



Cardiff Council

**School Organisation Proposals
Consultation Document**

**PROPOSED ESTABLISHMENT OF A NURSERY UNIT
AT YSGOL GLAN MORFA**

**Consultation Period
28th April – 18th June 2010**

Introduction

This document outlines the Council's proposals which respond to the need to meet the demand for Welsh-medium nursery education places in the Splott area of the city.

This consultation paper

- a) sets out the issues to be considered in relation to the proposal
- b) explains how the consultation will be carried out and how you can make your views known

How will the consultation work?

The period for consultation will run from Wednesday 28th April until Friday 18th June 2010 (please see dates below).

Parents and others in the local community, together with the staff, pupils and governors of this school and schools within a two mile area 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 selected to be accessible to persons clearly affected by the proposal. 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.

Schools will also be offered opportunities for consultation with pupils.

The Council wishes to ensure that all members of the community are able to fully engage in the consultation. Should you have any additional requirements that would assist with your participation in the consultation or attendance at the meetings, please contact the Council in order that suitable arrangements can be made.

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

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

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

Consultation Dates and Venues

School Affected	Nature of Consultation	Time/Date	Venue
Ysgol Glan Morfa	Drop in session	10:00 – 18:00 12 th May	Splott Library
Ysgol Glan Morfa	Staff Meeting	3:30pm – 17 th May	Ysgol Glan Morfa
Ysgol Glan Morfa	Governors Meeting	6:00pm – 17 th May	Ysgol Glan Morfa
Ysgol Glan Morfa	Public Meeting	7:30pm – 17 th May	Ysgol Glan Morfa
Ysgol Glan Morfa	Drop in session	8.30am – 9.30am 21 st May	Ysgol Glan Morfa

What is the proposal being consulted on?

- To make a prescribed alteration to Ysgol Glan Morfa, Moorland Road, Splott, Cardiff CF24 2LJ by extending the age range from 4-11 to 3-11 which will enable children of nursery age children to receive education at the school followed by transfer into a reception class in the following September.
- This to be achieved by establishing a 24 (part time) place nursery unit at Ysgol Glan Morfa, operating for one two and a half hour session per day, five days per week during term time

Please note that attendance at a nursery class does not automatically entitle a child to a reception class place in the same school.

Background to the proposal

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 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.

Reasons for the proposal

This proposal would achieve a better match between the supply and demand for quality Welsh-medium nursery education in the local area.

Furthermore it would enable Ysgol Glan Morfa to offer provision across the whole Foundation Phase provision for 3-7 year olds. By extending the age range and in doing so providing nursery education at Ysgol Glan Morfa, it is anticipated that there will be several benefits for those children who having attended the nursery unit, subsequently gain admission to the Reception class. These benefits include:

- avoiding unnecessary disruption to a pupil's sense of security and well-being, through transfer to a different school environment after 5 terms or less of education
- continuity through an integrated approach to curriculum planning and assessment so that pupils make the best possible progress in learning
- opportunity to improve children's key skills in a progressive way
- greater continuity in teaching, pupil care and development under a single Headteacher

- extended quality parental relationship with the school and other organisations involved on an individual child/family basis
- the opportunity for social interaction between younger and older pupils
- supporting teachers' professional development by offering wider opportunities throughout the age range

Issues to be considered

Ysgol Glan Morfa was established as a Welsh-medium starter class in 2005 and was permanently established in part of the premises that were formerly part of Moorland Primary School as of September 2007. Numbers on roll have increased steadily to 101 (as of September 2009), as the number of age groups have increased with class sizes remaining stable at around 24 children in the Key Stage 1 classes.

Historically there has also been a demand for Welsh-medium nursery education places in this locality. To date demand has been met through children accessing their nursery education place at nursery units attached to Ysgol Berllan Deg, Ysgol Bro Eirwg and Ysgol Mynydd Bychan (between 2-6 part time places per year) as well as through funded places within non-maintained settings (approximately 20 children per year). The non-maintained provision is primarily provided in local cylch meithrin, of which Cylch Meithrin Gwaun Sblot is currently located in Ysgol Glan Morfa premises.

