



monmouthshire
sir fynwy

Proposal to Close Llanfair Kilgeddin Voluntary Aided Church in Wales Primary School

Consultation Document

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Consultation Arrangements

Before a decision can be made on the proposal to close Llanfair Kilgeddin Church in Wales Voluntary Aided Primary school, the council are required to undertake statutory consultation with all interested parties. The consultation process represents an opportunity for people to learn about the proposal, ask questions and make comments that will be recorded and considered when the council decides on a way forward.

A list of all those being consulted is attached at Appendix 1

A “drop in” session in relation to this proposal will be held as follows:

Day	Date	Time	Venue
Monday	9 th November 2015	15:30 – 18:30	Llanfair Kilgeddin CIW primary School

This will allow all interested parties to attend at a time that is convenient to them during the late afternoon or early evening. Officers will attend to answer questions and ensure all comments/views made are recorded.

In addition, any views or comments can be made:

- By writing to Cath Sheen, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN.
- By email: strategicreview@monmouthshire.gov.uk.
- By completing a response proforma (attached to this document as an appendix) and returning it to the above address.

Comments must be submitted to the Authority by the **6th December 2015.**

It is important to note that any unfavorable comments made during the consultation period will not be treated as objections and if you wish to object, you will need to do so in writing during the statutory objection period. If consultees submit a request during the objection period for a response submitted at the consultation stage to be treated as an objection this will be accepted.

The views of children and young people remain important to any consultation process however at the time of consultation on the closure of the school there are no pupils registered as being on roll in order to consult with.

Following consultation, Monmouthshire's cabinet will consider the views expressed and then decide whether to proceed with the proposal. If the decision is taken to proceed, a statutory notice will be published, the statutory notice period will last 28 days from the date of publication and enables people to express their views in the form of supporting or objecting to the proposals.

Cabinet will then make the final decision as to whether to proceed with the proposal.

Proposed Timescales

Statutory Consultation Period	19 th October 2015 – 6 th December 2015
Cabinet consider the results of the consultation	6 th January 2016
Publication of statutory notice	18 th January 2016
Final decision by cabinet	23 rd March 2016

In line with the requirements of the legislation and as this is a voluntary aided school consultation has taken place with Monmouth Diocesan Trust and they are in agreement with the proposal.

Introduction

In May 2015 the Governing Body of Llanfair Kilgeddin VA Primary School asked Monmouthshire County Council in principle to commence the statutory process to close the school. In line with the Government of Maintained School (Wales) Regulations 2005, the Governing Body has met on two separate occasions since this date and have now formally asked the Local Authority to start the consultation process on closure of the school.

The Welsh Government (WG) has a long-term investment programme that will create a generation of 21st Century Schools. The Welsh Government, in collaboration with local government, will deliver through the 21st Century Schools programme:

- Learning environments for children and young people in Wales aged 3 to 19 that will enable the successful implementation of strategies for school improvement and better educational outcomes;

- A sustainable education system through better use of resources to improve the efficiency and cost-effectiveness of the education estate, and which enhances local public service provision; and
- A 21st Century Schools Standard for all schools in Wales which reduces recurrent costs, energy consumption and carbon emissions

For further information on 21st Century schools visit <http://21stcenturyschools.org>

Monmouthshire's 21st Century Schools Programme

As part of the wider 21st century schools programme across Wales, Monmouthshire County Council has produced a primary and secondary school rationalisation programme which aims to remove surplus places and improve the building stock in order that provision is enhanced.

The authority's approach will build significantly on the progress already made with inclusion and wellbeing, through learner engagement and access to flexible learning opportunities.

Our vision is....

“To transform teaching and learning and encourage whole communities to reach their full potential as well as provide all with better life chances.”

Our shared vision will

- Raise standards of achievement and attainment by meeting the vision for 21st Century learning and teaching in Monmouthshire.
- Manage surplus places within the area and ensure that the school environment is focused on raising the aspirations of the children and young people.
- Improve inefficiencies throughout the service offer, both financial and non-financial achieved by the use of an inspirational and creative curriculum, modern flexible/adaptable learning and teaching environments, effective streamlining of services, sustainable low energy low maintenance solutions and change management strategies.
- Provide appropriate integrated, engaging, supportive teaching and learning environments (within mainstream education) for our students with learning, behavioural and physical challenges at point of most need and within their own communities.
- Provide the appropriate vocational offering to meet the needs and aspirations of our young people and the regional business community.

- Provide educational opportunities to the wider community through the development of a highly efficient, flexible and responsive whole school environment.

The Council is determined to improve educational attainment through achieving the aspirational objectives contained in the Single Integrated Plan 2015-2018. This document contains three specific high level themes and two of these have a clear focus on improving educational performance of children and young people.

