

DIRECTORATE OF LEARNING AND SKILLS
Consultation Document

On the proposal to:

- **Change the age range of St Nicholas CIW Primary School from 4-11 years to 3-11 years and to establish a nursery class containing 48 part time places from September 2021**
- **Increase the capacity of St Nicholas CIW Primary School from 126 places to 210 places from September 2021.**



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Introduction

The Vale of Glamorgan Council is committed to ensuring that all pupils within the Vale have every opportunity to attain the best possible outcomes. In order to achieve this ambition it is essential that we ensure schools remain sustainable, reflect the needs of our local communities, and are equipped with the best possible learning environments.

The Vale of Glamorgan Council is committed to ensuring that consultations are meaningful, relevant and appropriate for the communities that are involved, and the Council has a duty of care to ensure that proposals are clear, transparent, and reflective of those affected. This is a vision that can only be realised by working in partnership with schools, governors, parents and the wider communities we all serve.

This document explains the Council's proposals to change the age range of St Nicholas CIW Primary School from 4 to 3 to include 48 part time nursery places and expand St Nicholas CIW Primary School from 126 places to 210 places from September 2021.

This proposal is being considered under section 2.3 of the School Organisation Code (2018). This section refers to Regulated Alterations of a school, which includes increasing the capacity of the school by at least 25% and changing the age range of a school by a year or more.

Our consultation process follows Welsh Government guidelines outlined in the School Organisation Code (2018). A range of individuals and groups are being asked for their views about these proposals.

Before any decisions are made, the Council needs to ensure that it offers a number of opportunities for individuals and interested groups to make their views and opinions on the proposals known to enable Cabinet to consider these views as part of the decision making process.

Under the School Organisation Code (2018), it is vital that any feedback be received by **3 May 2019** in order to be considered as part of this consultation. Any items received after that date cannot be considered. This consultation gives you the opportunity to ask questions and make comments that will be considered when the Council's Cabinet decides how to proceed.

The Council is consulting with the following groups:

Staff (teaching and non-teaching) at St Nicholas CIW Primary School	Governing Body of St Nicholas CIW Primary School
Parents/Carers and Guardians of children attending St Nicholas CIW Primary School	St Nicholas with Bonvilston Community Council
Vale of Glamorgan Children and Young People's Partnership	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Assembly Members (AM's) / Members of Parliament (MP's) / Regional Assembly Members	Local Councillors
Care and Social Services Inspectorate Wales (CSSIW)	Welsh Language Commissioner
Rhieni dros Addysg Gymraeg (RHAG)	Neighbouring Primary and Secondary schools in the Vale of Glamorgan
Estyn	Central South Consortium Joint Education Service
Welsh Government Ministers	Trades Unions

Local Police and Crime Commissioner	Directors of Education – All Neighbouring Authorities
Council’s Transportation Department	Diocesan Directors of Education

Table 1 - List of groups to consult as part of the consultation process

Explanation of terms used in this document

‘Admissions Number’ - All maintained schools must admit pupils up to at least their published admission number. The admission number is the number of pupil places available in each year group.

‘ALN’ - Additional Learning Needs.

‘CSCJES’ (Central South Consortium Joint Education Service) - The regional School Improvement Service for the five local authorities of Bridgend, Cardiff, Merthyr Tydfil, Rhondda Cynon Taff and the Vale of Glamorgan.

‘EA’ (Equality Act) - The Act covers all aspects of school life to do with how a school treats pupils and prospective pupils, parents and carers, employees, and members of the community. Everything a school does must be fair, non-discriminatory and not put individuals or groups of people at a disadvantage. In particular, a school must not discriminate, harass or victimise a pupil or potential pupil in relation to; admissions, the way it provides education for pupils, how it provides pupils access to any benefit, facility or service, and excluding a pupil or subjecting them to any other detriment.

‘EIA’ (An Equality Impact Assessment) - EIA is a process designed to ensure that a policy, project or scheme does not discriminate against any protected groups.

‘FSM’ - Free School Meals.

‘LA’ - Local Authority which means the Vale of Glamorgan Council.

‘Number on roll’ - the number of pupils attending a school.

‘PLASC’ (Pupil Level Annual School Census) - In January of every year, verified information is collected by schools for submission to the Welsh Government. This includes the number of pupils enrolled in each school, their age groups, home addresses, ethnicity and data on Welsh language, free school meals eligibility, special education needs and first language.

‘SA’ (School Action) - When a class or subject teacher identifies that a pupil has SEN they provide interventions that are additional to or different from those provided as part of the school’s usual curriculum.

‘SA+’ (School Action +) - When a class or subject teacher and the SEN Co-ordinator are provided with advice or support from outside specialists, so that alternative interventions additional or different to those provided for the pupil through School Action can be put in place.

‘Section 106’ - the Section 106 contribution is sought from anyone who has an interest in the building of a housing development, towards the costs of providing community and social infrastructure, educational provision, open space / play equipment, transport or healthcare for those occupying the new homes.

‘SRB’ - Specialist Resource Base for children with special educational needs.

‘Statemented’ - A child has a Statement of Educational Need (SEN), otherwise known as Additional Learning Needs (ALN), if he or she has learning difficulties which require special educational provision to be made to him or her. A learning difficulty means that the child has significantly greater difficulty in learning than most children of the same age or that the child has a disability that needs different educational facilities from those that the school generally provides for children.