Since the opening of the school in 2005 there has been a commitment to consulting on the establishment of a Welsh-medium nursery unit at the school and the plans for developing the premises reflect this commitment.

In the last 18 months there have been concerns regarding the cylch meithrin located within Ysgol Glan Morfa and the overall sustainability of the setting. In particular over the past 12 months the recruitment and retention of suitably qualified fluent Welsh speaking staff able to deliver the curriculum through the medium of Welsh has become difficult.

The proposal is to extend the age range at Ysgol Glan Morfa from 4-11 to 3-11 by providing a nursery unit as part of the primary school. It is proposed that the nursery will provide 24 places and operate for one 2.5 hour session per day during term time. This is proposed in order to further enhance the educational opportunities for local children and meet the objective within the Strategic Framework of creating all-through primary schools, catering for the age-range 3-11.

Establishing a new nursery unit at Ysgol Glan Morfa will have an impact on the cylch located at the school. However, this proposal would enable a cylch meithrin to continue operating daily sessions within the school premises which will mean it could function both as a childcare provision to the wider age range and as wrap-around care to the children receiving nursery education at the school to cater for the needs of parents who wish to take up opportunities for work/training.

Human Resources & 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.

A key aspiration for the Council is to achieve staff reductions as far as possible through redeployment rather than voluntary or compulsory redundancies. 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 any 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 around 98% of school governing bodies. This is an excellent indication of the commitment across Cardiff schools to supporting each other through budget difficulties and school reorganisation.

The implications regarding the specific proposals in this report are as follows:

As a result of the continued growth of Welsh-medium education the proposal in this report will result in the creation of new teaching and support staff posts for Ysgol Glan Morfa and there will be a need to appoint staff. Ysgol Glan Morfa has adopted the Redeployment/Redundancy Policy and so would need to liaise with People and Organisational Development in the first instance to recruit to these posts. The governing body will also need to review their staffing structure.

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

The financial model for Fast Track proposals reported to the Executive on 17 April 2007 included a provision for investment of £1.6 million for refurbishment of Moorland Primary School, and the consolidation of Ysgol Glan Morfa on the Moorland Primary School site. The establishment of a nursery at Ysgol Glan Morfa can be accommodated within this budget. This will be fully funded from resources within the Fast Track financial model.

The Fast Track financial model forms part of the overarching Schools Organisational Plan consolidated financial model. It should be noted that the model is dynamic and continually updated as further information is known around costs and funding sources.

The cost of revenue provision for a 24 place nursery will be funded through the funding formula for schools.

Transport arrangements

Pupils attending the nursery will not qualify for free home to school transport as they will be under the statutory school age and therefore the Council has no statutory obligation to provide transport.

Although the number of pupils and parents attending the school site will increase, the issues raised do not warrant the introduction of a school safety zone at this time.

Environmental implications

The potential environmental impact of the proposal has been assessed in accordance with European legislation. The assessment confirms that the proposal would not 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).

An initial Equality Impact Assessment has been undertaken and it concluded that the proposal would not adversely affect a particular group in society. However, the proposal will meet historical demand in the local area for Welsh-medium education.

What will happen next?

Statutory Notice/Statutory Objection Period

All comments received will be collated and reported in summary form to the Council Executive, in Summer 2010, which will consider all of these and will then decide whether to proceed with the proposal. If a decision is made to proceed it is likely that a statutory notice would be published in Autumn 2010.

In that event a statutory notice with a firm proposal would appear in the Western Mail, be posted on the Council website and displayed at any 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 would 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 of the Welsh Assembly Government will determine the proposal. 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 would be expected between three and six months following the submission of objections and comments.

Consultation Response Form

Questionnaire on the following Proposal:

- To establish a 24 (part time) place nursery unit at Ysgol Glan Morfa, extending the age range of the school to 3-11

Do you support the proposal to establish a nursery unit at Ysgol Glan Morfa?

Yes / No (please delete as appropriate)

Do you wish to make any comments?

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 Friday 18th June, 2010.
