

**CITY AND COUNTY OF CARDIFF
DINAS A SIR CAERDYDD**



SCHOOLS AND LIFELONG LEARNING SERVICE

CONSULTATION DOCUMENT

**PROPOSED RE-ORGANISATION OF PRIMARY AND SECONDARY
EDUCATION IN THE WHITCHURCH AREA**

09 October 2009

Introduction

This document outlines the Council's proposals which respond to the need to reduce the number of surplus English-medium places in the Whitchurch area, to establish Whitchurch High School at a capacity appropriate for its catchment population and to meet the rising demand for Welsh-medium education.

This consultation document sets out how the consultation will be carried out, how you can make your views known and the issues to be considered in these proposals.

How will the consultation work?

Parents and others in the local community, together with the staff, pupils and governors of the affected schools are invited to respond to this consultation. Consultation meetings will be held during the consultation period. Contemporaneous notes will be made in relation to views expressed at the consultation meetings. The dates, times and venues of consultation meetings are overleaf. These meetings will be held at venues which should provide access to persons clearly affected by the proposals. For reasons of Health and Safety it is important to note that admission to the individual consultation events beyond safety limits will not be allowed.

The period for consultation will run from 9 October to 18 December 2009.

At the end of this consultation document is a questionnaire that you are invited to complete and return to the Council. Alternatively, comments can be made by e-mail to schoolresponses@cardiff.gov.uk.

Please note that account will only be taken of comments including those submitted via e-mail if the full name and postal address of the person making the comments is supplied.

All comments received will be collated and reported in summary form to the Council Executive, in Spring 2010, which will consider all of these and will then decide whether to proceed with the proposals.

Consultation Dates and Venues

School Affected	Nature of Consultation	Time/Date	Venue
All Schools	Drop in session	9.00 am – 1.00 pm 20/10/09	Whitchurch Library
	Drop in session	2.00 pm – 7.00 pm 20/10/09	Llandaff North Library
	Drop in session	9.00 am – 1.00 pm 21/10/09	Llandaff North Library
	Drop in session	2.00 pm – 7.00 pm 21/10/09	Whitchurch Library
Whitchurch High School	Staff Meeting	3.30 pm – 5.00 pm 02/11/09	Whitchurch High School (Lower site)
	Governors Meeting	5.15 pm – 6.45 pm 02/11/09	Whitchurch High School (Lower site)
	Public Meeting	6.00 pm - 7.30 pm 03/11/09	Whitchurch High School (Lower site)
	Public Meeting	7.45 pm – 9.15 pm 03/11/09	Whitchurch High School (Lower site)
Eglwys Newydd Primary School	Staff Meeting	3.30 pm – 4.30 pm 04/11/09	Eglwys Newydd Primary School
	Governors Meeting	5.00 pm 04/11/09	Eglwys Newydd Primary School
	Public Meeting	7.00 pm 04/11/09	Eglwys Newydd Primary School
Eglwys Wen Primary School	Staff Meeting	3.45 pm – 4.30 pm 09/11/09	Eglwys Wen Primary School
	Governors Meeting	5.00 pm 09/11/09	Eglwys Wen Primary School
	Public Meeting	7.00 pm 09/11/09	Eglwys Wen Primary School
Ysgol Gymraeg Melin Gruffydd	Staff Meeting	3.30 pm – 4.30 pm 10/11/09	Ysgol Gymraeg Melin Gruffydd
	Governors Meeting	5.00 pm 10/11/09	Ysgol Gymraeg Melin Gruffydd
	Public Meeting	7.00 pm 10/11/09	Ysgol Gymraeg Melin Gruffydd
Gabalfa Primary School	Public Meeting	7.00 pm 12/11/09	Gabalfa Primary School
Coryton Primary School	Public Meeting	7.00 pm 17/11/09	Coryton Primary School
Hawthorn Primary School	Public Meeting	7.00 pm 18/11/09	Hawthorn Primary School
Birchgrove Primary School	Public Meeting	7.00 pm 19/11/09	Birchgrove Primary School
Llanishen Fach Primary School	Public Meeting	7.00 pm 23/11/09	Llanishen Fach Primary School
Rhiwbina Primary School	Public Meeting	7.00 pm 24/11/09	Rhiwbina Primary School

Where requested, consultations with School Councils will also be arranged.

Exhibitions containing maps and plans of the three proposed options will be displayed at Whitchurch Library and Llandaff North Library. There will also be copies of the exhibitions in all of the schools affected.

Background to the proposals

One of the core components in Cardiff's Proud Capital aspiration is education. In November 2006, in a Strategic Framework, the Council articulated a vision of viable and successful schools that offer good quality learning opportunities to raise standards of achievement as part of their broader role in community engagement. The vision is based on the principles of equality, inclusion, efficiency and 'local schools for local children'.

The Strategic Framework outlined how success in education is key to individuals' self-fulfilment and to their social and economic engagement. Successful engagement in learning by all individuals lays foundations for community development and the economic prosperity of the city. Investment in the buildings enables schools to be best placed to provide the opportunities for learners to achieve the outcomes to which they are entitled. The Framework articulated an overarching goal to provide the best possible quality of education for pupils through the creation of a consistent, sustainable, pattern of 'fit for purpose' schools which will provide opportunities for all learners to achieve high standards and contribute to community development, social inclusion and economic prosperity across the city.

