for improvement is well focused and the School Development Plan sets out clear actions to address the priorities of self-evaluation.

### **Llanmiloe Primary School**

Under the leadership of the previous Headteacher, Leadership and management for Llanmiloe School were judged 'good' during the inspection of 2014. However, recent Local Authority and ERW Consortium monitoring states that current interim leadership arrangements require considerable support. The Key Stage 2 teacher is currently undertaking the role of acting Headteacher with the permanent Foundation Phase on maternity leave. The Governing Body and Local Authority are working in partnership to support this model. However, a permanent and sustainable solution to this senior leadership agenda is challenging for a school of this size.

### **Laugharne VC Primary School**

Leadership and management for Laugharne School were judged 'good' in 2013. No specific areas for improvement were noted. Recent Local Authority and ERW Consortium monitoring notes the school has a clear strategic vision. This vision focuses well on raising standards with staff aware of strengths and areas for improvement. Self-evaluation draws on a range of evidence and feeds school development planning which focuses on specific priorities to enhance pupils' learning experiences and achievement.

### **Impact of proposal on Leadership and Management**

The proposal's preferred option will respond the leadership needs of all schools. It will ensure a secure and robust leadership model for the benefit of all learners. Provision and therefore standards will greatly benefit from a cohesive leadership team (including governors and stakeholders) with sufficient capacity to focus effectively on the demands of the local, regional and national school improvement agenda.

In conclusion, implementation of the Local Authority's preferred option will secure the effective leadership, provision and the raising of standards for all pupils under one permanent Headteacher, Senior Leadership Team and Governing Body. Such enhanced arrangements will increase the ability of Governors and the Senior Leadership Team to drive up standards through regular and robust self-evaluation strategies. These activities will focus wholly on supporting learners and staff at an individual level. School governors will benefit from increased opportunities to implement their strategic role as critical friends in a more varied and broadened learning environment. Effective and sustainable leadership and provision is crucial to our children's success and achievement as all schools face new challenges and opportunities in pursuit of the best standards and provision for all.

## **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.

### **3.2.1 Increasing the age range of the proposed new school**

The proposed age range of the new school will be 3-11. It has been identified in a review of Carmarthenshire's Early Years Provision that the Tremolet / Llanmiloe and Laugharne geographical area is currently unable to offer the Foundation Phase Early Years Learning Entitlement.

There are many advantages to attending a school which offers nursery provision, these include;

- Children that attend a nursery setting within the school find the transition to primary education from nursery easier and often 'settle' quicker than children who have not had access to nursery provision.
- Issues in relation to additional learning needs can be identified at an earlier stage before the child attends full time primary education.
- Studies have shown that children attending pre-school nursery enhance their cognitive and social / behavioural development compared to children not attending nursery.

All children in Wales are entitled to free, part time Early Years Foundation Phase learning provision from the beginning of the term after their third birthday and prior to gaining full time entry into school. Part time is defined as a minimum of ten hours per week. The Local Authority has a duty to ensure that enough places are available for all three year old whose parents want them to attend.

If this proposal is approved it will ensure that the children in the Tremolet / Llanmiloe and Laugharne areas will have access to Foundation Phase Early Years Learning. Although there may be settings offering the Early Years Learning Provision within a few miles of each of these areas, many families from disadvantaged backgrounds are unable to travel to access the provision as the provision that is provided is beyond their immediate community.

### **3.2.2 Language Category**

The proposed new area VC school will be a dual stream school offering a Welsh and English stream. Currently there is no Welsh medium provision available in the Pendine or Laugharne area with the nearest school offering this provision being in Ysgol Griffith Jones in St. Clears.



Current information from our transport section highlights the demand for Welsh medium education in the Pendine and Laugharne area. Currently there are 21 pupils being transported to Ysgol Griffith Jones at a cost of £7.70 per pupil per day to receive Welsh medium education.

### **3.2.3 The impact on availability and access to places at a school with the same designated religious character**

The new area 3-11 Primary School will be a voluntary controlled school offering the same religious character as the current Tremoilet and Laugharne VC Primary Schools.

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

### **3.3.1 Surplus Places**

As can be seen in the table in section 2.6 there is a significant level of surplus places in Tremoilet VC (52%) and Llanmiloe Primary School (75%) schools. 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 table.

### **3.3.2 Transport costs**

If the proposal was implemented there would be an additional cost of £4.35 per pupil to transport to the new area VC school based on the existing site and buildings of Laugharne VC Primary School. Figures based on Tremoilet VC and Llanmiloe Primary Schools pupils living within the existing catchment areas.

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

If this proposal was implemented in the short term additional modular accommodation will be provided to ensure sufficient capacity for existing and projected pupil numbers. In the medium to long term it is planned to replace the modular accommodation with a permanent extension as part of the Band B (2019 onwards) element of the Council's 21<sup>st</sup> Century Schools Programme. This investment will be equally funded (50% Welsh Government, 50% Local Authority) subject to business case approval by Welsh Government.

### **Tremoilet VC Primary School**

Should the proposal be adopted which would lead to the school building no longer being used then the building and associated land around the school would revert back under the ownership of the Church in Wales. The playing field alongside the school is leased from Tremoilet Farm and will revert back to the farm following the closure of the school.

For further information regarding The Church in Wales School Redundant School Buildings Policy please contact: Reverend Brian Witt, Diocesan Director of Education, The Vicarage, Bridge Street, St. Clears, SA33 4EE. Telephone (01994) 230266 E-mail: [heather.witt@virgin.net](mailto:heather.witt@virgin.net)

### **Llanmiloe Community 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**

##### **Tremoilet VC Primary School**

Based on 2015/16 data the budget cost per pupil is £3,636 at Tremoilet VC Primary School which is £103 above the county average of £3,739.