‘Statutory Notice’ - A statutory notice is the formal publication of a finalised proposal. This will only be undertaken if a decision is made by Cabinet to proceed with the proposal following consideration of all the responses from the consultation process. This is a legal requirement as outlined in the School Organisation Code (2018).

Involving children in the consultation

It is important that when bringing forward proposals, Councils must make suitable arrangements to consult with pupils and, where possible, those pupils likely to attend the school. The Council firmly believes that the pupils of St Nicholas CIW Primary School should be given the opportunity to make their views known about this proposal.

A consultation workshop will be held with the school council of St Nicholas CIW Primary School to gather their views about the proposal. The information gathered at this session will be included in the final consultation report. The full report will be submitted to Cabinet for consideration following the consultation period.

Involving parents, governors and staff - how you can find out more and give your views

The Council intends to hold drop in sessions for all stakeholders as part of the process.

Parents/carers and guardians of pupils at the school and the community are invited to attend the drop in session where you can ask any questions about the proposal.

We will always ask that you complete a consultation response form as we can only accept views in writing.

The date and venue for the drop in session will be displayed by the school via the school website.

We have also arranged meetings for staff and the governing body of the school.

This document and further supporting information can also be found on the Vale of Glamorgan website: <https://www.valeofglamorgan.gov.uk/Expanding-St-Nicholas-CIW>

Any updates can also be found on social media through the Vale of Glamorgan Council Twitter feed and via the Vale of Glamorgan Council Facebook page.

Details of the consultation meeting dates are given below:

Nature of consultation	Date/Time	Venue
Parents and Community drop in session	Thursday 4 April 8.45am – 9.45am 3pm – 4pm	St Nicholas CIW Primary School, St Nicholas, Vale of Glamorgan. CF5 6SG
Governors' meeting	Thursday 4 April 6pm	St Nicholas CIW Primary School, St Nicholas, Vale of Glamorgan. CF5 6SG
Staff meeting	Monday 8 April 3.30pm	St Nicholas CIW Primary School, St Nicholas, Vale of Glamorgan. CF5 6SG
Parents and Community drop in session	Monday 8 April 4pm – 6.30pm	St Nicholas CIW Primary School, St Nicholas, Vale of Glamorgan. CF5 6SG
Pupil engagement session	Friday 12 April	St Nicholas CIW Primary School, St Nicholas, Vale of Glamorgan. CF5 6SG

Table 2 - Staff, Governor and Parents meetings

Your Views Matter

The consultation period will run from **18 March 2019** to **03 May 2019**. You can respond to our proposals at any time during this period. Your views are important to us, and there are a number of ways that you can let us know.

You can:

- Complete the online response form at:
<https://www.snapsurveys.com/wh/s.asp?k=155247874979>
- Attend a drop-in session and speak to us in person. This is a good way to be able to get answers to any questions you may have about the proposals. We will still ask that you complete a consultation response form, as we can only accept views in writing. You can also contact us on 01446 709828 for further information on the proposal.
- Complete the consultation response form at the end of this document and send to:

Freepost RTGU-JGBH-YYJZ
St Nicholas CIW Primary Consultation
The Vale of Glamorgan Council
Civic Offices
Holton Road
Barry
CF63 4RU

All responses given to us in writing will be considered by Cabinet before it decides whether or not to publish a statutory notice about the proposals.

Responses received from consultees who are opposed to these proposals, although considered as part of the consultation report, will not be treated as statutory objections. A statutory objection would form part of the statutory notice period, if it is approved at the next stage, by the Council's Cabinet.

If you wish to object to the notice at the next stage of the process, should it proceed, you will need to do so in writing during the statutory objection period. These key dates are outlined in the Statutory Process Timetable on page 24.

Please note that all comments submitted in writing should contain the full name and full postal address of the person making the comments.

The closing date for responses to this consultation is **03 May 2019**. Unfortunately, responses received after this date will not be considered by the Council.

Background to the proposal

St Nicholas CIW Primary School is an English medium voluntary controlled school serving 4 to 11 year olds in St Nicholas and Bonvilston. In terms of admissions, there are 18 pupils per year group with a total capacity of 126 pupils. The school does not currently provide nursery provision.

The school consists of two buildings: the old village school built in the 1850s and a flat-roofed building. Alongside is a large playing field with a quiet garden, a climbing trail, planting beds, an outdoor stage and seating, a games pitch, and a woodland which includes a conservation area and pond.

The 21st Century Schools Programme is a long-term strategic investment in educational estate throughout Wales. It is a unique collaboration between Welsh Government, the Welsh Local Government Association (WLGA), local authorities, colleges, and dioceses. All of the Vale of Glamorgan Council projects that were undertaken as part of Band A of the 21st Century Schools Programme were completed on time and within budget. The Council is expected to receive Welsh Government Band B funding through the 21st Century School Programme to build the new school.

The Vale of Glamorgan Local Development Plan (LDP) 2011-2026 provides the local planning policy framework for the Vale of Glamorgan and was adopted by the Council on 28 June 2017. Included in the LDP are developments to the East of St Nicholas comprising of 117 dwellings and to the East of Bonvilston comprising of 120 dwellings. These are all within the catchment area of St Nicholas CIW Primary School.