The Strategic Framework outlined some of the principles that should underpin any proposals:

- Proposals will be designed to create equal opportunities for access to a high quality of education and provide the varied opportunities which will enable the achievement of high standards by all learners.
- The interests of learners should override all others and inequalities in achievement between advantaged and disadvantaged areas, groups and individuals must be narrowed in the interests of all.
- Parents should be able to turn with confidence to a local school in the secure knowledge that it will offer a high quality of education.
- Proposals should promote social inclusion by reducing the gap in educational attainment between different groups of people.
- Schools should be at the heart of their communities and contribute to community development and neighbourhood renewal by offering learning opportunities for pupils and their communities in and beyond the school day.
- Proposals should reduce revenue funding spent on surplus places.
- Proposals should realise maximum opportunities for capital funding in order to produce significant investment in school buildings over the period of the plan.
- In collaboration with school governing bodies, human resources policies will support any proposals to recruit and retain the best quality teaching and support staff in Cardiff schools.

The Strategic Framework also outlined a number of objectives including the following:

- To seek to create all-through primary schools, catering for the age range 3–11, organised preferably with 2 forms of entry, which will enable children to:
 - Participate effectively in the Foundation Phase
 - Achieve high standards at Key Stage 2
 - Transfer seamlessly to secondary education
 - Meet the targets for Welsh-medium education set out in the Council's Welsh Education Scheme.

The Schools Sub-Committee

The ongoing role of the Council's Schools Sub-Committee is to consider how best to organise schools to deliver on this vision and to make recommendations to the Executive. The Sub-Committee has recommended some options for primary-phase proposals which have been approved for consultation by the Executive. These options would enable the Executive to respond to the rising demand for Welsh-medium education in the Whitchurch area of the city, and to reconfigure and invest in the English-medium provision in this area whilst ensuring that capacities more closely match local catchment area demand.

Surplus Places

Although in Cardiff, like in many other Councils, the problems of surplus places and of falling pupil numbers tend to be focused on the rationalisation of school places to minimise inefficiency, the overall objective is to improve the quality of provision. As part of these proposals, the Executive proposes to re-invest all savings achieved in any rationalisation and the annual savings on falling pupil numbers, back into schools organisation proposals.

Currently, Cardiff has approximately 8,850 surplus places, a number which will grow over the foreseeable future. Most of our secondary schools and just under half of our primary schools are experiencing falling rolls. Whilst these proposals affect only part of the city, overall the Council's proposals will retain around 10% surplus places, as recommended by both Welsh Assembly Government and Wales Audit Office, to ensure flexibility to respond in future to changing needs.

Managing fewer pupils in schools poses challenges for headteachers and governors but the fundamental problem is the financial impact, given that approximately 80% of a school's budget depends on pupil numbers. Currently, across the city, the financial impact is estimated as wasting £3 million annually. The impact on individual schools is reflected in the number recording deficit budgets at the end of a financial year. A school has a deficit budget if, at the end of a financial year, it has spent more than the budget it has received. In 2008-09, 15 schools applied to set deficit budgets. For the current year indications are that this figure will be 13 while projections for 2010-11 are that a further 13 schools will apply to set deficit budgets. The trend is clear. At the end of August 2008, 28 school-based posts were determined to be redundant as a result of schools not

being able to balance a budget. This represents a further waste, both of human and financial resources.

This inefficiency is also noted by our regulators. An Estyn inspection of the education functions of the Council in 2008 focused on the progress made on reorganisation. During the previous inspection, Estyn had identified this as a significant weakness within the Council. The Welsh Assembly Government has made it clear that future provision of capital funding for education will be significantly influenced by Councils' responsiveness to this agenda.

On 2 July 2009, the Executive approved a report, recommended by the Schools Sub Committee, proposing to proceed to consultation on the options outlined in this document.

Reasons for Proposals

- To achieve a better match between the supply and local catchment demand for English-medium and Welsh-medium schools in Whitchurch
- To make significant improvement to facilities available at local schools

Issues

The Southern area of Whitchurch is currently served by one English-medium high school (Whitchurch High School) which serves the whole area, two English-medium primary schools (Eglwys Newydd and Eglwys Wen) and one Welsh-medium primary school (Ysgol Melin Gruffydd) which also serves the whole Whitchurch area.

Table 1 below provides details of current capacities, numbers on roll and projected pupil numbers in these community schools.