- Theme 2 – People are confident, capable and involved
- Theme 3 – Our County Thrives

The review of education remains a top priority for the Council, as identified in the Council's Capital Programme and our 21st Century School Programme aims to:

- Transform the education provision throughout the county.
- Raise standards of achievement and aspirations for all.
- Reduce the number of surplus places.
- Raise life chances for all within the community.
- Provide an efficient, effective and well managed educational offer that is acceptable to all.

The Council is committed to providing lifelong learning opportunities in an environment, which is fit for 21st Century learning, ensuring children and young people have access to modern learning provision, which will raise educational standards for all learners.

The Council will, as part of the overall strategy for the 21st Century School Programme, embrace the authority wide change in learning and teaching. An outcome of this change will be the transformational approach to reorganisation and redevelopment of the school estate.

Surplus Places

The issue of excess surplus places needs to be addressed to ensure the effective use of facilities and resources. Welsh Government and Estyn have provided evidence that, where schools have a higher level of school places than is necessary, resources are being deployed inefficiently. Where there are more than 10% surplus places in an area, local authorities should review their provision and should make proposals for school reorganisation if this will improve the effectiveness and efficiency of provision. This is especially important where individual schools have significant levels of surplus places.

A significant level of surplus provision is defined as 25% or more of a schools capacity (as defined in Welsh Government circular 21/2011) and at least 30 unfilled places.

Therefore to address high levels of Surplus places at our schools, individual schools which have or are projected to have in excess of 25% surplus places in the next 3 years would be subject to review. In addition to this individual schools with more than 15% surplus places will be monitored closely.

Progress to Date

As can be seen below the Authority has invested significantly in school buildings in the Abergavenny area in recent years:

- Transfer Ysgol Gymraeg Y Fenni to a new remodeled building on the St David's junior site.
- Discontinue Harold Road Junior School and Park Street Infants School and establish a new 210 primary school Cantref on the Harold Road junior site.
- Discontinue and establish a new 210 primary school Llanfoist Fawr.
- Discontinue Llywnu Infants School and nursery unit, St David's junior school and Croesonen Infants School and establish a new 420 primary school Deri View on the Llywnu Infants site.
- Discontinue Llanover Primary School
- Discontinue Govilon Primary School
- Discontinue Darenfelin Primary School
- Discontinue Clydach Primary School

In 2005 there were 14 primary schools in the Abergavenny area with a total capacity of 2248, currently there are 10 primary schools in the Abergavenny area with a capacity of 1977 a reduction of 271. However numbers on roll have fallen from 1825 in 2005 to 1672 currently, therefore the level of surplus places currently in primary schools in the Abergavenny area is 15.43%. It has proved difficult to bring about a marked reduction in surplus places due to the number of pupils falling more rapidly than the spare capacity removed over the period of the review. As a result further action is necessary to reduce the number of surplus places in the Abergavenny area.

The Proposal to Close Llanfair Kilgeddin Church in Wales Primary School

Llanfair Kilgeddin is a Voluntary Aided Church in Wales primary school, it is an English Medium school and the site is made up of four individual single storey buildings, which were all built in 1870. The school has outside toilets, plus inadequate dining facilities. The building is in a poor state of repair and there are Health and Safety, Disability Discrimination Act (DDA) and safeguarding issues throughout the site. Pupils have to undertake PE off site and are transported to King Henry VIII School in Abergavenny 8 miles away. In addition the site does not fully accommodate the requirements of The Foundation Phase. Approximately £130,000 is needed in terms of backlog maintenance to rectify all the current maintenance issues before any investment or improvements are made in the school to support a curriculum suitable for the 21st century.

In 2010, the Welsh Government carried out condition surveys across the whole of Wales, providing a consistency of approach. The results were categorised A–D, where A is “Best” and D “Worst”. Llanfair Kilgeddin was categorised as a “C” which is poor and major deterioration is present.

The net recurring saving if agreed is estimated to be £71,220, however the estimated cost of transporting pupils to their new schools is £25,650 and unless these costs can be found elsewhere they may need to be netted off against the savings above, therefore the saving is £45,570. The age weighted pupil costs (AWPU) will transfer with the pupils and are not included within the figures above. The saving will be used to offset other costs within the Children and Young people’s directorate budget.

Capital Receipts will not be realised from the sale of land and buildings as they belong to Monmouth Diocesan Trust.

Surplus Places

Numbers on roll (NOR) at the school tend to fluctuate, however a significant level of surplus places has been evident in most recent years as can be demonstrated below:

YEAR	2011	2012	2013	2014	2015
Capacity	40	40	40	40	40
NOR	35	24	33	29	29
Surplus	5	16	7	11	11
Surplus %	12.5%	40%	17.5%	27.5%	27.5%

The pupil projections below are based on the numbers on roll as at January 2015 pupil level annual school census (plasc) data and the pupils born within the schools catchment area. There were no housing developments within the schools catchment area to apply an up-lift on this basis.