##### **Llanmiloe Primary School**

Cost per pupil at Llanmiloe Primary School in comparison based on 2015/16 data is £4,967 which is £1,228 above the county average of £3,739.

##### **Laugharne VC Primary School**

Cost per pupil at Laugharne VC Primary School based on 2015/16 data is £3,868 which is £129 above 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 all three schools in present format.
Option 2	Federation.
Option 3	Discontinue provision at Laugharne VC, Tremoilet VC and provide provision at Llanmiloe Primary School.
Option 4	Discontinue provision at Llanmiloe Primary School and Laugharne VC schools and provide for pupils at Tremoilet VC School.
Option 5	Discontinue provision at Llanmiloe Primary School, Tremoilet VC and Laugharne VC and provide for pupils at Ysgol Griffith Jones Primary School.
<b>Option 6 (Preferred)</b>	<b>Discontinue provision at Laugharne VC, Tremoilet VC and Llanmiloe Primary School and create a new 3-11 area VC school using the site and buildings of the current Laugharne VC school.</b>
Option 7	Discontinue provision at Laugharne VC, Tremoilet VC and Llanmiloe Primary School and provide for pupils in the neighbouring Pembrokeshire Primary School (Stepaside Primary School).

## 5.2 Advantages / Disadvantages of Each Option

<b>Option 1 – Status Quo</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• No change for stakeholders.</li> <li>• No statutory procedures necessary.</li> <li>• No increased travelling times for pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• Would not address Headteacher recruitment issues at Llanmiloe Primary School and Tremoilet VC.</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>

<b>Option 2 – Federation</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<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>• Welsh Government guidance (circular no 011/2014) states that neither Local Authorities nor governing bodies have powers to federate voluntary (VA and VC) and foundation schools with community schools.</li> <li>• Would not address the surplus places in the schools.</li> <li>• Does not address the building condition of Llanmiloe Primary School (C Rated).</li> <li>• Significant investment required.</li> <li>• No Welsh medium provision.</li> </ul>

<b>Option 3</b> <b>Discontinue provision at Laugharne VC, Tremolet VC and provide provision at Llanmiloe Primary School.</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• No change for the pupils currently attending Llanmiloe Primary School.</li> <li>• Community of Llanmiloe would retain their school.</li> <li>• All pupils would be located on one site under the leadership of one Headteacher.</li> </ul>	<ul style="list-style-type: none"> <li>• This option does not offer the same Church in Wales character as Laugharne VC and Tremolet VC.</li> <li>• Llanmiloe Primary School does not have the capacity to accommodate pupils from all three schools.</li> <li>• Does not address the building condition of Llanmiloe Primary School (C Rated).</li> <li>• Significant capital investment required.</li> <li>• Increased travel times for some pupils.</li> <li>• Job security for staff. Redeployment or redundancies.</li> <li>• No Welsh medium provision.</li> </ul>

<b>Option 4</b> <b>Discontinue provision at Llanmiloe Primary School and Laugharne VC schools and provide for pupils at Tremolet VC School.</b>	
<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• No change for the pupils currently attending Tremolet VC school.</li> <li>• Community of Tremolet would retain their school.</li> <li>• All pupils would be located on one site under the leadership of one Headteacher.</li> </ul>	<ul style="list-style-type: none"> <li>• Tremolet VC does not have the capacity to accommodate pupils from all three schools.</li> <li>• Increased travel times for some pupils.</li> <li>• Job security for staff. Redeployment or redundancies.</li> <li>• The Communities of Laugharne and Llanmiloe would lose the presence of a school in their</li> </ul>

	<p>communities.</p> <ul style="list-style-type: none"> <li>• Capital investment required.</li> </ul>
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<b>Option 5</b>	
<b>Discontinue provision at Llanmiloe Primary School, Tremolet VC and Laugharne VC and provide for pupils at Ysgol Griffith Jones 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 stream to pupils.</li> </ul>	<ul style="list-style-type: none"> <li>• This option does not offer the same Church in Wales character as Laugharne VC and Tremolet VC.</li> <li>• Ysgol Griffith Jones does not have the capacity to accommodate pupils from all three schools.</li> <li>• Increased travel times for some pupils.</li> <li>• Job security for staff. Redeployment or redundancies.</li> <li>• Capital investment required.</li> </ul>

<b>Option 6 (Preferred)</b>	
<b>Discontinue provision at Laugharne VC, Tremolet VC and Llanmiloe Primary School and create a new 3-11 area VC school using the site and buildings of the current Laugharne VC 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 permanent Headteacher.</li> <li>• Strong Leadership Team.</li> <li>• Choice of Welsh medium stream to pupils.</li> <li>• Increased age range offering early years education provision.</li> <li>• Revenue savings in the region of</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>• Capital investment required in the short and long term to address shortfall in accommodation.</li> </ul>