The proposal

The proposal is to change the age range of pupils at St Nicholas CIW Primary School from 4-11 years to 3-11 years to establish a nursery class containing 48 part time places from September 2021, and expand St Nicholas CIW Primary School from 126 places to 210 places from September 2021.

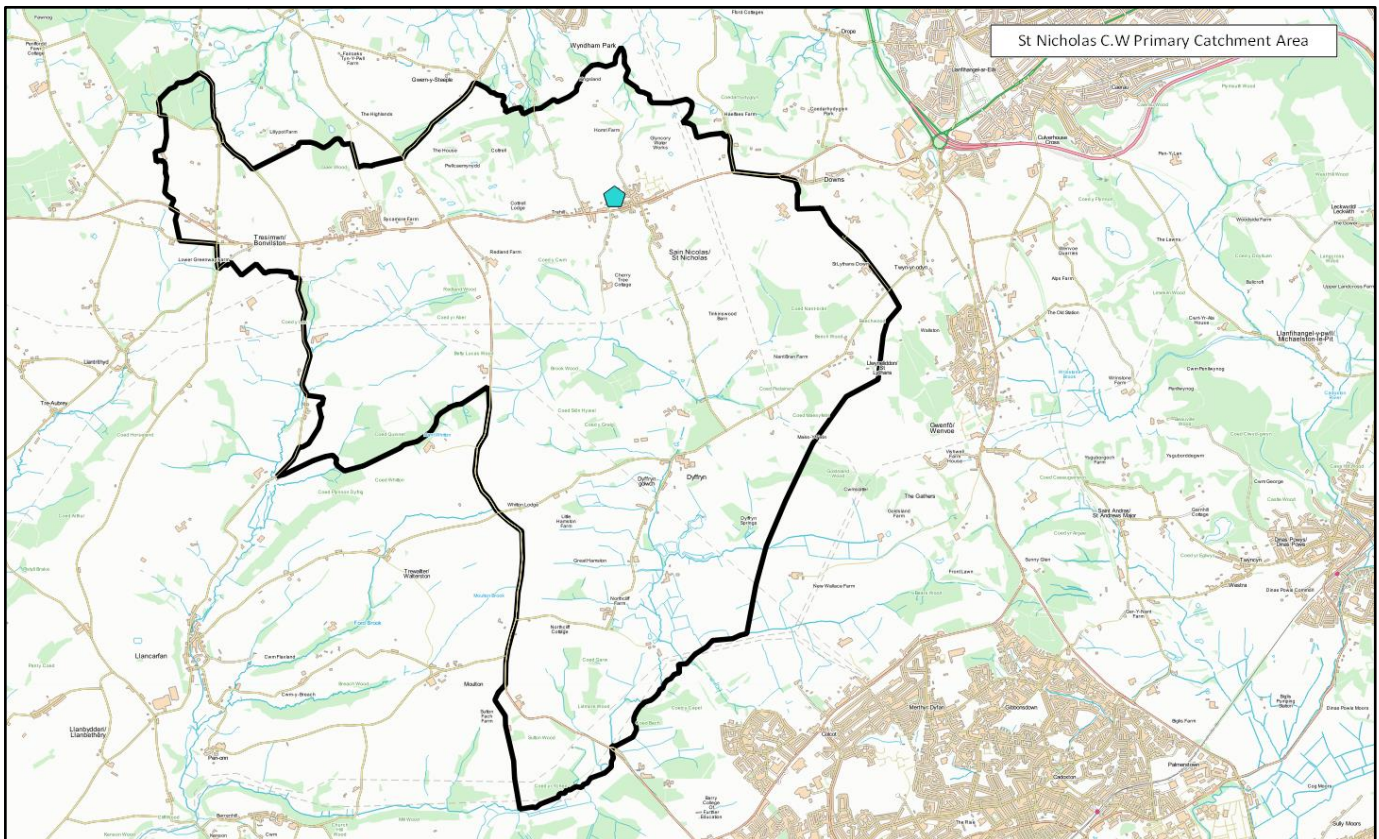
This proposal is being considered under section 2.3 of the School Organisation Code (2018). This section refers to Regulated Alterations of a school, which includes increasing the capacity of the school by at least 25% and changing the age range of a school by a year or more.

A new 210 place school for St Nicholas CIW Primary has been included as part of the Council's 21st Century Schools programme. It is proposed that St Nicholas CIW Primary School would move into this building by September 2021 to accommodate the increased demand. Although the transferring of the school to the new building is included as part of this consultation, this is not subject to the statutory process as the transfer would be within 1.609344 kilometres (1 mile).

Catchment area map

It is **not** proposed that changes would be made to St Nicholas CIW Primary School catchment area as a result of this proposal.

All catchment and feeder arrangements in place within the Vale of Glamorgan are subject to regular review and a widespread review is scheduled to take place during spring/summer 2019. Any proposed changes would be reflected in a future admission arrangements consultation.



Map 1 – St Nicholas CIW Primary School catchment area

Why are we proposing the changes?

Housing Developments

A number of large scale housing developments are planned for the Vale of Glamorgan area. Planning permission has been granted for 117 dwellings to the east of St Nicholas and 120 dwellings to the east of Bonvilston. These housing developments are situated within the catchment area for St Nicholas CIW Primary School.

The projected number of pupils emanating from a development is calculated using a formula derived from census data of householders in the Vale of Glamorgan. The formula is contained within the Council's Supplementary Guidance for planning purposes.