School	Jan 2016	Jan 2017	Jan 2018	Jan 2019	Jan 2020
Llanfair Kilgeddin CIW	27	25	26	27	25

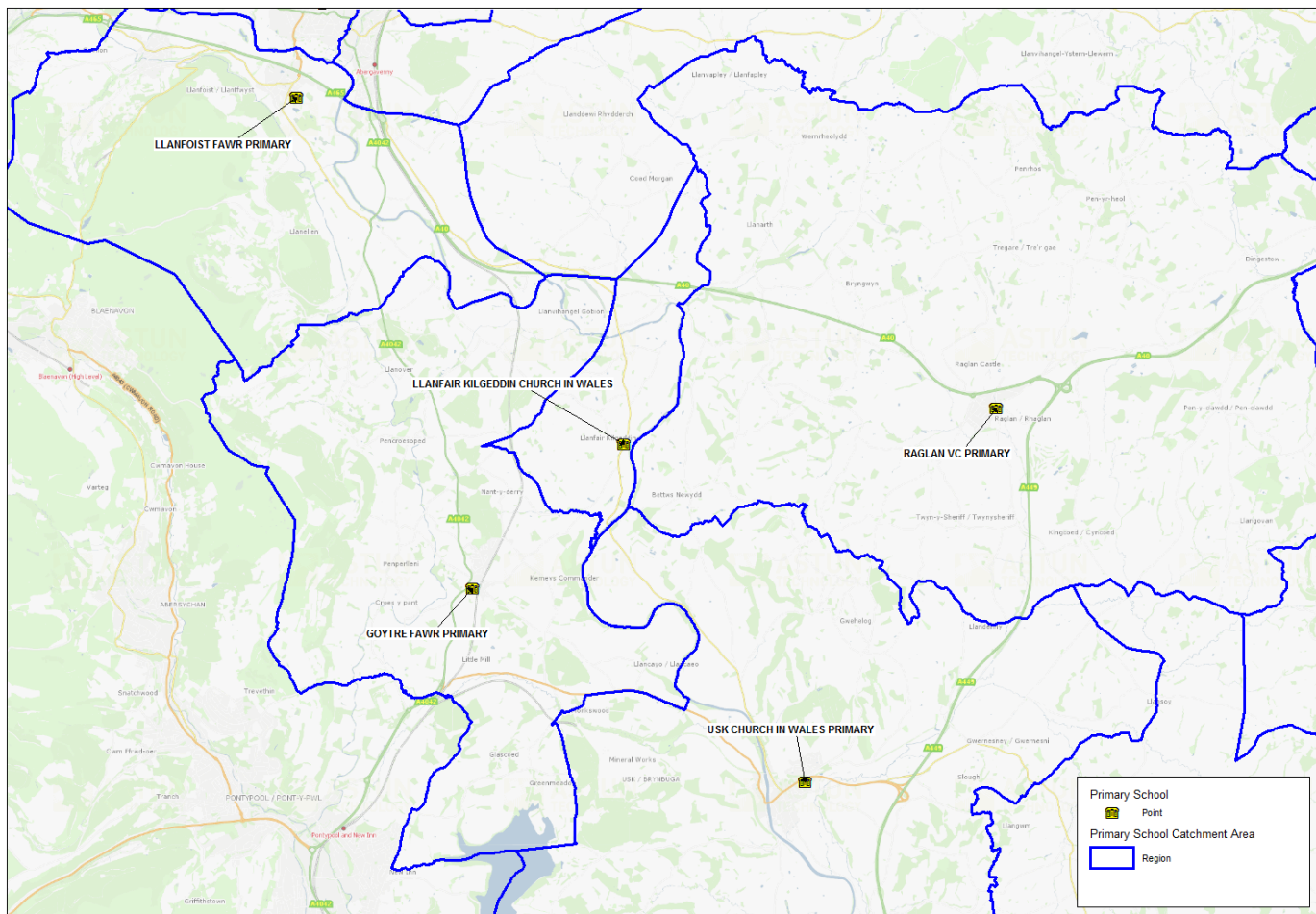
The projections show that the numbers on roll were expected to decline further with the surplus capacity expected to rise to 37.5% by 2020. Llanfair Kilgeddin is in the Abergavenny cluster of schools, there are currently 305 surplus places within the area, the highest of any cluster within Monmouthshire. Therefore if the proposal is implemented there is enough capacity within the cluster to accommodate pupils on roll.

Background Information

The following section sets out the details of all primary schools affected or likely to be affected by the proposal, including schools which might in future be expected to receive additional pupils.