<p>£117,649 would be re-invested within the education service.</p> <ul style="list-style-type: none"> <li>Improved building condition and suitability.</li> </ul>	
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<b>Option 7</b> <b>Discontinue provision at Laugharne VC, Tremoilet VC and Llanmiloe Primary School and provide for pupils in the neighbouring Pembrokeshire Primary School (Stepaside Primary School).</b>	
Advantages	Disadvantages
<ul style="list-style-type: none"> <li>All pupils would be located on one site under the leadership of one permanent Headteacher.</li> <li>Increased age range offering early years education provision.</li> </ul>	<ul style="list-style-type: none"> <li>Pembrokeshire County Council are currently undertaking a review of the Templeton area which includes Stepaside Primary School. Uncertainties currently as to the outcome of the review</li> <li>Significantly increased travel times for pupils.</li> <li>Job security for staff. Redeployment or redundancies.</li> <li>Capital investment required in the short and long term to address shortfall in accommodation.</li> <li>English medium school no Welsh stream.</li> <li>Stepaside does not have the capacity to accommodate pupils from all three schools.</li> <li>Loss of three primary schools in the Pendine and Laugharne areas.</li> <li>Housing developments in the Kilgetty area. Pupil yield will feed Stepaside school.</li> </ul>

As can be seen from the tables above the preferred option for the Authority is to discontinue Tremoilet VC, Llanmiloe Primary School and Laugharne VC Schools and create a new 3-11 area VC school using the site and buildings of the current Laugharne VC school.



## **6. The Proposal**

### **6.1 Rationale for Change**

In recent years, many of our rural primary schools have witnessed a decrease in pupil numbers. Tremolet, Llanmiloe and Laugharne Primary Schools all bear witness to this trend. Based on current pupil projections, it is estimated that pupil figures for all three schools will remain the same with no apparent prospect of reversing the trend. Declining pupil numbers across the schools will cause further educational and financial challenges, in particular, maintaining appropriate pupil teacher staffing ratios to provide an effective curriculum for all learners.

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 Tremolet VC, Llanmiloe Primary School and Laugharne VC Primary Schools.

### **6.2 The Proposal**

The Authority's proposal is as follows:

- To close the existing Tremolet VC, Llanmiloe Primary School and Laugharne VC schools on the 31<sup>st</sup> August 2017;
- To open a new 3-11 area VC school from the 1<sup>st</sup> September 2017 on the site of the current Laugharne VC school to accommodate pupils from Tremolet VC, Llanmiloe Primary School and Laugharne VC schools. The language category of the new area VC school will be Dual Stream offering a Welsh and English stream.
- It is proposed from 1<sup>st</sup> September 2017 that the catchment areas of Tremolet VC, Llanmiloe and Laugharne VC Primary Schools be combined to create the new catchment of the new area VC school.

In arriving at a preferred option other options were considered as highlighted in section 5 of this document.

### **6.3 Advantages of nursery provision**

There are many advantages to attending a school which offers nursery provision, these include;

- Children that attend a nursery setting within the school find the transition to primary education from nursery easier and often 'settle' quicker than children who have not had access to nursery provision.
- Issues in relation to additional learning needs can be identified at an earlier stage before the child attends full time primary education.

- Studies have shown that children attending pre-school nursery enhance their cognitive and social / behavioural development compared to children not attending nursery.

Having a nursery within a school setting also benefits the school as parents tend to send their children on to the school that provides Early Years Education which improves the numbers attending the school.

It has been identified in a review of Carmarthenshire's Early Years Provision that the Tremolet / Llanmiloe and Laugharne geographical area is currently unable to offer the Foundation Phase Early Years Learning Entitlement.

All children in Wales are entitled to free, part time Early Years Foundation Phase learning provision from the beginning of the term after their third birthday and prior to gaining full time entry into school. Part time is defined as a minimum of ten hours per week. The Local Authority has a duty to ensure that enough places are available for all three year old whose parents want them to attend.

If this proposal is approved it will ensure that the children in the Tremolet / Llanmiloe and Laugharne areas will have access to Foundation Phase Early Years Learning. Although there may be settings offering the Early Years Learning Provision within a few miles of each of these areas, many families from disadvantaged backgrounds are unable to travel to access the provision as the provision that is provided is beyond their immediate community.

## **6.4 Catchment Area**

### **6.4.1 Secondary**

It is not proposed to change the arrangements in respect of secondary education.

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.

## 6.5 Advantages and Disadvantages of the proposal

### Advantages

- Incorporation of nursery education at the new area VC school.
- Dual Stream school offering a Welsh and English stream of education. Pupils in the Pendine and Laugharne areas are currently unable to access Welsh medium education.
- Strong Leadership Team.
- An increased team of teachers which will provide improved pastoral arrangements and targeted support for particular groups of pupils.
- Improved facilities and suitability of new area VC school.

### Disadvantages

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

## 6.6 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.	- The Authority will work with the pupils to ensure smooth transition and integration into the new school.

## 6.7 Management and Organisation

The following table highlights the impact on the management and organisation of the new area VC school to accommodate pupils from Tremolet VC, Llanmiloe Primary and Laugharne VC schools.

<b>January 2015 PLASC Data (FTE)</b> (Ages as at 31/08/14)				
<b>Class</b>	<b>Tremoilet VC</b>	<b>Llanmiloe</b>	<b>Laugharne VC</b>	<b>Total</b>
N2	3	7 (4P/T)	11 (6 P/T)	<b>16</b>
Reception	5	5	8	<b>18</b>
Year 1	5	3	7	<b>15</b>
Year 2	7	2	3	<b>12</b>
Year 3	5	1	8	<b>14</b>
Year 4	8	4	13	<b>25</b>
Year 5	8	7	8	<b>23</b>
Year 6	4	4	9	<b>17</b>
<b>Total</b>	<b>45</b>	<b>31</b>	<b>64</b>	<b>140</b>

## 6.8 Revenue Savings

Should this proposal be implemented there is potential revenue savings in the region of £117,649 per annum, this figure does not take into account any upcoming budget constraints on the fair funding allocation or additional transport costs.