The development in total is projected to yield around 24 nursery and 66 primary school pupils.

St Nicholas CIW Primary School currently has 128 pupils on roll against a capacity of 126 pupils. Therefore, capacity would need to be increased to ensure the school is able to meet anticipated future demand for primary education.

The table above highlights that St Nicholas Primary School is currently above its capacity by 2 pupils.

There is currently no additional capacity to accommodate the additional pupils generated by the new housing development.

In order to ensure the school is able to accommodate additional pupils between now and the opening of the new school in September 2021, the governing body is currently exploring temporary measures to increase capacity in the interim.

The following table highlights the number of places available at local schools. In the event that the governing body are unable to implement a temporary measure to increase capacity, applicants would be offered a place at the nearest available school.

School	Capacity	Number on Roll	Surplus Places
Gwenfo CIW Primary School	210	206	4
Llancarfan Primary School	126	78	48
Llanfair Primary School	129	130	0
Llangan Primary School	111	107	4
Llansannor CIW (Aided) Primary School	210	203	7
Pendoylan CIW (Aided) Primary School	210	195	15
Peterston-Super-Ely CIW Primary School	189	176	13
St Brides Major CIW Primary School	203	189	14
St David's CIW Primary School	140	133	7
Y Bont Faen Primary School	210	209	1
Total	1738	1626	112

Table 4 – Other schools information (January 2019)

Condition of existing buildings

St Nicholas CIW Primary School is a timber clad building which has been categorised as being of poor condition and suitability. This means the school is exhibiting major defects and teaching methods are adversely affected. It would not be possible to refurbish teaching areas to fully meet 21st century standards.

The school is split over two sites with reception pupils having to walk to the nearby 'Old School' following morning assembly. There is no path along this stretch of road.

Classroom sizes are inconsistent throughout the building. There are currently 72 children being taught across two classrooms.

Building Bulletin 99: Briefing Framework for Primary School Projects advises that a sink, washable floor area and resources for simple 'wet' practical activities are required. This promotes good hygiene, prevents sickness and allows water play activities. Some classrooms at St Nicholas CIW Primary School do not currently have a water supply.

The outcome of the 2018 condition survey is outlined below.

School	Type	Condition	Suitability	Backlog Maintenance
St Nicholas CIW Primary School	Voluntary Controlled	Poor	Poor	£730,276

Table 5 – 2018 condition survey

The backlog maintenance includes the following.

Building element	2019 estimate (£)
Structural repairs to timber frame	462,200
Flat roof renewal	196,435
Repairs to annex building	34,665
Internal redecoration, renewal of floor coverings and minor repairs	28,888
Install ventilation fans and blending valves in toilets.	8,089
Total	730,276

Table 6 – Backlog maintenance record

St Nicholas CIW Primary School has been included as part of the Council's 21st Century Schools Programme. A new 210 place school building would be built on the existing school site. It is anticipated that the new school building would open by September 2021, to provide sufficient space for the increased demand and address the condition and suitability issues with the existing buildings.

Pupils would be educated in a high quality modern building which would be able to support the delivery of a broad and balanced curriculum.

Nursery Provision

St Nicholas CIW Primary School does not currently offer nursery provision.

It is proposed that 48 part time nursery places are provided to develop continuity and progression in children's learning from the age of three. This would ensure there is a consistent approach to planning and delivery of the foundation phase (nursery to year two).

Information about the school

St Nicholas CIW Primary School

General School Information							
School	Type of school	Language category	Admission number	School capacity	Number on roll	Age range	No of Part – time nursery places
St Nicholas CIW Primary School	Voluntary Controlled	English Medium	18	126	128	4 - 11	0

Table 7 – Number on roll 2018

Demand for school places

The following table provides the Pupil Level Annual School Census (PLASC) number on roll at January each year and projected number on roll data.

Recent number on roll and projected number on roll data														
School	Current School Capacity	January 2014	January 2015	January 2016	January 2017	January 2018	January 2019	2019/20 Projections	2020/21 Projections	2021/22 Projections	2022/23 Projections	2023/24 Projections	2024/25 Projections	2025/26 Projections
St Nicholas CIW Primary School	126	124	125	127	125	125	128	143	161	171	170	168	177	187

Table 8 – Recent and projected number on roll

Current performance

The Vale of Glamorgan Council works closely with the governing bodies of schools to ensure that standards are robust, that teaching and learning is of a high quality, and that leadership and governance is strong. The Council works with two organisations in order to monitor the performance of schools and to support school improvement.

Estyn is the office of Her Majesty's Chief Inspector of Education and Training in Wales. It is a Crown body, established under the Education Act 1992. Estyn is independent of the National Assembly for Wales but receives its funding from the Welsh Government under section 104 of the Government Wales Act 1998. Estyn inspects quality and standards in education and training providers in Wales.

The Central South Consortium Joint Education Service (CSCJES) was established in September 2012. The Local Authority works with the Consortium to support and challenge all schools in the Vale of Glamorgan.

Schools are inspected as part of a national programme of school inspection. The purpose of an inspection is to identify good features and shortcomings in schools in order that they may improve the quality of education offered and raise the standards achieved by their pupils.