School	Category	Location	Language
Raglan Church in Wales	Voluntary Controlled	Chepstow Road, Raglan	English Medium
Usk Church in Wales	Voluntary Controlled	Monmouth Road, Usk	English Medium
Goytre Fawr Primary School	Community	School Lane, Penperlleni	English Medium
Llanfoist Fawr Primary	Community	School Way, Llanfoist	English Medium

The following map shows the location of the schools likely to be affected in relation to Llanfair Kilgeddin and their catchment areas.



The following table provides details of the previous four annual school census years, numbers on roll (January 2015) and a five year forecast for those schools listed above. The table also shows that there is sufficient capacity within the area to accommodate additional pupils.

School (capacity) Actual (Act) Projected (proj)	Act Jan 2011	Act Jan 2012	Act Jan 2013	Act Jan 2014	Act Jan 2015	Proj Jan 2016	Proj Jan 2017	Proj Jan 2018	Proj Jan 2019	Proj Jan 2020
Raglan CIW (210)	209	205	197	198	199	206	196	189	179	179
Usk CIW (248)	226	216	225	218	237	241	251	246	237	230
Goytre Fawr Primary (210)	184	182	167	171	175	171	162	166	152	144
Llanfoist Fawr Primary (210)	181	194	195	204	206	210	210	210	210	210
Llanfair Kilgeddin (40)	35	24	33	29	29	27	25	26	27	25
Total NOR (878)	800	797	784	791	817	828	819	811	778	763

Surplus places	78	81	94	87	61	50	59	67	100	115
Percentage of Surplus	8.8%	9.2%	10.7%	9.9%	6.9%	5.6%	6.7%	7.6%	11.3%	13%

Notes:

1. Numbers exclude pupils in nursery classes and additional learning needs units.
2. The capacity has been calculated using the Welsh Government guidance, “Measuring the capacity of schools in Wales” circular No 21/2011.
3. Projected numbers on roll have been calculated using the number of pupils born within the schools catchment area, but also taking into account parental trends. Also built into the projections are potential pupils generated from new housing developments within the respective schools catchment area.

Llanfair Kilgeddin CIW primary school is a 4-11 school and therefore has no nursery provision of its own. Nursery provision for those residing in the catchment area of Llanfair Kilgeddin is provided at the following settings.

- Puddle Ducks Nursery, Raglan, 65 places
- Usk Nursery, 60 places
- Sunflowers Nursery, Usk, 52 places

Building Condition

In 2010, the Welsh Government carried out condition surveys across the whole of Wales, providing a consistency of approach. The results were categorised A–D, where A is “Best” and D “Worst”. The table below shows the condition rating for all schools likely to be affected by the proposal.

School	Overall property condition	Description
Usk CIW	B	Satisfactory (minor deterioration)
Goytre Fawr Primary	B	Satisfactory (minor deterioration)
Llanfoist Fawr Primary	A	Good (no deterioration)

There is a new school opening in September 2015 at Raglan CIW Primary therefore there is no overall property condition available.

Usk Church in Wales Primary School

The main building comprises of traditional cavity wall construction with a pitched concrete tiled roof covering. The original timber windows and doors have been replaced in recent years.

Any maintenance items picked up by the survey have been addressed.

Goytre Fawr Primary School

Goytre Fawr Primary School is a single storey framed flat roof construction built around 1970. Part of the school has been recently refurbished and left a small percentage of areas which still require modernisation and repair.

Generally the school is suitably located within a quiet residential area. The school is easily accessible even though no parking facilities are available.

Llanfoist Fawr Primary School

Llanfoist primary school consists of a single storey building comprising timber frame construction with a rendered brick infill. The School was built in 2007.

Generally the building is in a good state of repair.

Estyn Inspection Reports

For comparison purposes details of the most recent Estyn Inspections are shown below for Llanfair Kilgeddin and all schools likely to be affected by the proposal.

1. How good are the outcomes.
2. How good is provision.
3. How good are leadership & management.
4. Overall judgement on the school.
5. Prospects for improvement.

School	Date of Inspection	1	2	3	4	5
Llanfair Kilgeddin VA CIW	Dec 2014	Adequate	Adequate	Unsatisfactory	Adequate	Unsatisfactory

Usk CIW VC	Nov 2010	Adequate	Adequate	Adequate	Adequate	Adequate
Goytre Fawr	April 2012	Good	Good	Good	Good	Good
Llanfoist Fawr	May 2012	Good	Good	Good	Good	Good

Key

Excellent- Many strengths, including significant examples of sector leading practice

Good - Many strengths and no important areas requiring significant improvement

Adequate - Strengths outweigh areas for improvement

Unsatisfactory - Important areas for improvement outweigh strengths

Summary – Llanfair Kilgeddin

The schools current performance is adequate because:

- Nearly all pupils communicate well with one another and adults
- Many pupils read at an appropriate level for their age and ability
- Most pupils develop their numeracy and skills successfully in mathematics lessons
- Working relationships between adults and pupils are positive; and
- The school has a welcoming and supportive ethos