Savings would be re-invested within the education service.

## 6.9 Admission Arrangements

The County Council will be the Admissions Authority for the new area VC 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,  
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## 6.10 Transport Impact Assessment

### Tremoilet VC School

Based on January 2015 pupil PLASC address data of the 45 pupils attending Tremoilet VC Primary School 22 lived within the catchment area of the school whilst 23 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 the pupils on average would be 7 minutes (based on January 2015 PLASC pupil address data) with the longest journey being 12 minutes.

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

### Llanmiloe Primary School

Based on January 2015 pupil PLASC address data of the 33 pupils attending Llanmiloe Primary School 24 lived within the catchment area of the school whilst 9 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 the pupils on average would be 3 minutes (based on January 2015 PLASC pupil address data) with the longest journey being six minutes. Journey times for 21% of the pupils would decrease should this proposal be implemented as their home addresses are closer to Laugharne VC Primary School than their current school.

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

### Safe Routes to school

Currently there are no works identified under the safe routes in schools scheme within the Laugharne area. Transport will however be provided in accordance with the statutory requirements of the Learner Travel (Wales) Measure 2008.

## 6.11 Community Impact Assessment

Please refer to **Appendix A** of this consultation document for full details of a Community Impact Assessment undertaken on Tremoilet VC, Llanmiloe Primary and Laugharne VC Primary Schools.

## 6.12 Welsh Language Impact Assessment

Please refer to **Appendix B** of this consultation document for full details of a Welsh Language Impact Assessment undertaken on the three primary schools.

## **6.13 Equality Impact Assessment**

Please refer to **Appendix C** of this consultation document for details on the Equality Impact Assessment undertaken for the three primary schools.

## **6.14 Impact of proposal on staff**

### **6.14.1 Tremolet VC Primary School Staff**

There is currently no permanent Headteacher at the school (currently leadership being shared with Laugharne VC School) and two full time teachers 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.

### **6.14.2 Llanmiloe Primary School Staff**

The Headteacher of Llanmiloe left her post at the end of February 2015. The 2 remaining full time teachers have since shared the post of acting Headteacher. 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.

### **6.14.3 Laugharne VC Primary School Staff**

There is currently one Headteacher (currently being shared with Tremolet VC School) and three full time teachers 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.

The Local Authority has considered the impact of dual stream provision within this proposal and will be providing additional support for pupils and staff throughout the process. This will include specific linguistic support for teaching staff at an appropriate level and according to individual need.

## 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) Tremoilet VC Primary School Llanmiloe Primary School Laugharne VC Primary School	Governors and Parents / Guardians, Tremoilet VC Primary School Llanmiloe Primary School Laugharne VC Primary School
Children and Young People's Partnership	Community Councillors / Laugharne Town Community Council Pendine Community Council Llanmiloe Community Council
Child Care / Early Years	Communities First Partnership
Local County Councillors	Welsh Language Commissioner
Assembly Member (AM) / Regional Assembly Members	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 & RC

\* Consultation document sent to Headteacher and Chair of Governors of Ysgol Llys Hywel, Ysgol Griffith Jones, Ysgol Dyffryn Taf and Ysgol Gyfun Gymraeg Bro Myrddin, Stepaside Primary School, Tavernspite Primary 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 Tremolet VC, Llanmiloe and Laugharne VC to participate in the consultation process during sessions which will be conducted at the individual schools with an Associate System Leader.

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.

The Executive Board 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 County Council 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>

	The statutory notice will give details on how you may record your objections to the proposal.
November 2016	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.
May/June 2017	Deadline to notify parents of intention to implement proposal.  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.
September 2017	Implement Proposal

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

### **Community Impact Assessment**

#### **8.1 Tremoilet VC Primary School**

##### **General Information**

Tremoilet Church in Wales Voluntary Controlled Primary School is on the outskirts of the village of Pendine in Carmarthenshire. The school is located on a sloping site on a quiet road above Pendine with the principal school classroom, Block 1 being the original Victorian stone built building with a tiled roof to which at various times, single storey annexes have been added.

Tremoilet is a small school with two mixed age classes. It employs two full time teachers and has a part time acting Headteacher currently being shared equally with Laugharne VC Primary School. The school caters for pupils aged 4-11 years of age. Under the new arrangements for categorisation of school according to linguistic provision, Tremoilet VC Primary School categorised itself in category EM (English medium).

Tremoilet is within the ward of Laugharne Township 1 where the population is 1,629. The ward is ranked 51 out of 112 within Carmarthenshire for deprivation (1 being most deprived) with nearly all pupils of white British ethnic origin with no pupils having English as an additional language. Very few pupils speak Welsh as their first language.

Tremoilet school does offer a breakfast club but does not currently offer any after school clubs.

##### **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 Tremoilet VC Primary School catchment area indicated that of the 45 pupils on roll, 22 pupils lived within the catchment, whilst the remaining 23 were from outside the catchment area.

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

Based on January 2015 PLASC pupil address data 23 pupils lived outside the catchment area of Tremoilet Primary School attended the school.

## **Other School Facilities / Activities**

The school benefits from a range of effective partnerships. Strong partnerships with parents contribute significantly to the school's family like ethos where parents feel welcome. They appreciate the ease with which they can approach the school and how it keeps them informed about their children's progress and welfare.

The school occupies an important place in the community and there is a strong link with the local church. It works closely with other primary schools in the area and with the secondary schools which the pupils transfer. The Headteacher is also the head of Llanmiloe school and the partnership between both schools has developed very effectively. These arrangements enable the schools to share resources and staff to support each other's professional development.