In September 2017 a new Estyn School Common Inspection Framework was introduced for all schools across Wales. St Nicholas CIW Primary School was last inspected in January 2017. Estyn evaluates a provider's effectiveness using a four-point judgement scale:

Judgement	What the judgement means
Excellent	Very strong, sustained performance and practice
Good	Strong features, although minor aspects may require improvement
Adequate	Strengths outweigh weaknesses, but important aspects require improvement

Unsatisfactory	Important weaknesses outweigh strengths
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Table 9 – Estyn inspection criteria

Estyn Report (May 2017)

Summary

The school's current performance: **Good**

The school's prospects for improvement: **Good**

The school's current performance is good because:

- Most pupils make good or very good progress from their individual starting points
- Many pupils make very good progress in developing their skills in information and communication technology (ICT), which enables them to work with increasing independence
- Nearly all pupils are happy, well-behaved and have commendable attitudes towards their learning
- Productive links with schools across Europe help to develop pupils awareness of global citizenship well
- Nearly all teachers provide interesting learning opportunities that engage pupils' curiosity and encourage them to develop their independent learning skills well
- The extensive outdoor learning environment provides a wide range of stimulating learning areas and opportunities for pupils to play creatively

The school's prospects for improvement are good because:

- The headteacher has a clear vision for the school that she communicates effectively with staff, governors and parents
- The school addresses national priorities successfully, which is bringing about notable improvements in pupils' ICT and other key skills
- There are successful systems to identify the school's strengths and areas for improvement accurately, which enable leaders to plan improvements efficiently
- The school benefits from numerous partnerships with local schools and those further afield, which assists the professional development of staff effectively
- Leaders monitor the school's finances appropriately and ensure that spending decisions link well to priorities in the school development plan

Recommendations

R1 Raise standards of pupils' writing in Welsh in key stage 2

R2 Improve rates of attendance

R3 Provide pupils throughout the school with greater opportunities to apply their numeracy skills across the curriculum

The inspection report for St Nicholas CIW Primary School can be found at:

<https://www.estyn.gov.wales/sites/default/files/documents/St%20Nicholas%20C.I.W.%20Primary.pdf>

Welsh Government categorisation of schools

In 2014, Welsh Government introduced a new categorisation system for schools; this was revised in September 2017. Categorisation considers each school's standards alongside the school's

capacity to improve in order to determine the level of support required. Organisations such as the CSCJES and the school improvement service then work with schools' leaders to identify provide and/or broker any support required for further improvement.

The categorisation system is described below:

Category	What the category means
Green	A highly effective school which is well run has strong leadership and is clear about its priorities for improvement.
Yellow	An effective school which is already doing well and knows the areas it needs to improve.
Amber	A school in need of improvement which needs help to identify the steps to improve or to make change happen more quickly.
Red	A school in need of greatest improvement and will receive immediate, intensive support.

Table 10 – Welsh Government Criteria

To determine the support category as explained in the table above, schools are placed in one of four groups for ability to bring about improvement (A-D) with A being the highest for improvement capacity. The revised categorisation system introduced in September 2017 does not use a standards grade.

St Nicholas CIW Primary School – Standards and Improvement Categories			
Publication Date	Standards Grade	Improvement Capacity	Overall Category
January 2019	N/A	B	Yellow
January 2018	N/A	B	Yellow
January 2017	3	C	Amber
January 2016	3	C	Amber
January 2015	3	B	Yellow

Table 11 - Standards and improvement categories - January 2015 – January 2019

Of the 46 primary schools in the Vale of Glamorgan, 28 are categorised as green and 18 as yellow.

For further information about the categorisation scheme, please see Welsh Government's parents' guide to the National School Categorisation System:

<http://gov.wales/docs/dcells/publications/150119-parents-guide-en.pdf>

The intended impact on education outcomes

This consultation proposes to change the age range of St Nicholas CIW Primary School from 4 to 3 to include 48 part time nursery places and expand St Nicholas CIW Primary School from 126 places to 210 places from September 2021. The school would move into a new school building on the same site to accommodate this increased capacity.

Standards: (Good)

Key points from last Estyn inspection:

- Most pupils enter the school with levels of skills, knowledge and understanding that are below those expected of pupils of a similar age. During their time at school, most make good or very good progress.
- Most pupils in the Foundation Phase are attentive listeners and engage well with their learning. Most develop their speaking skills well and talk about their work clearly.

- Most pupils in key stage 2 make good progress in developing their speaking skills.
- In key stage 2, most pupils continue to develop a wide range of number skills well. They perform calculations with large numbers accurately, describe two and three-dimensional shapes by their properties and plot co-ordinates in all four quadrants.
- In key stage 2, pupils' attainment over the past four years in English, mathematics and science at the expected level has fluctuated widely and has placed the school in the higher 50% in two of the past four years. At the higher-than-expected level, attainment in nearly all subjects has regularly placed the school in the higher 50% and often in the top 25% of similar schools.

The proposal would have a positive impact on standards as increasing the capacity of the school would result in a new building on site. The learning environment and infrastructure, including both indoor and outdoor facilities and learning space are key elements in supporting both teachers and learners. This is reflected in the aims of the national curriculum and Digital Competence Framework (DCF) and the Council's ambitions for 21st Century Schools with full access to 21st Century technologies.

The DCF was produced in order to ensure the development of digital literacy, competency and skills from an early age. "Digital Competence is the set of skills and knowledge and attitudes that enable the confident, creative and critical use of technologies and systems. It is essential for learners if they are to be informed, capable and have the potential to be successful in today's society." Classroom task ideas will need to "change and develop to reflect new technologies and the increasing experience and expertise within the digital learning field".