Table 1

School	Capacity	NOR Jan 08	Surplus places Jan 08	NOR Sept 2008	Trend Based pupil projections			Catchment Area projections
				Jan 09 NOR	Jan 2010	Jan 2011	Jan 2012	Jan 2018
Eglwys Newydd	379	318	61	324	316	314	317	210
Eglwys Wen	315	283	32	271	276	277	274	133
Y. Melin Gruffydd	315	313	2	328	345	364	384	N/A
Whitchurch HS 11-16	1800	1806	-6	1792	1791	1754	1730	1285
Whitchurch HS 11-18	2317	2321	-4	2286	2290	2248	2227	1532

Projections indicate that there will continue to be growth in the demand for Welsh-medium primary provision in this area. The Executive agreed temporary arrangements being put in place to meet additional demand at Ysgol Melin Gruffydd for September 2009

Analyses of capacities and pupil rolls as at January 2008 (table 2) show that although Whitchurch High School had no surplus places, 247 pupils (13.7%) aged 11-16 were from outside its catchment area (this is the most recent validated address data available). Furthermore, projections show the potential for the percentage of pupils attending from outside of the catchment area to rise to in excess of 25% in 2018. The possible threat to the viability of schools in other communities is likely to increase if nothing is done. The trends also indicate that 9FE (forms of entry) capacity will be sufficient to meet demand for English-medium secondary provision in the Whitchurch High School catchment area whilst still retaining an appropriate level of spare capacity.

Table 2

Pupils on roll at Whitchurch High School (aged 11-16) in January 2008	
Catchment area of home address	Number of pupils
Cantonian High School	3
Cardiff High School	2
Cathays High School	58
Fitzalan High School	22
Glyn Derw High School	5
Llanedeyrn High School	17
Llanishen High School	79
Llanrumney High School	5
Michaelston Community College	3
Radyr Comprehensive School	18
Rumney High School	4
Whitchurch High School	1559
Willows High School	11
Other areas	20
Total	1806

The above information includes pupils with Special Educational Needs taught in the Specialist Resource Base sited at Whitchurch High School. The proposals within this consultation document will not affect future intakes at the Specialist Resource base.

This proposal also takes account of the fact that around 10% of accommodation on the upper school site and 5% of accommodation on the lower school site is currently in temporary accommodation and the school would benefit from investment in permanent accommodation facilities.

Analyses of capacities and pupil rolls as at January 2008 (Table 3) show that although the combined level of English-medium primary school surplus places at Eglwys Wen and Eglwys Newydd Primary Schools is fairly low at 13.4%, the

proportion of pupils in these schools from outside their catchment areas was very high at 41.1%. The effect of these 247 pupils from outside of the combined catchment area not attending their catchment area schools contributes to a possible threat to the viability of schools in other communities.

Table 3

School	Own catchment	Eglwys Newydd / Eglwys Wen	Birchgrove Coryton Gabalfa Hawthorn Ll. Fach Rhiwbeina	Other	Total
Eglwys Newydd	143	34	105	36	318
Eglwys Wen	122	55	96	10	283

English-medium primary projections indicate that 2FE capacity will continue to be sufficient to meet catchment area demand for English-medium primary provision in the combined catchment areas of Eglwys Wen and Eglwys Newydd Primary Schools, and will provide a secure, viable local school with an appropriate level of spare capacity.

In recent years it has been necessary for additional temporary classrooms to be sited at Ysgol Melin Gruffydd in order for the Council to meet the demand for Welsh-medium education in the area. It has not been possible for these pupils to be admitted to other Welsh-medium schools in the surrounding area (Ysgol Y Wern, Ysgol Mynydd Bychan and Ysgol Pencae) as these schools are also experiencing increases in demand for places and are fully subscribed for the 2009 Reception intake. The Council has had to admit 37 pupils above the Admission Number into Reception at Ysgol Melin Gruffydd between 2007 and 2009 (Table 4).

Table 4

Admissions to Ysgol Melin Gruffydd		
Year	Admission Number	Pupils admitted
2009	45	60
2008	45	60
2007	45	52

Measures which have been considered to mitigate difficulties arising out of the current situation.

The Council is committed to meeting parents' preferences for their children to be educated through the medium of Welsh. In order to achieve this it has been necessary for temporary accommodation to be installed on the site of Ysgol Melin Gruffydd.

In addition, the Council has consulted on proposals to establish a 1FE Welsh-medium starter class at Gabalfa Primary School. The starter class would aim to ease capacity pressure at Ysgol Melin Gruffydd, and to respond to rising demand for Welsh-medium education from parents in the local area. The class would initially serve the current catchment areas of Ysgol Melin Gruffydd, Ysgol Mynydd Bychan and Ysgol Pencae, until the permanent location and catchment area for the proposed new school is agreed.

A statutory notice for the starter class proposal was published on 20 May 2009. Two objections to the proposal have been received and the Council has sent these along with its comments on them to the Welsh Minister for Children, Education, Lifelong Learning and Skills for determination of the proposal.

Options that have been discounted

In total, 11 options were presented to the Schools Sub-Committee to address the issues in the Southern Whitchurch area, incorporating an extended range of patterns of educational provision and retention of land. Of these, 8 options have been investigated but are deemed unsuitable as they do not fully address the issues in the area. Information in respect of all the options considered for the Whitchurch area is published in the Executive Report of 2 July 2009, which can be viewed on the Council's website (www.cardiff.gov.uk). To access the Executive report, enter the Learning area of the Council's website and select 'Schools for the Future' from the Schools section.

The options that the Council proposes are outlined in the following pages.

Consistent elements of each of the options

Implementation of each of the 3 proposed options would commence from September 2012 and would include the following:

- The reduction in intake at Whitchurch High School to 9FE to more closely match local catchment area demand.
- English-medium primary provision in the South Whitchurch area to be provided within a new school of 2FE to more closely match local catchment area demand.
- Welsh-medium provision in the Whitchurch area to be provided within a single school of 2FE to more closely match local catchment area demand..