Strong links with a local pre-school setting and the local secondary school ensure smooth transition from primary to secondary school. The school has beneficial partnerships with a local teacher training institution through providing placements for students.

## **Community use of school building**

Tremoilet VC School is not currently used by the wider community.

Should the proposal be adopted which would lead to the school building no longer being used then the building and associated land around the school would revert back under the ownership of The Church in Wales. The community of Tremoilet would not therefore be adversely affected by the closure of the school as the building would be owned by the Church in Wales.

## **8.2 Llanmiloe Community Primary School**

### **General Information**

Llanmiloe community Primary School is a small school situated on the outskirts of the village of Llanmiloe, serving a coastal area between Laugharne and Pendine. The school is set back from the main Pendine road located on a flat site on the edge of Llanmiloe.

Llanmiloe is a small school where pupils are taught in two classes by two full time teachers one of which has been employed as an acting Headteacher since September 2015. The school caters for pupils aged 4-11 years of age. Under the new arrangements for categorisation of school according to linguistic provision, Llanmiloe Primary School categorised itself in category EM (English medium).

Llanmiloe is within the ward of Laugharne Township 1 where the population is 1,629. The ward is ranked 51 out of 112 within Carmarthenshire for deprivation (1 being

most deprived). The local community is mainly English speaking and most pupils do not speak Welsh on entry to the school.

Llanmiloe Primary School does offer a breakfast club and many after school club activities such as Dragon Sports during the summer, arts and crafts, cooking and an ICT club.

### **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 Llanmiloe Primary School catchment area indicated that of the 33 pupils on roll, 24 pupils lived within the catchment, whilst the remaining 9 were from outside the catchment area.

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

Based on January 2015 PLASC pupil address data, 9 pupils lived outside the catchment area of Llanmiloe Primary School attended the school.

### **Other School Facilities / Activities**

Llanmiloe Community Primary School provides a happy and caring environment where pupils work and play happily together.

The quality of the school's links with the local community is strong. Concerts and religious services are held in the community and many pupils have been involved in the local drama club. The community has a very positive and supportive attitude towards the school.

The school's provision of extra-curricular activities includes many clubs such as a cooking club, tennis club, dragon sports multi skills club as well as associated activities with the Urdd movement. Pupils are given the opportunity to be involved in appropriate visits to enhance their curricular experiences. Older pupils have opportunities to be involved in a residential experience at a local outdoor pursuits centre.

Visitors to the school enrich the curriculum and include a Welsh author, a theatre group, members of the caring services, local clergy and members of a Christian Centre who visit the school and contribute to collective worship.

## **Community use of school building**

The community of Llanmiloe use the school building to facilitate the following groups;

- Llanmiloe community playgroup utilise a spare classroom every morning accommodating up to 35 children.
- Pendine Juniors AFC use the school playing field for training and games.
- Adult workshops are run in the school building during school time to teach literacy and numeracy skills by an external provider.

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.

### **8.3 Laugharne VC Primary School**

Laugharne Voluntary Controlled Primary School is situated in the village of Laugharne which serves the village and surrounding areas. The school is located in a quiet side road on the south side of Laugharne on a level site. The main school building is a traditional 1960's style, single storey brick construction under a pitched slate roof. In 2005 a £849k extension was completed providing a new block built to replace old mobile accommodation and substandard buildings. The extension comprised of four state of the art classrooms with internet access, a library and a resource area for pupils. The new extension had a huge impact on the school which improved the pupil's work as a result of their new environment.

Pupils are taught in three mixed age classes by three full time teachers with most pupils coming from English speaking homes. The Headteacher is currently being shared with Tremolet VC Primary School. The school caters for pupils aged 4-11 years of age. Under the new arrangements for categorisation of school according to linguistic provision, Laugharne VC Primary School categorised itself in category EW (English medium with significant use of Welsh).

Laugharne is within the ward of Laugharne Township 2 where the population is 1,224 with most pupils coming from English speaking homes. The ward is ranked 83 out of 112 within Carmarthenshire for deprivation (1 being most deprived).

### **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 Laugharne VC Primary School catchment area indicated that of the 67 pupils on roll, 60 pupils lived within the catchment, whilst the remaining 7 were from outside the catchment area.

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

Based on January 2015 PLASC pupil address data, 7 pupils lived outside the catchment area of Laugharne VC Primary School attended the school.

## **Other School Facilities / Activities**

The school is a warm and caring community that gives good attention to addressing pupils' personal and educational needs. The school has appropriate arrangements for promoting healthy eating and drinking. It promotes physical education and fitness through a range of purposeful activities.

The school has a very good partnership with parents. There are valuable links with the local church, the community and voluntary organisations. Pupils benefit greatly from visits away from the school site, in addition to welcoming visitors to speak about their work.

There are effective transition links between the local nursery group and the school such as a handbook the school has created on the Literacy and Numeracy Framework for staff. Transition plans between the school and secondary school enable older pupils to be prepared appropriately for the next stage in their education.

The school has established effective networks of professional practice at the school and with other schools and partners. The staff take advantage of every opportunity to develop their expertise by being involved with professional learning communities in aspects of developing literacy and using data. Staff are very keen to take part in activities to improve their effectiveness for example attending courses to learn Welsh.