From September 2018 schools are expected to:

- Have a clear vision for delivering digital competence in the classroom across the curriculum
- Have established staff responsibilities for embedding digital competence across the curriculum
- Review hardware and software requirements, and staff professional learning needs on an on-going basis
- Be mapping digital competence against department/ year of current curriculum
- Have planned for and be delivering staff professional development in respect of digital competence, working with regional consortia.

The DCF guidance June 2018 advises that from January 2020, the new curriculum and assessment arrangements will be available. Digital expectations will be embedded in the new curriculum and settings and schools will be:

- Comparing existing approaches to DCF implementation with the new curriculum
- Embedding digital competence across the school curriculum
- Sharing good practice within and outside the school
- Engaging with the school council and pupil voice
- Evaluating how the current approach to digital competence fits with the new curriculum.

From September 2022, settings and schools will be delivering digital competence on a cross-curricular basis. They will:

- Have embedded digital competence across the school curriculum
- Continue to adapt existing digital competence approaches to the new curriculum
- Continue to review and refine their approach to digital competence.

Providing the appropriate resources and technologies to ensure we support learners to meet the objectives of the framework is therefore an important consideration in developing our plans for new school buildings as part of our strategy for Band B of the 21st Century Schools Programme.

Wellbeing and Attitudes to Learning: (Excellent)

Key points from last Estyn inspection:

- Nearly all pupils are happy and feel safe in school. They are confident that adults will help if they have any issues.
- Most pupils have a positive attitude towards healthy living. They know that drinking water, eating healthy foods and taking regular exercise is important for maintaining their health. Most pupils enjoy the sporting and physical activities available and many engage well with the extra-curricular opportunities on offer.
- The school council is effective and works efficiently with little support from adults. Members of the council are proud that they have contributed effectively to several improvements in the school, including making a notable contribution to pupils' wellbeing.

As a result of the proposal, the school would be transferred to a new school building on the existing site. This would have a positive impact on the wellbeing of pupils with the introduction of innovative learning environments and break out spaces for pupil pastoral care. The school currently uses a small room with no external windows for pupils with additional learning needs.

Wireless ICT technology allows schools much more flexibility in how they use their buildings with schools being able to provide ICT facilities in less formal areas. In other schools, this has improved attitudes to learning by providing a more varied approach to developing ICT skills and improving reliability.

Teaching and Learning Experiences: (Good)

Key points from last Estyn inspection:

- All teachers and teaching assistants have positive working relationships with pupils and ensure high standards of behaviour.
- Most lessons proceed at a brisk pace and teachers have high expectations of pupils, including those who are more able. Most teachers use skilful questioning that develops pupils' understanding well.
- All teachers monitor pupils' progress regularly and appropriately. They provide valuable oral and written feedback that enables pupils to understand how well they are progressing.
- Both buildings are old but in a reasonable condition internally. However, the external fabric of the main building shows signs of neglect.

The new school would result in 21st Century learning environments including improved ICT infrastructure, collaborative breakout areas, outdoor learning and effective circulation. This would enable a teaching and learning environment to better meet the needs of the new curriculum. Due to the split site and varied classroom size it has not been possible to group foundation phase and KS2 groups to provide continuity. The new build would ensure this is possible with foundation phase having direct access to external play areas.

The proposed new building would allow for further development of a curriculum filled with rich experience that challenge children, raise attainment and develop interpersonal relationships.

Extending the age range of the school to provide nursery provision would provide a consistent approach from 3-11 years to promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.

Care, Support and Guidance: (Good)

Key points from last Estyn inspection:

- The school promotes pupils' spiritual, moral, social and cultural development well within a suitable range of activities and educational visits.
- A well-established programme teaches pupils values such as honesty and forgiveness, and contributes to pupils' pride in their school successfully.
- There is good a range of extra-curricular lunchtime and after-school activities, which are well attended.
- The school works well with several specialist agencies to provide valuable support for pupils.

This proposal would significantly improve the learning environment and increase facilities to support wellbeing including break out spaces for pastoral care and withdrawal for additional learning needs interventions.

Leadership and Management: (Good)

Key points from last Estyn inspection:

- The acting headteacher has a clear vision for the school and has high expectations for its future progress. She communicates her vision effectively with staff, governors and parents.
- There are effective arrangements for managing the performance of staff, including all support staff. Individual objectives link well to whole-school improvement priorities and meet individual development needs effectively.
- Governors understand their roles and responsibilities clearly and generally have an accurate understanding about pupils' performance. Many visit the school regularly to take part in monitoring activities.

The proposed increased size of the school would better facilitate distributed leadership amongst an increased workforce. This would support continued professional development and reduce the burden of staff responsibilities often linked to schools below 210 pupils.

Impact of the proposal on the Welsh language

The Council's School Investment Programme reflects the Council's commitments in the Welsh in Education Strategic Plan (WESP), which aims to ensure that demand for Welsh medium education can be met in the long-term, in line with Welsh Government's National Gymraeg 2050 strategy and contributing to its ambitious target of 1 million Welsh speakers by 2050.

There are a number of Welsh-medium primary schools serving the Western Vale, including Ysgol Iolo Morgannwg and Ysgol Dewi Sant.

Although St Nicholas CIW Primary School teaches predominantly through the medium of English, the high standards achieved in Welsh language contribute to the Council's commitment to encouraging bilingual speakers.