High School Proposal

- **Establish Whitchurch High School as 9FE on its existing two sites.**

This will involve the reduction of the school from 12FE to 9FE, and therefore will require the identification and removal of poor quality/temporary buildings. In addition, costs have been estimated to adapt and refurbish the existing buildings in order to maintain the delivery of a balanced curriculum, address priority one maintenance issues and contribute significantly to improving disability access.

A detailed programme of investment will be developed with the school governors which will achieve a reduction in overall capacity by removal of some buildings (temporary and surplus) and investment in the remaining permanent structure to ensure a balanced curriculum can be achieved in a suitable learning environment.

The proposal is to reduce Whitchurch High School's Admission Number to 270 with effect from September 2012.

This reduction to 9FE would take place for year 7 pupils from 2012 onwards resulting in this Admission Number applying across the entire Key Stages 3 and 4 (Years 7-11 inclusive) from September 2016.

Admission arrangements to Whitchurch High School for the 2010/11 and 2011/12 academic years will not be affected by the proposals.

There is proposed to be no change to the existing catchment area for Whitchurch High School.

Primary School Proposals

Organisation of classes at the sites of the 3 existing schools at present requires a substantial amount of temporary accommodation in the form of demountable classrooms.

At present the number of demountable units at the 3 existing schools total 17 (double units counted as 2).

If the proposals are implemented, some temporary accommodation could be required during the transition period. However it is expected that the number of units could be reduced overall by about half for Option 2, or to zero for Option 1 or Option 3.

Following the full implementation of any one of the three options both schools should operate at 2FE in permanent accommodation.

Primary School Proposals- Option 1

- **To close Eglwys Newydd and Eglwys Wen Primary Schools and replace these with a new 2FE English-medium primary school with nursery on the Heol Don site which adjoins the Whitchurch High (Upper) School site.**

The proposal is to close the two existing English-medium primary schools and to open a new replacement school with nursery with effect from September 2012. It is proposed that the Admission Number of the new school will be 60 pupils upon opening in September 2012. The new school is likely to require temporary use of other premises during the transitional period.

This option will necessitate some English-medium pupils being accommodated on the Eglwys Newydd Primary school site during the transition period, until all pupils can be accommodated at the newly built school on the Heol Don site. All temporary accommodation would then be removed.

All pupils in Reception to Year 5 on roll at Eglwys Newydd Primary School and Eglwys Wen Primary School at the end of the 2011/2012 academic year will be offered the opportunity to transfer to the roll of the proposed new school

The existing catchment areas for Eglwys Newydd and Eglwys Wen Primary Schools would combine to form one catchment area for the new school.

It would be expected that school session times at the start and end of the day would be staggered appropriately during the transition period.

- **Ysgol Melin Gruffydd to become a 2FE Welsh-medium Primary School with Nursery in permanent buildings on the current shared site.**

This will involve the removal of temporary accommodation and consolidation in the permanent buildings currently used by Ysgol Melin Gruffydd and Eglwys Wen Primary School. The investment will ensure that the premises are suitable for a 2FE Primary school with nursery.

There would be no change to the existing catchment area as a result of this proposal.

Ysgol Melin Gruffydd will expand into the existing permanent buildings at Eglwys Wen Primary School in September 2012 with a programme of investment and removal of existing temporary accommodation.

This option and thus the financial implications assume the disposal for a capital receipt of the Eglwys Newydd Primary school site, part of the Whitchurch High School lower site and part of the site currently being shared by Ysgol Melin

Gruffydd and Eglwys Wen Primary schools. The new English-medium school on the Heol Don site will also share a pitch with Whitchurch High School (upper school site). Exhibitions containing maps and plans of the three proposed options will be displayed at Whitchurch Library and Llandaff North Library. There will also be copies of the exhibitions in all of the schools directly affected.

Primary School Proposals- Option 2

- **To close Eglwys Newydd and Eglwys Wen Primary Schools and replace these with a new 2FE English-medium primary school with nursery on the Eglwys Newydd Primary School site.**

This will involve significant extension and alterations to the existing Eglwys Newydd Primary school premises to ensure that these are suitable for a 2FE Primary school with nursery. It is proposed that the Admission Number of the new school on the Eglwys Newydd site will be 60 pupils from September 2012.

As the new school will initially be unable to accommodate all of its pupils within the permanent accommodation, arrangements will be made for additional temporary accommodation for the new school on the Eglwys Newydd site from September 2012 during the transition period.

All pupils in Reception to Year 5 on roll at Eglwys Newydd Primary School and Eglwys Wen Primary School at the end of the 2011/2012 academic year will be offered the opportunity to transfer to the roll of the proposed new school on the Eglwys Newydd site.

All English-medium pupils will be accommodated on this site from 2012 onwards.

The existing catchment areas for Eglwys Newydd and Eglwys Wen Primary Schools would combine to form one catchment area for the new school.

- **Ysgol Melin Gruffydd to become a 2FE Welsh-medium Primary School with Nursery in permanent buildings on the current shared site.**

This will involve the removal of temporary accommodation and consolidation in the permanent buildings currently used by Ysgol Melin Gruffydd and Eglwys Wen Primary School. The investment will ensure that the premises are suitable for a 2FE Primary school with nursery.