The school offers a breakfast club as well as a broad range of extra curricular activities to develop the children's skills and opportunities. Clubs are timetabled throughout the year and include: -

- Urdd Club
- Reading Club
- Team Sports
- Dragon Sports
- Tennis Club
- Gardening Club
- Magazine Club
- Essential Skills Maths Club, and
- Cooking Club

## **Community use of school building**

The community of Laugharne use the school building to facilitate the following groups;

- The Baptist Church Minister uses the school building to facilitate an after school club called Jesus and Me with the support of school teachers.
- The Corran Singers use the school hall for practice on Monday and Thursday evenings.
- Proposed playgroup is to be provided by the school by the Wales Pre-School Providers Association utilising a room within the school building.



## **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 Tremoilet VC, Llanmiloe Primary School and Laugharne VC Primary Schools the opportunity of attending a new area school based on the site of the current Laugharne VC Primary School offering a dual stream language category with a Welsh and English stream. Currently there is no Welsh medium education available to the pupils within the area of Pendine and Laugharne.

### **Demand for Welsh Medium Education**

Current information from our transport section highlights the demand for Welsh medium education in the Pendine and Laugharne area. Currently 21 pupils are being transported to Ysgol Griffith Jones at a cost of £7.70 per pupil per day to receive Welsh medium education.

### **9.2 Language Category**

#### **Tremoilet VC Primary School**

Under the new arrangements for categorisation of schools according to linguistic provision, Tremoilet VC primary school categorised itself in Category EM (English medium). In an English medium school all foundation phase pupils experience areas of learning through the medium of English. In Key stage 2 Welsh is taught as a second language. Less than 20% of the teaching is through the medium of Welsh. Normal expectation is that pupils will transfer to English medium secondary provision and continue to learn predominantly through the medium of English, learning Welsh as a second language.

#### **Llanmiloe Primary School**

Under the new arrangements for categorisation of schools according to linguistic provision, Llanmiloe Community Primary School categorised itself in category EM (English medium). In an English medium school all foundation phase pupils experience areas of learning through the medium of English. In key stage 2 Welsh is taught as a second language. Less than 20% of the teaching is through the medium of Welsh. Normal expectation is that pupils will transfer to English medium secondary provision and continue to learn predominantly through the medium of English, learning Welsh as a second language.

#### **Laugharne VC Primary School**

Under the new arrangements for categorisation of schools according to linguistic provision, Laugharne VC Primary School categorised itself in category EW (English medium with significant use of Welsh). In an EW school all

foundation phase pupils experience the areas of learning in both languages but with greater emphasis on English. In key stage 2 both languages are used in teaching but greater emphasis on English. Welsh as a medium of teaching or learning – between 20% and 50% of the primary curriculum overall. Normal expectation is that pupils will transfer to English medium secondary provision, but will have enhanced Welsh second language skills. Some pupils are able to pursue limited number of subjects through the medium of Welsh. This adheres to Carmarthenshire’s vision and aim for Welsh medium Education as part of the authority’s Welsh Education Strategic Plan (WESP) 2014 – 2017.

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

#### **Tremoilet VC Primary School**

As reported in section 2.10 of this consultation document Tremoilet VC school was last inspected by Estyn in October 2013.

The report noted that very few pupils spoke Welsh as their first language. Standards in Welsh language was reported as good in the Foundation phase with most pupils oracy skills developing appropriately with pupils using Welsh as part of their daily routines well.

It was however reported that most pupils in key stage 2 do not use Welsh confidently in lessons or around the school, and writing skills are not developed well enough. By the end of key stage 2 standards were reported as adequate.

#### **Llanmiloe Primary School**

As reported in section 2.10 of this consultation document Llanmiloe Primary School was last inspected by Estyn in April 2008. The report noted that the local community was mainly English speaking and not one of the pupils spoke Welsh on entry to the school.

The Cwricwlwm Cymreig features prominently across the curriculum and in the general life of the school. There are positive attitudes towards the Welsh language although planning to promote progression in bilingual skills across the school is insufficiently developed.

It was noted that pupils’ attitudes in speaking Welsh was good with pupils confidently greeting each other, singing songs and discussing weather patterns in daily oral Welsh however they did not speak regularly and extensively across the curriculum.

In both key stages, pupils demonstrate positive attitudes towards Welsh and respond appropriately when given opportunities to use the language. As they move through the school, pupils develop an increasing confidence in their use of Welsh and make good progress in their pronunciation and intonation.

## **Laugharne VC Primary School**

As reported in section 2.10 of this consultation document Laugharne VC Primary School was last inspected by Estyn in October 2013. The report noted that most pupils come from English speaking homes and that in line with the local authority's policy English is the main medium of teaching and learning with Welsh being taught as a second language.

It was reported that many pupils begin to develop their oral, reading and writing skills in Welsh and use basic sentence patterns increasingly as they go through the school. They understand and respond confidently to simple greetings and instructions.

Developments in planning have improved the provision for promoting pupils' Welsh language skills. Visits to places of interest, taking part in eisteddfodau and being involved in community activities extend pupils' knowledge of Welsh history and culture.

It was noted that the school had made good progress in acting on most of the recommendations of the previous inspection. Developing the provision to raise standards in Welsh continues to be an appropriate priority in the school's current development plan.

## **9.4 Welsh school activities**

### **Tremoilet VC Primary School**

Tremoilet VC Primary School 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.

### **Llanmiloe Community Primary School**

Llanmiloe VC Primary School 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.