Impact of the proposal on schools with a designated religious character

There are 17 primary schools within the Western Vale. St Nicholas CIW Primary School is one of the seven Church in Wales primary schools.

This proposal would increase the school's capacity from 126 places to 210 places resulting in an additional 84 Church in Wales school places.

St Nicholas CIW Primary School would maintain its religious ethos whilst catering for a larger number of pupils.

Land and Buildings

The Vale of Glamorgan Council has a vision to provide the best possible facilities for children and young people in the Vale to support their learning. A condition survey involves a visual assessment of all exposed parts of the buildings to identify significant defects and items of disrepair.

The Council's latest condition survey of the school was undertaken in 2018.

School	Type of school	Condition of school building	Suitability of school building	Cost of identified repairs
St Nicholas CIW Primary School	Community	Poor	Poor	£730,276

Table 13 – 2018 Council Condition Survey

The proposed new school building would provide:

- A high quality IT rich learning environment for pupils meeting the educational curriculum needs of the 21st Century
- Unobstructed access between all internal areas for children and staff as the new school will be contained within a single building
- Enhanced safeguarding and site security for pupils and staff
- Improved outdoor sports facilities for both pupil and community use
- Full access for the whole community with full disabled access to internal and external areas.

The existing St Nicholas CIW Primary School building is situated on approx. 12,034m² site in the village of St Nicholas. The existing building's gross internal area is 667m². Based on a school capacity of 126 pupils, Building Bulletin 99 (BB99) recommends a gross internal floor area of between 827m² and 856m². Using the minimum measurements this equates to 160m² below the recommended building gross internal floor area.

The new school building would meet BB99 requirements for gross internal area. BB99 recommends a gross site area of between 10,024m² and 11,224m² for a 210 place primary school with nursery. The existing site is 12,034m² which would exceed BB99 requirements.

How would other schools be affected?

The proposal is unlikely to have a significant impact on any other schools in the local area as no change to the existing catchment area is proposed.

There is currently no nursery provision at St Nicholas CIW Primary School or in the immediate area. Children can access nursery provision at other nursery units of schools or at a registered provider. The overall number of nursery places required will increase in the area by approximately 24 full time equivalent places to take account of the new housing developments planned. Any local registered providers will be able to respond to the consultation.

Changes to Catchment Areas

The existing catchment area for St Nicholas CIW Primary School would remain unchanged as a result of this proposal. The increased capacity is required to meet the needs of the growing population within the catchment area.

How would Additional Learning Needs (ALN) provision be affected?

The school does not have an attached specialist resource base (SRB); it provides specialist support for children who have identified needs in an inclusive setting within the school.

The following table provides information about the needs of pupils from January 2018 PLASC.

2018		St Nicholas CIW Primary School Jan 2018	LA	Wales
Percentage of ALN Pupils	School Action	21.6%	8.4%	13.7%
	School Action Plus	10.4%	5.1%	10.5%
	Statemented	0%	0.4%	2.5%

Table 14 - Outline of ALN need for children of compulsory school age PLASC January 2018

The school provides a targeted and bespoke curriculum which is responsive to the individual child's abilities and ensures that all children who require additional support are integrated across all areas of the curriculum.

What are the advantages of these proposals?

Expanding the school and relocating to a new school building would;

- Enable the school to further improve while catering for a greater pupil population.
- Ensure the Council is able to accommodate the future demand for faith based education based on current trends.
- Provide innovative and creative learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellent standards and be built to an EPC (Energy Performance Certificate) A rating.
- Establish a nursery unit which offers a more efficient and sustainable model of delivery of education for the 21st Century that meets national building standards and reduces the recurrent costs and carbon footprint of education buildings.
- Develop the ethos and culture of the school in children from an earlier age, leading to effective interpersonal relationships and higher self-esteem.

- Provide a consistent approach from 3-11 years to promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.
- All curriculum planning and resourcing would build successfully on previous pupil knowledge and experience and engage interest.
- Support pupils to develop their ability to learn new skills and apply their subject knowledge more positively and creatively across a continuum of learning.
- Improve the already good arrangements for the care, support and guidance of pupils from an earlier age.
- Extend and develop partnerships with families from the earliest opportunity to strengthen home / school transition.

What are the potential disadvantages of these proposals?

- Management of staff and resources may be disrupted during the transition to the increased capacity.
- There is the potential for disruption for pupils and staff as they become accustomed to their new environment.

Transition plan if the proposals are approved

The Council's proposals mean that all pupils, staff and governors would move to the new school site by September 2021. A phased approach would be adopted for the increased capacity with the admission number increasing to 30 for the 2021/22 reception intake. Capacity would not reach 210 until 2028/29.

However, In order to ensure the school is able to accommodate additional pupils between now and the opening of the new school in September 2021, the governing body is currently exploring temporary measures to increase capacity in the interim.

Risks associated with the proposals

The Council has secured 65% of funding for the proposal under Band B of the Welsh Government 21st Century Schools Programme subject to approval of a business case. The remaining funding for the new school building would be met by the Council using Section 106 funding received from the nearby housing developments.

Alternatives considered

Opening a brand new 210 place school to serve the additional demand for school places as a result of the developments in St Nicholas and Bonvilston

This model was identified as not being the preferred option for the following reasons:

- This option does not address the current site issues at St Nicholas CIW Primary School.