There would be no change to the existing catchment area as a result of this proposal.

Ysgol Melin Gruffydd will expand into the existing permanent buildings at Eglwys Wen Primary School in September 2012 with a programme of investment and removal of existing temporary accommodation.

This option and thus the financial implications assume the disposal for a capital receipt of part of the Whitchurch High School lower and upper sites and part of the site currently being shared by Ysgol Melin Gruffydd and Eglwys Wen Primary schools. Exhibitions containing maps and plans of the three proposed options will be displayed at Whitchurch Library and Llandaff North Library. There will also be copies of the exhibitions in all of the schools directly affected. This option also assumes the disposal of the Heol Don site which was previously used by Adult Services and would now be surplus to requirements.

Primary School Proposals- Option 3

- **To close Eglwys Newydd and Eglwys Wen Primary Schools and replace these with a new 2FE English-medium primary school with nursery on the Eglwys Newydd Primary School site.**

This will involve significant extension and alterations to the existing Eglwys Newydd Primary school premises to ensure that these are suitable for a 2FE Primary school with nursery. It is proposed that the Admission Number of the new school on the Eglwys Newydd site will be 60 pupils from September 2012.

This option will necessitate some English-medium pupils being accommodated on the site currently shared by Eglwys Wen Primary School and Ysgol Melin Gruffydd during the transition period.

All pupils in Reception to Year 5 on roll at Eglwys Newydd Primary School and Eglwys Wen Primary School at the end of the 2011/2012 academic year will be offered the opportunity to transfer to the roll of the proposed new school on the Eglwys Newydd site.

All English-medium pupils will be accommodated on this site from 2012 onwards.

The existing catchment areas for Eglwys Newydd and Eglwys Wen Primary Schools would combine to form one catchment area for the new school.

- **To build a new 2FE Welsh-medium primary school with nursery on the Heol Don site which adjoins the Whitchurch High (Upper) School site to be occupied by Ysgol Melin Gruffydd.**

The proposal is to move the existing Welsh-medium primary school to a new build school with nursery on the Heol Don site with effect from September 2012. All pupils in Reception to Year 5 on roll at Ysgol Melin Gruffydd will remain on roll and will transfer to the newly built school on the Heol Don site.

There would be no change to the existing catchment area as a result of this proposal.

This option and thus the financial implications assume the disposal of part of the Whitchurch High School lower site and the site that is currently shared by Ysgol Melin Gruffydd and Eglwys Wen Primary schools. The new Welsh-medium school on the Heol Don site will also share a pitch with Whitchurch High School (upper school site). Exhibitions containing maps and plans of the three proposed options will be displayed at Whitchurch Library and Llandaff North Library. There will also be copies of the exhibitions in all of the schools directly affected.

The following information will apply to all proposals unless specified

Educational benefits resulting from the proposals

Whitchurch High School proposals

Pupils attending Whitchurch High School from outside its designated catchment area are drawn from the catchment areas of a wide range of secondary schools. The numbers vary significantly from area to area.

The vast majority of these pupils are drawn from the catchment areas of the following secondary schools: Cathays High, Llanishen High, Fitzalan High, and Radyr Comprehensive Schools.

The quality of education provided by these alternatives to Whitchurch High School is good. Inspection reports provide positive evidence of this. In the case of Llanishen High, where the school was judged to require significant improvement in its latest inspection, the Authority is working closely with the governing body and senior staff to secure improvement with the expectation that good progress will be made when the school is next visited by Estyn. In the case of Llanishen High, as for each of the other three schools, performance data, including the latest data for 2009, provides evidence of good improvement over the last three years.

Eglwys Newydd Primary School and Eglwys Wen Primary School proposals

There are several primary schools that will provide places for pupils who would not attend the new 2FE school. These schools are: Birchgrove, Coryton, Gabalfa, Hawthorn and Rhiwbina Primary schools.

The quality of education provided by all of the schools is very good. Most of these schools have been inspected in the last few years with very positive outcomes and the authority is able to concur with the findings. In some of these cases, the provision is outstanding. All of the schools have worked hard to improve the outcomes achieved by pupils and the performance of many of these schools compares very favourably with that of similar schools and with national averages.

Clear benefits in educational terms exist for those pupils who, in the absence of these proposals, might not be able to receive a primary education through the medium of Welsh. These proposals will create sufficient capacity to serve the demand for Welsh-medium primary education in Whitchurch for the next few years. Unless additional capacity is provided for Welsh-medium education, it will not be possible for children living within the Ysgol Melin Gruffydd catchment area to receive Welsh-medium education within the local area.

When compared with smaller schools, the scale of a 2FE primary school permits greater flexibility and opportunity for pupils due to an extended, more enhanced and secure financial resource base. A 2FE school can provide a greater degree of stability at all levels of leadership including maintaining a full and stable complement of school governors. In addition, the ability to employ more teaching and support staff would allow the 2FE school to cover a wider range of curriculum expertise. Overall, a 2FE school is more financially viable.