### **Laugharne VC Primary School**

Laugharne VC Primary School 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**

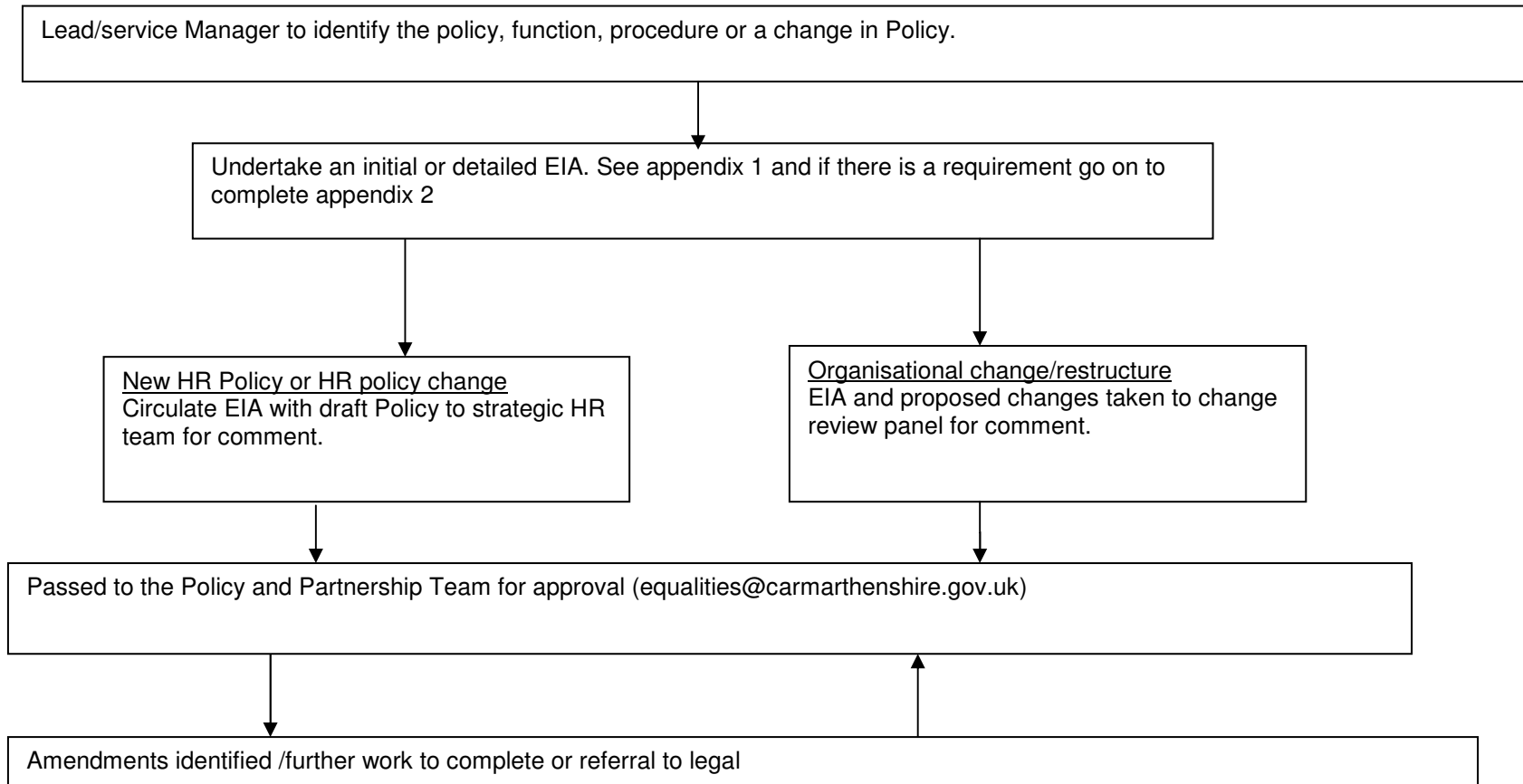
Where it is clear from the assessment that the likely impact on the authority's ability to meet the general duty is substantial, then it must publish a report.

### **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 Tremoilet VC, Llanmiloe Primary and Laugharne VC Schools and open a new 3-11 VC dual stream school on the site of the current Laugharne VC 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 Tremoilet VC, Llanmiloe primary and Laugharne VC schools and provide a new area school on the site of the current Laugharne VC school.		
<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 (3) foster good relations between different groups (see guidance notes)			Risks	Positive effects	
<b>Protected characteristics</b>	<b>Age</b>	M	Risk Neutral	As part of this proposal it is proposed to provide a new 3-11 area school.	
	<b>Disability</b>	M	Risk Neutral	Suitability of Laugharne VC school rated A 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. Laugharne VC school has also benefited from an investment of £849k in 2005 providing a new extension.	
	<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>	M	Risk Neutral	As part of the proposal the language category of the new area school will be Dual Stream providing a Welsh and English Stream. Pupils are currently unable to access Welsh medium education.	



Any other area	N	Risk Neutral			
<b>5. Has there been any consultation/engagement with the appropriate protected characteristics?</b>		<b>YES</b> <input checked="" type="checkbox"/>	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 38 of this consultation document.		
<b>6. What action(s) will you take to reduce any disproportionately negative impact, if any?</b>		Ensure that parents, staff and governors are fully informed at each stage of the consultation.			
<b>7. Procurement</b> 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					
<b>8. Human resources</b> 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.					
<b>9. Based on the information in sections 2 and 6, should this function/policy/procedure/practice or a decision proceed to Detailed Impact Assessment?</b> (recommended if one or more H under section 2)		<b>YES</b> <input type="checkbox"/>	<b>NO</b> <input checked="" type="checkbox"/>		
<b>Approved by:</b> Head of Service	<b>Gareth Morgans</b>		<b>Date: February 2016</b>		