However

- The performance of more able pupils, particularly at the end of key stage 2, is too low when compared with that of similar schools;
- The schools does not provide pupils with enough opportunities to develop their skills regularly in a range of contexts across the curriculum; and
- Assessment procedures are underdeveloped

The school's prospects for improvement are unsatisfactory because:

- The school has a poor track record of delivering sustained improvement over time;
- Self-evaluation procedures are not rigorous enough and do not take good enough account of first hand evidence
- The outcomes of self-evaluation are not used well enough to identify priorities or to set clear and measurable targets for improvement; and
- There is no stable leadership in place

The School was subsequently put into Special Measures by Estyn in December 2014

Summary – Usk

The schools current performance is adequate because:

- Most pupils make satisfactory progress
- The overall quality of teaching and assessment is adequate
- Most pupils' standards of wellbeing are good
- The quality of care, support and guidance is good
- Moral and social development is good
- Standards of behavior are good and
- Pupils attendance is consistently above local and national levels

The schools prospects for improvement are adequate because:

- There is insufficient clarity in the overall strategic direction of the school and senior staff and governors are not involved enough in shaping it.
- Although the deputy headteacher has introduced a number of relevant new initiatives, they have not had time to embed in the school's practice
- The involvement of staff, governors, parents and pupils in the schools self-evaluation process is under-developed; and
- Planning for improvement is not sharply focused on the most important priorities.

Summary – Goytre Fawr

The schools current performance is good because:

- Most pupils make good progress in learning and achieve good standards in literacy skills across the curriculum
- Teachers provide valuable learning experiences that motivate pupils to learn
- There is a warm and welcoming ethos that makes pupils feel secure and happy in school
- The good support and guidance provided contribute significantly to pupils wellbeing and have a positive impact on learning and
- Most pupils are enthusiastic and participate fully in lessons

The schools prospects for improvement are good because:

- The senior management team and other leaders identify strengths and areas for development in a systematic way
- The clear vision of the headteacher is embraced by all staff and governors

- The analysis of performance data from a range of different sources has a positive impact on improving standards and
- Governors provide effective support and robust challenge

Summary – Llanfoist Fawr

The schools current performance is good because:

- Most pupils make consistently good progress and achieve above average standards
- Most pupils attitudes to learning are very positive and almost all behave well
- The curriculum is stimulating, practical and creative
- The overall quality of teaching is good
- Care, support and guidance are thorough and effective and the school is highly inclusive
- Strategic leadership and management are good and improving and
- Partnerships with other schools, the local authority and the community are beneficial and worthwhile

The schools prospects for improvement are good because:

- Its senior leaders and governors provide effective leadership and share a clearly-focused vision for improvement
- Thorough and widely shared self-evaluation processes lead to accurate judgements about performance
- Improvement planning addresses the most important priorities and
- The pace of improvement has rapidly accelerated in this academic year

Raglan CIW Primary had an inspection under a different format

1. How well do learners achieve.
2. How effective are teaching, training and assessment.
3. How well do the learning experiences meet the needs and interests of learners and the wider community.
4. How well are learners cared for, guided and supported.
5. How effective are leadership and strategic management.
6. How well do leaders and managers evaluate and improve quality and standards.
7. How efficient are leaders and managers in using resources.

School	Date of	1	2	3	4	5	6	7
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	Inspection							
Raglan CIW	June 2010	1	1	1	2	1	1	2

Key

Grade 1 good with outstanding features

Grade 2 good features and no important shortcomings

Grade 3 good features outweigh shortcomings

Grade 4 some good features, but shortcomings in important areas

Grade 5 many important shortcomings.

Recommendations

In order to further improve, the schools needs to:

- Maintain high standards already achieved across all areas
- Further improve standards of communication in Welsh; and
- Address the on-going safety issue arising from the lack of perimeter fence
- Pupils would be educated in high quality modern buildings which would be able to support the delivery of a broad and balanced curriculum, including the requirements of the National Curriculum and the Foundation Phase.
- The proposed establishment of the new build school, fit for the 21st Century, would offer an exciting and attractive career proposition, and it is therefore expected that the new school would attract high quality leadership, management and teaching.

The Quality and Diversity of Education

A comparison between the quality and diversity of Education at the school subject to the proposal and the schools likely to be affected by the proposal is provided below.

Llanfair Kilgeddin Primary School has been categorised by the Educational achievement Service (EAS) as 'purple' since March 2013 meaning that the school required a critical level of support and intervention. The EAS provided an intensive programme of support to the school over an extended period to secure necessary improvements.

In December 2014 Estyn inspected Llanfair Kilgeddin and judged that the school required special measures because a number of important areas for improvement had been identified, particularly in relation to the school's poor track record of delivering sustained improvement, the lack of stable leadership, a lack of good quality resources and an unsatisfactory learning environment.