For schools which have capacities that are significantly larger than their roll, longer term challenges will arise with the upkeep of their buildings and sites. This is caused by funding arrangements which determine a school's budget largely in proportion to the numbers on roll. When the numbers on roll fall significantly below the capacity, the budget is stretched in terms of buildings maintenance. These proposals should help in future to provide a closer match between the number on roll at a number of schools and their capacities, thus allowing a greater proportion of their budgets to be spent on teaching and learning. They will also lead to greater efficiency, facilitating investment in improving the suitability and physical condition of school premises.

It has been necessary for the Council to assist in managing budgets at English-medium primary schools in the Whitchurch area where falling numbers on roll have resulted in deficit budgets.

Human Resources and Staffing Implications

A Human Resources Framework has been produced in consultation with key stakeholders including headteachers, governors, representatives of the diocesan authorities and the trade unions. It provides the basis for managing the human resources issues associated with School Organisation Planning and its purpose is to support governing bodies and staff working in schools, through a variety of strategies and with the ultimate aim of minimising compulsory redundancies.

Human resources strategies and action plans specific to each separate type of reorganisation proposal have been developed to ensure that the human resources issues are properly planned for and managed during the period of change. Whilst these strategies and action plans will form the basis of significant support provided by the Council to schools, the respective roles and responsibilities of key stakeholders are fully described and focus on areas of Leadership and Management, Management Support, Curriculum Support, Communications with Staff, Redeployment and Redundancy. Each strategy and action plan will be further developed by individual governing bodies and the Council, in consultation with the trade union representatives and staff, so that they meet the needs of individual schools and take into account the timescales for the implementation of

the proposals. A fundamental aim of each strategy and action plan will be to ensure that appropriate staffing levels are maintained throughout the period of change for individual schools.

A key aspiration for the Council is to achieve staff reductions as far as possible through redeployment rather than voluntary or compulsory means. Therefore the Council is committed to maximising opportunities for school staff to secure employment in other schools in Cardiff, and in particular, in new schools which are established as a result of the agreed proposals. The Staffing of Maintained Schools (Wales) Regulations 2006 delegate to school governing bodies all decisions in relation to the appointment and dismissal of staff, therefore, in order for redeployment to work effectively a partnership approach is required across all school governing bodies. In order to secure this a Redeployment and Redundancy Policy and Procedure has been commended to and adopted by 97% of school governing bodies. This is a good indication of the commitment across Cardiff schools to supporting each other through school reorganisation. People and Organisational Development, with the support of the Chief Officer, Schools and Lifelong Learning, will continue to work with those governing bodies that have not yet adopted the policy with the ultimate aim of securing 100% adoption. Comprehensive guidance has also been developed to support the practical organisation, management and administration of the redeployment process and successful redeployments area taking place.

The staffing at the schools affected are as follows:

Eglwys Wen Primary School has permanent arrangements at Headteacher and Deputy Headteacher level. The school also currently employs 13 teaching staff and 25 support staff. The support staff consists of 14 Classroom support, 2 Admin/Clerical support, 8 Lunch-time supervision and 1 Caretaking. Not all these staff are full-time.

Eglwys Newydd Primary School has permanent arrangements at Headteacher and Deputy Headteacher level. The school also currently employs 14 teaching staff and 27 support staff. The support staff consists of 14 Classroom support, 2 Admin/Clerical support, 10 Lunch-time supervision, and 1 Caretaking. Not all these staff are full-time.

Whitchurch High School has permanent arrangements at Headteacher and Deputy Headteacher level with 2 Deputy Headteachers. The school also currently employs 150 teaching staff and 137 support staff. The support staff consists of 42 Classroom support, 7 Admin/Clerical support, 4 Lunch-time supervision, 7 Caretaking, 19 technical, 42 cleaning and 6 others. Not all these staff are full-time.

The options outlined in this consultation document would have particular human resources issues and these are as follows:

All three options for the proposals regarding Eglwys Newydd and Eglwys Wen Primary Schools would entail the closure of both schools and such a proposal could potentially have a significant effect on staff. The proposal to establish a new primary school would provide redeployment opportunities for staff affected by school organisation. However, the Staffing Regulations prescribe that Headteacher and Deputy Headteacher posts are subject to national

advertisement. The aspirations of the Headteachers and Deputy Headteachers would be sought. Depending on their aspirations and the outcome of recruitment processes there is the potential for the redundancy of one or more of the Headteachers and Deputy Headteachers. It is proposed that subject to the agreement of the temporary governing body established to oversee the opening of the new school, the recruitment process for other posts would be undertaken on a ring fenced basis, in the first instance to staff affected by Primary School closures. It is anticipated that vacancies in the Primary sector in Cardiff would also provide potential opportunities for the redeployment of staff from Eglwys Wen Primary School and Eglwys Newydd Primary School with the aim of avoiding compulsory redundancies. Some staff would be able to access their retirement benefits should they so wish and if managed appropriately, this could further minimise the need for redeployment or potential redundancies. Staff may choose to move on in the period leading up to closure and although this may coincide with any need to reduce staffing levels year on year, this may present recruitment needs for which temporary arrangements can be made.