# 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 for Tremoilet / Llanmiloe / Laugharne

### Area Profile for Tremoilet and Llanmiloe, Postcodes: SA33 4PJ/SA33 4TU: (Laugharne Township 1 LSOA Code: W10000672)

Population:	1,629
Welsh Language:	People with knowledge of Welsh: 38.3% Can speak Welsh: 24.2% Can speak, Read and Write Welsh: 17.7% Can speak Welsh (Age 3-15):6.6% No skills in Welsh:61.6%
Number of Children & Young People:	263 (16%) (Aged 0-15) 177 (11%) (Aged 16-24)
Population Mitigation:	Overall population churn in area: rate per 1,000 Data no longer available
Ethnicity:	White (British): 97.9% White (Irish): 0.3% White (Other): 1.0% Mixed (White/Black Caribbean): 0.2% Asian British (Indian) 0.2% Asian British (Other Asian): 0.4% Other Ethnic Group: 0.5%
Religion:	Christian: 64.9% Buddhist: 0.2% Hindu: 0% Jewish: 0.1% Muslim: 0.1% Sikh: 0.2% Other Religion: 1.0% No Religion: 25.7% Religion Not Stated: 7.9%
Deprivation Ranking:	Total number of Households: 681 Total households not deprived in any dimensions: 269 No of households Deprived of between 1-4 dimensions: 412

**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, **Laugharne 1** ranks 39 in Carmarthenshire from 112 LSOAs and is ranked 746 in Wales from 1909 LSOAs.

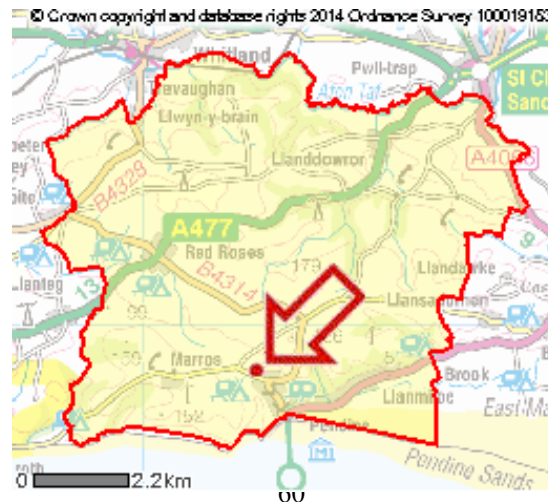
The highest level of deprivation attributed to **Laugharne 1** is the Access to Services domain, being ranked 8<sup>th</sup> in Carmarthenshire and 40<sup>th</sup> in Wales for this domain.

**Laugharne Township1 – Pendine, Llanddowror Laugharne Township 2 – Laugharne**

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

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

LSOA	Overall Index	Income		Employment		Health		Education		Housing		Access to Services		Physical Environment		Community Safety		
Laugharne Township 1	39	746	60	1063	62	964	85	1213	36	730	26	549	8	40	66	1083	61	1371



**Area Profile for Laugharne, Postcode: SA33 4TE: (Laugharne Township 2 LSOA Code: W10000673)**

Population:	1,224
Welsh Language:	People with knowledge of Welsh: 36.3% Can speak Welsh: 20.1% Can speak, Read and Write Welsh: 13.7% Can speak Welsh (Age 3-15):5.8% No skills in Welsh:63.6%
Number of Children & Young People:	8.8% (Aged 0-15) 17.1% (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): 0.2% White (Other): 0.6% Mixed (White/Black Caribbean): 0.2% Asian British (Indian) 0.2% Asian British (Other Asian): 0.1% Other Ethnic Group: 0.6%
Religion:	Christian: 62.1% Buddhist: 0.4% Hindu: 0.7% Jewish: 0.1% Muslim: 0 % Sikh: 0% Other Religion: 0.2% No Religion: 27.3% Religion Not Stated: 9.2%
Deprivation Ranking:	Total number of Households: 544 Total households not deprived in any dimensions: 218 No of households Deprived of between 1-4 dimensions: 326

**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, **Laugharne 1** ranks 39 in Carmarthenshire from 112 LSOAs and is ranked 746 in Wales from 1909 LSOAs.

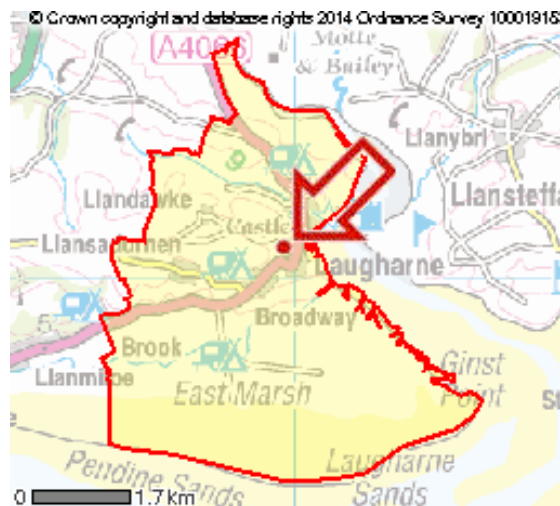
In **Laugharne 2** the Access to Services domain is the most prominent, ranking 31<sup>st</sup> in Carmarthenshire and 257<sup>th</sup> in Wales.

**Laugharne Township 2 – Laugharne**

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

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

LSOA	Overall Index		Income		Employment		Health		Education		Housing		Access to Services		Physical Environment		Community Safety	
Laugharne Township 2	75	1084	75	1192	79	1169	99	1415	43	870	62	1085	31	257	36	643	64	1407



## **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 Tremolet VC / Llanmiloe Primary and Laugharne VC Primary Schools 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**.