In January 2015 under the national school categorisation system, the school has been judged to be 'red' which means that it is a school in need of the greatest improvement and requiring intensive support.

By comparison, three of the four schools identified as proposed alternatives have been categorised as 'yellow' under the national system which means they are effective, doing well and knows the areas they need to improve. The fourth school has been categorised as 'green' because it is a highly effective school with strong leadership and a good track record of improvement.

Three of the four proposed schools have been inspected under the new framework and all have been judged to be at least adequate and good overall. The fourth school has yet to be inspected.

The learning environments and resources at all of the four schools are well developed one of the schools is due to move onto a new school site in September 2015. This is a purpose built site that has been designed to meet the needs of learners into the 21st century.

School	Support Category	Overall Achievement	Standards Group *	Improvement Capacity *
Llanfair Kilgeddin VA	Red	92.3% of pupils are achieving the foundation phase and core subject indicator.	3	D
Raglan CIW	Yellow	89.5% of pupils are achieving the foundation phase and core subject indicator.	2	B
Goytre Fawr	Green	93.4% of pupils are achieving the foundation phase and core subject indicator.	1	A
Usk CIW	Yellow	95.9% of pupils are achieving the foundation phase and core subject indicator.	1	B
Llanfoist Fawr	Yellow	92.5% of pupils are achieving the foundation phase and core subject indicator.	1	B

*The standards group is based on a range of information to make a judgement about the schools standards, each school is given a score between 1 to 4, with 1 being the best and 4 being the worst.

*The improvement capacity is an evaluation of the schools capacity to improve further, taking account of the evidence about the standards and the quality of leadership and teaching and learning. Schools will be 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.

Options Considered

There were 2 options available to the Local Authority and that was to do nothing or to agree to the Governing Bodies request to consult on closing the school.

If the council declined the Governing Bodies request to do nothing this would result in the following:

- No head teacher or senior leadership within the school.
- Mixed age classes across a Key Stage involving multiple year groups.
- Very small age cohorts, which can lead to reduced opportunities for activities, such as team sports and for social interaction with children of their own age.
- A small number of teaching staff which means a greater work load and increased difficulty in sharing widely the delivery of the National Curriculum subjects.
- Concerns about adequate supervision and cover in cases of emergencies or accidents.
- If the Governing Body were able to appoint a Headteacher it would be one with a dual role, combining significant classroom teaching commitment with management responsibilities.
- Standards of teaching may be more volatile, as the effect of one good or weak teacher is much greater in a small school than in a large one.
- Lack of modern facilities and equipment and a school hall.
- The school is small it is also more expensive to run, partly because it will run with small classes and the fixed overheads are high in relation to the budget.
- There is the issue of a significant and growing surplus capacity at the school and all of the teaching and learning challenges that a shrinking school may face.
- The condition of the school buildings will continue to deteriorate and the costs required to bring the school up to standard will continue to increase.
- With projected falling rolls, consideration had to be given as to whether investment of this level continues to represent value for money.

The following risks associated with the proposal have been listed below:

- We would have a school that did not have a robust leadership team in place
- A building that is not fit for purpose and would require significant capital investment to enable it to deliver the curriculum
- The quality of teaching and learning within the school could not improve due to the above.
- Standards of achievement would not improve.

- Surplus places would increase across the authority which is not financially acceptable.
- Because of small cohorts pupils would not develop relationships with peers of their own age group.

Admissions Arrangements

If the proposal is implemented the authority has given its commitment to breach the admission number where necessary at the school of choice. It is anticipated that pupils will disperse to neighboring schools, predominately Raglan CIW primary with effect from September 2016.

Catchment areas are to be reconfigured and it is proposed that the current Llanfair Kilgeddin catchment area will be incorporated in to Goytre Fawr and Raglan CIW primary Schools with there being denominational education available at both Raglan CIW and Usk CIW primary schools. Maps of the reconfigured catchment areas can be found at appendix 3.

Historically a proportion of pupils who attend Llanfair Kilgeddin VA Primary School do so until the end of Foundation Phase and then leave to attend private schools. This has also been the case during 2014/15 academic year.

Home to School Transport

If the proposal is implemented the authority has given its commitment to provide free home to school transport in line with the current policy to pupils on roll at the time of closure. The current home to school transport policy states that transport will only be provided for pupils residing more than 1.5 miles away.

Because of the rurality of the village all pupils would have to be transported to their preferred school in line with the Authority's home to school transport policy.

Human Resources

The Local Authority will seek to minimise, as far as practicable, any hardship that may be suffered by the employees concerned and it is hoped to achieve this by working in close partnership with Governing Bodies, employees and trade unions.

The Local Authority recognises that the effect on employees of potential and actual redundancy and/or redeployment is not an easy one and it is therefore our intention to operate procedures which are fair, transparent and open to scrutiny, and which can be applied with due consideration and empathy for the employees concerned.