Whilst the proposal to reduce Whitchurch High School from 12FE to 9FE would have an impact on staffing it would be reasonable to expect that the phased impact of the proposal would allow this to be managed within the normal staff turnover of a school of this size. However, any increase in pupil numbers in neighbouring schools could provide redeployment opportunities for staff affected by school organisation. It is anticipated that a large number of staff would be able to access their retirement benefits should they so wish and if managed appropriately, this could minimise the need for redeployment or potential redundancies. If the proposal is agreed then based on the timescales for the reduction in forms of entry, officers would work with the school senior management to anticipate the curriculum and staffing needs and determine the level of staffing reductions required year on year.

The proposal to increase the size of Ysgol Melin Gruffydd would not significantly affect staff at that school other than in terms of enabling them to move into permanent buildings either on the same site in options 1 and 2 or on a new site under option 3.

For school staff, details relating to Human Resource Management issues will be available in schools and from the Council's People and Organisational Development service.

How much will these proposals cost and how will they be funded?

The proposals for the Whitchurch area include investment in Whitchurch High School, and three options for primary provision as described previously. A financial model has been prepared for these proposals showing total capital investment costs of between £13.795M and £19.349M. After scheme specific resources are taken into account, this leaves a net general resource requirement of between £9.017M and £12.294M which will be identified from the Schools Organisational Plan Consolidated Financial Model. A summary of the costs and resources for each option are shown in Table 1.

Table 1: Costs & Resources for Whitchurch Proposals		Option 1	Option 2	Option 3
		£M	£M	£M
Capital Investment				
	Whitchurch High School	7.935	7.935	7.935
	EM Primary	6.402		
	New Build EM at Heol Don			
	Alt/Extension Eglwys Newydd		4.775	4.435
	WM Primary	0.971	0.971	
	Alt/Extension Melyn Gruffydd			
	New Build WM at Heol Don			6.402
	Other Associated Works	0.414	0.114	0.577
Total Capital Investment		15.722	13.795	19.349
	Organisational Restructure Costs	1.000	1.000	1.000
TOTAL COSTS		16.722	14.795	20.349
Scheme Specific Resources:				
	Capital Receipts	6.150	4.100	6.500
	Revenue Release Savings	1.555	1.555	1.555
General Resources		9.017	9.140	12.294
TOTAL RESOURCES		16.722	14.795	20.349

Investment Programme

The investment programmes for the Whitchurch proposals are based on Initial Development Appraisals (IDAs). Included for both new build, and for refurbishment, is a provision of 5% for carbon reduction measures which is vital if the Council is to meet its stated target of 60% reduction in carbon emissions by 2018. The investment programme also contains provisional sums to facilitate transport improvements

In recognition of the remaining assumptions within the model an additional contingency sum of 10% has been added, and figures have been adjusted for estimated construction cost inflation over the life of the model.

Organisational Restructure Costs

Organisational restructure costs of £1.0M have been included to allow for the additional costs associated with the organisational restructure of both Whitchurch High School and the primary schools, e.g. facilitating changes in scale of operation at the schools.

Capital Receipts

Capital receipts are included in the financial model from the disposal of various sites as detailed previously in this document

Revenue Release Savings

Revenue release savings have been identified as a result of reducing the number of primary schools from 3 to 2. These revenue savings are used to pay debt charges to the revenue account as a result of capital expenditure. Revenue savings can support capital expenditure of 10 times their amount. Annual revenue savings of £155.5k have been identified from these proposals which can therefore support capital expenditure of £1.555M.

General Resources

The Schools Organisational Plan consolidated financial model draws funding from a number of sources. Funds from the Council's Capital Programme and from revenue savings as a result of the removal of surplus school places can be allocated to these proposals.

Financial Risks

A number of financial risks are attached to these proposals which will need to be regularly monitored and mitigation steps taken wherever possible. Key general risks include:

- changing scope of work following the design process;
- the management of cost over-runs and building inflation exceeding contingency levels;
- potential for underachievement of capital receipt values;
- potential for revenue costs of closing schools and opening others to be higher than estimated;
- potential for the underachievement of revenue savings;
- the cash flow impact in the timing of expenditure and income;
- the additional risks attached to taking an incremental approach to the implementation of the schools organisational proposals.

Transport Arrangements

Nothing is included in these proposals to change the Council's policy on the transport of children to and from schools. Any pupils affected by these proposals as a result of the combination of catchment areas will be offered the same support with transport as is currently provided throughout Cardiff. School Transport requests will be considered in accordance with the same criteria that applies across Cardiff. The Council's transport policy for school children can be viewed on the Council's website (www.cardiff.gov.uk). To access the School Transport Policy document, enter the Learning area of the Council's website and select 'School transport' from the Schools section.

Transport & Traffic Implications:

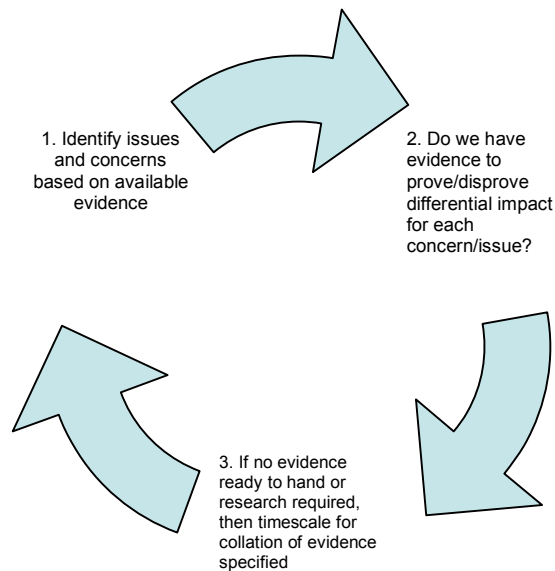
- All primary age pupils living in the Whitchurch area live within 2 miles walking distance of an English-medium primary school, and also within 2 miles walking distance of a Welsh-medium primary school. This would still apply following implementation of the proposed options and therefore no primary school age pupils would qualify for free home to school transport.
- Establishing an English-medium primary school which more closely matches catchment area demand will have a positive impact as it is likely that fewer children will travel to and from the school by car.
- All secondary age pupils living in the Whitchurch High School catchment area live within 3 miles walking distance of the school and therefore no secondary school age pupils would qualify for free home to school transport.
- Establishing Whitchurch High School at a capacity more closely matching local catchment area demand will reduce the number of pupils admitted from outside of the Whitchurch High School catchment area. This will have a positive impact on the surrounding area as it is likely that fewer children will travel to and from the school by car.

Environmental implications

The potential environmental impact of the options for Whitchurch has been assessed in accordance with European legislation. The assessment confirms that none of the options would have an adverse effect on the environment. Additional details of the Strategic Environmental Assessment can be viewed on the Council's website (www.cardiff.gov.uk).

Equality Impact Assessment:

Equality Impact Assessments (EIAs) are carried out on all school organisation proposals. As the school organisation proposal progresses through development, consultation and implementation, it is assessed against each of the equality strands (language, race, disability, sexual orientation, belief, age, gender, human rights) using the following process:



If demand for Welsh-medium education is not met in the Whitchurch area, concerns could be raised around equality of access when compared to access to English-medium provision. Insufficient Welsh-medium places would mean some parents having to travel out of the area to access a Welsh-medium school. English-medium parents on the other hand would continue to be able to access a local English-medium school.

The options for Whitchurch seek to address these concerns. Initial EIAs concluded that the options would provide more equitable access between those seeking English-medium and Welsh-medium provision in the Whitchurch catchment area.

Statutory Notice/Statutory Objection Period

If following the consultation exercise a decision is made to proceed with proposals it is likely that a statutory notice would be published in Spring 2010.

Notices with firm proposals would appear in the Western Mail, be posted on the Council website and displayed at the schools affected.

Once notices are published there is a two month period to respond in writing. This is the statutory period for objections. Objections should be sent in writing to the

Chief Officer, Schools & Lifelong Learning, Cardiff County Council, County Hall,
Atlantic Wharf, Cardiff CF10 4UW.

If there are no objections, the proposals will be determined by the Council's Executive within four months of the end of the objection period.

If there are objections then the Minister for Children, Education, Lifelong Learning and Skills will determine the proposals. The Council has one month from the end of the objection period in which to let the Minister have comments on the objections.

The Minister's decision can be expected around three months following the submission of objections and comments.

Consultation Response Form: Questionnaire on the following proposals:

Option 1

Establish Whitchurch High School as 9FE on its existing two sites.

To close Eglwys Newydd and Eglwys Wen Primary Schools and replace these with a new 2FE English-medium primary school with nursery on the Heol Don site which adjoins the Whitchurch High (Upper) School site.

Ysgol Melin Gruffydd to become a 2FE Welsh-medium Primary School with Nursery in permanent buildings on the current shared site.

OR

Option 2

Establish Whitchurch High School as 9FE on its existing two sites.

To close Eglwys Newydd and Eglwys Wen Primary Schools and replace these with a new 2FE English-medium primary school with nursery on the Eglwys Newydd Primary School site.

Ysgol Melin Gruffydd to become a 2FE Welsh-medium Primary School with Nursery in permanent buildings on the current shared site.

OR

Option 3

Establish Whitchurch High School as 9FE on its existing two sites.

To close Eglwys Newydd and Eglwys Wen Primary Schools and replace these with a new 2FE English-medium primary school with nursery on the Eglwys Newydd Primary School site.

To build a new 2FE Welsh-medium primary school with nursery on the Heol Don site which adjoins the Whitchurch High (Upper) School site to be occupied by Ysgol Melin Gruffydd.

Consultation Response Form: Questionnaire (continued)

Do you agree that changes are necessary to the provision of English-medium schools in the Whitchurch area of Cardiff?

Do you agree that changes are necessary to the provision of Welsh-medium schools in the Whitchurch area of Cardiff?

If you agree that changes are necessary, would you favour either Option 1, 2 or 3 as outlined above? Please give reasons for your choice

Do you think anything could be done to improve any of these proposals?

Would you wish to comment on the proposed combination of catchment areas which will be required if any of the Primary proposals proceeds?

Do you wish to make any other comment?

Your
Name: _____ Date _____

Address:

Your Status: e.g. Pupil / Parent / Governor / Member of Staff / Other

Thank you for your comments. Please return this form to Room 209 County Hall, Cardiff CF10 4UW by **18 December 2009**.