All employees, with over one years' continuous local government service, are identified as being 'at risk' of redundancy in any of the following situations:-

1. on publication of a statutory notice to close a school
2. following a Cabinet decision where there have been no statutory objections

Letters will be provided to all employees, from the local authority, giving notice that posts are 'at risk' of redundancy and informing of the right of representation and appeal.

The Head teacher and a representative from the local authority (normally HR) will meet with all employees on an individual basis ('at risk' interview). Employees are informed of their right to be accompanied by a Trades Union representative or work place colleague.

Employees are able to make representations to their existing Governing Body.

Employees are able to exercise their right to appeal to the existing Governing Body and to the local authority (as ultimate employer) and have the appeal concluded by 31st May.

Redeployment opportunities will be explored for all staff in line with the protection of employment policy

At present as there are no longer any pupils on roll of the school the staff have been redeployed to other schools within Monmouthshire until a decision is made on the future of the school. However they still remain in the employment of the Governing Body of Llanfair Kilgeddin VA Primary School.

Equality impact assessment

The Welsh Government and the Council has adopted the UN Convention on the Rights of the Child which is expressed in seven core aims that all children and young people:

1. have a flying start in life;
2. have a comprehensive range of education and learning opportunities;

3. enjoy the best possible health and are free from abuse, victimisation and exploitation;
4. have access to play, leisure, sporting and cultural activities;
5. are listened to, treated with respect, and have their race and cultural identity recognised;
6. have a safe home and a community which supports physical and emotional wellbeing;
7. are not disadvantaged by poverty.

We consider that this proposal benefits the children in the communities of Llanfair Kilgeddin in accordance with the seven core aims set out above.

An Equality impact assessment has been undertaken and can be found at appendix 2.

Community Impact

There is very little use of the school building for community activities, there is a hall within the village which is for use by the community.

The area is not part of the designated community's first programme.

A community impact assessment has been undertaken as part of the Equality Impact Assessment attached at appendix 2.

What happens next

The following table explains what will happen next and sets out the statutory process:

19 th October – 6 th December 2015	Statutory consultation on the proposal
6 th January 2016	Cabinet receive a report on the outcome of the consultation and consider the next steps. If cabinet agree to proceed a statutory notice will be published
18 th January 2016	Statutory notice published, there will be a 28 day objection period
23 rd March 2016	Cabinet receive report to determine the proposal. A report detailing any objections received will be submitted.
24 th March 2016	If cabinet agree to the proposal the school will officially close



PROPOSAL – To close Llanfair Kilgeddin VA CIW Primary School
DATE OF CONSULTATION EVENT – 9th November 2015

YOU'RE VIEWS

We would like your views on the above proposal. Please complete this proforma and return it to the address at the bottom, alternatively it can be handed in at the consultation event.

Cath Sheen, Monmouthshire County Council, PO Box 106, Caldicot, NP26 9AN or email strategicreview@monmouthshire.gov.uk

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

Other Information

Further Information on this and any other proposal can be found on www.monmouthshire.gov.uk/strategicreview

Frequently asked questions are in another document that will be up-loaded weekly and put onto the Monmouthshire County Council Website.

Appendix 1 – List of Consultees

List of Consultees

- Parents, Guardians and carers of all pupils of schools directly affected by the proposal
- Headteacher, staff and governors of schools directly affected by the proposal
- Pupils/Pupil Councils of schools directly affected by the proposal
- Headteachers of all schools in MCC area
- All MCC Members
- Welsh Ministers
- All MCC Town and Community Councils
- All MCC Welsh Assembly Members, including regional AM's
- All Members of Parliament representing MCC area
- All MCC Libraries
- Directors of Education of all bordering LAs – Blaenau Gwent, Newport, Powys, Torfaen, Herefordshire, Gloucestershire
- MCC Youth Service
- GAVO
- Monmouthshire Governors Association
- Careers Wales
- Teaching Associations
- Support Staff Associations
- Policy Officer (Equalities & Welsh Language)
- Welsh Language Commissioner
- Welsh Government – Schools & Post-16 Divisions
- ESTYN
- RHAG
- Mudiad Meithrin
- Church in Wales Diocesan Trust, Director of Education
- Roman Catholic Diocesan Trust, Director of Education
- South East Wales Consortium
- South East Wales Education Achievement Service
- South East Wales Transport Alliance (SEWTA)
- Gwent Police and Crime Commissioner
- Coleg Gwent
- Transport Department, MCC
- Regular community users Llanfair Kilgeddin
- Early Years Development and Childcare Partnership

Appendix 2 – Equality Impact Assessment

The “Equality Challenge”

Name of the Officer completing “the Equality challenge” Cath Sheen		Please give a brief description of the aims proposed policy or service reconfiguration: Permission from Cabinet to undertake a statutory consultation process on a proposal to close Llanfair Kilgeddin VA Primary School	
Name of the Division or service area Children & Young People		Date “Challenge” form completed 28/07/2015	
Protected characteristic affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
Age		X	
Disability			X Recipient Schools are DDA compliant

Marriage + Civil Partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion or Belief		X Denominational education is available in other Church Schools in the County	
Sex (was Gender)		X	
Sexual Orientation		X	
Transgender		X	
Welsh Language		X	

What are the potential negative Impacts.	Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments or engagement with affected parties).
➤ N/A	➤

The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below:

.The recipient schools which pupils are attending or will attend in future will be able to accommodate pupils with disabilities, they are DDA compliant whereas Llanfair Kilgeddin VA School building is not DDA compliant

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

N/A

Signed Cath Sheen **Designation** Client Liaison Officer **Dated** 28th July 2015

EQUALITY IMPACT ASSESSMENT FORM

Name of policy or change to service (Proposal)	Directorate:	Department:
Statutory Consultation on proposal to close Llanfair Kilgeddin V A School	CYP	21 st Century Schools
Policy author / service lead	Name of assessor	Date of assessment:
Cath Sheen	Cath Sheen	2807/2015

1. Have you completed the Equality Challenge form? **Yes / No.** If **No** please explain why

Yes

2. What is the **Aim/s** of the Policy or the proposed change to the policy or service (the proposal)

The report is to request permission to consult on the proposed closure of Llanfair Kilgeddin VA Primary School. The Governing Body has requested the Local Authority to start the consultation process and the Monmouth Diocesan Trust are in agreement with the consultation.

3. From your findings from the “Equality Challenge” form did you identify any people or groups of people with protected characteristics that this proposal was likely to affect in a **negative** way? Please tick appropriate boxes below. N/A

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

4. Please give details of any consultation(s) or engagement carried out in the development /re-development of this proposal.

If agreement is given to consult on the closure there will be consultation in line with the School Standards and Organisation (Wales) Act 2013 and the timeline is attached at Appendix 1

5 Please list the data that has been used for this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service

Joint EAS and LA review, Estyn Inspection, Internal Audit Report and Diocese Section 50 Report

6. As a result did you take any actions to mitigate your proposal? Please give details below.

Significant support has been provided to the school following the publication of the reports listed above – this involved forming an Alliance’ with other Abergavenny Schools, appointing an Executive Head and Acting Headteacher, both of which resigned and the Alliance ended.

Further support was provided by appointing another Executive Headteacher whilst the pupils were located to Usk VC School to share their building.

7. Final stage – What was decided?

- **No change made to proposal/s – please give details**
- **Slight changes made to proposal/s – please give details**

- **Major changes made to the proposal/s to mitigate any significant negative impact – please give details**

The Governing Body requested the Local Authority to start the consultation process to close the school.

Signed Cath Sheen **Designation** Client Liaison Officer **Dated** 28/07/2015

The “Sustainability Challenge”

Name of the Officer completing “the Sustainability challenge” Cath Sheen		Please give a brief description of the aims proposed policy or service reconfiguration To request Members agree to the Governing Body’s request for the LA to undertake the statutory consultation process to close Llanfair Kilgeddin VA Primary School	
Name of the Division or service area 21 st Century Schools, CYP		Date “Challenge” form completed 28/07/2015	
Aspect of sustainability affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
PEOPLE			
Ensure that more people have access to healthy food		X	
Improve housing quality and provision		X	
Reduce ill health and improve healthcare provision		X	
Promote independence			X

Encourage community participation/action and voluntary work		X	
Targets socially excluded		X	
Help reduce crime and fear of crime		X	
Improve access to education and training			X
Have a positive impact on people and places in other countries		X	
PLANET			
Reduce, reuse and recycle waste and water		X	
Reduce carbon dioxide emissions		X	
Prevent or reduce pollution of the air, land and water		X	
Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)		X	
Protect or enhance visual appearance of environment		X	

PROFIT			
Protect local shops and services		X	
Link local production with local consumption		X	
Improve environmental awareness of local businesses		X	
Increase employment for local people		X	
Preserve and enhance local identity and culture		X	
Consider ethical purchasing issues, such as Fairtrade, sustainable timber (FSC logo) etc		X	
Increase and improve access to leisure, recreation or cultural facilities		X	

What are the potential negative Impacts	Ideas as to how we can look to MITIGATE the negative impacts (include any reasonable adjustments)
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➤	➤
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The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

Should the proposal to consult on the closure of the school be agreed and the closure goes ahead the pupils who would have originally attended the school will have access to an enhanced quality of teaching and pupil attainment, the LA provides the conditions at other schools that will enable pupils to prosper as well as independent learning

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

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Signed Cath Sheen

Dated: 28/07/2015

Appendix 3