- The creation of a new primary school would result in increased strain on schools funding with additional overhead costs associated with an additional school.
- This option would not provide 21st century learning environments at St Nicholas CIW Primary School.
- There would be insufficient demand to justify a new 210 place school.
- A site for the new school would be required. This would likely result in a capital cost for the purchase of land.

Increase capacity of St Nicholas CIW Primary School from 126 places to 210 places by expanding the existing school building and fully refurbish existing building.

This model was identified as not being the preferred option for the following reasons:

- This option does not address the current site issues at St Nicholas CIW Primary School.
- This option would not provide 21st century learning environments at St Nicholas CIW Primary School.
- Expanding the school on the existing site could cause disruption to staff and pupils due to the existing layout.

Build a new school for St Nicholas CIW Primary School whilst maintaining the existing capacity of 126 places.

This model was identified as not being the preferred option for the following reasons:

- There would be no additional school places to accommodate the additional pupils as a result of the housing developments in St Nicholas and Bonvilston.
- The Council considers that a 210 place building is the minimum size from an efficiency and sustainability perspective.
- Smaller schools generally face greater pressures in areas of leadership and management, staff development and curriculum planning. The smaller the school the more challenging it is often for the teachers to match work to all pupils learning needs.

Maintaining the status quo

This model was identified as not being the preferred option for the following reasons:

- This option does not address the current site issues at St Nicholas CIW Primary School.
- This option would not provide 21st century learning environments at St Nicholas CIW Primary School.
- There would be no additional school places to accommodate the additional pupils as a result of the housing developments in St Nicholas and Bonvilston.
- This would result in increased transportation costs to transport pupils to the nearest available school.

Review of catchment and feeder arrangements

All catchment and feeder arrangements in place within the Vale of Glamorgan are subject to regular review and a widespread review is scheduled to take place during spring/summer 2019. Any proposed changes would be reflected in a future admission arrangements consultation.

Finance – capital investment

Subject to the approval of this proposal, a significant capital investment would be made to establish a new school building for St Nicholas CIW Primary School. The Council would manage the process and the governing body, staff, parents and pupils of St Nicholas CIW Primary School would be fully engaged in the development of the plans. The Council would also be responsible for managing the construction.

It is estimated that the total capital funding required to build a new school on the proposed site would be £4.185 million. The Council is expected to receive £2.720 million in Welsh Government funding through the 21st Century Schools Programme, subject to the approval of a business case.

The additional £1.465 million would be funded by the Council. Section 106 contributions would be utilised where available.

Finance – running costs

The estimated revenue cost of operating a new 210 place school is £830k. The revenue budget delegated for St Nicholas CIW Primary School for 2018/19 is £553k. The £277k difference would be found from within the Individual Schools' Budget generated by the additional revenue from the increase in pupil numbers from the new housing developments.

A schools delegated budget is driven by pupils on roll rather than capacity, therefore, this budget growth would be gradual in line with the growth of pupils on roll.

Human Resources

It is not anticipated that there would be any adverse impacts for staff as they would simply move to a new building on their existing contracts. This proposal would lead to an increase in employment opportunities at the school as additional pupil numbers would lead to growth in future staffing levels. The governing body and headteacher would need to consider an increase in the staffing structure for the additional pupil numbers from September 2021. Any proposed changes to staffing would be subject to full consultation with staff and the relevant trades unions where necessary.

The Vale of Glamorgan Council fully supports the governors, headteacher and staff at the school with any employment related matters. The school has access to the Council's Human Resources policies and procedures, including recruitment policies. The Human Resources service works closely with governors to ensure regular and clear communication with all employees takes place on all matters relating to a change in location of their workplace.

Transport

Traffic and transport implications would be considered as part of the Transport Assessment that would be required in order to achieve planning consent for the building works should this proposal be implemented.

Learner travel arrangements

The Vale of Glamorgan Council does not provide free school transport for nursery-age children other than those children who have a Statement of Special Educational Needs (SEN). Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools.

The Council has a statutory duty to provide free school transport for pupils of statutory school age who reside beyond walking distance to the nearest appropriate school.¹

*"This is defined as 2 miles or further to the nearest suitable school for Primary Pupils and 3 miles or further for Secondary School Pupils. Distances are measured by the nearest available walking route."*²

The school does not currently have any pupils who are entitled to free school transport. However, the school does provide a fee-paying minibus service for parents.

This proposal would not impact on existing learner travel arrangements as the school would remain on the existing site and there would be no change to the catchment area.

Equality impact assessment

An Equality Impact Assessment will be carried out as part of the consultation process and will be published alongside the Consultation Report.

Considering community impact

A Community Impact Assessment has been undertaken to determine any impacts this proposal would have on the local community. The proposal was assessed across a number of measures.

The impact assessment identifies that the proposal would likely have a neutral impact on the local community across 2 of the 8 measures assessed. The proposal would likely have a positive impact on the local community across 5 of the 8 measures assessed. The proposal would likely have a negative impact on the local community across 1 of the 8 measures. Overall, the proposal would likely have a positive impact on the local community.

The proposal would enable the school to continue its success while catering for a greater pupil population, as well as a wider age range. It would provide innovative and creative learning

¹Policy For The Provision Of Home To School Transport (Revised February 2010)

²The Learner Travel (Wales) Measure 2008

environments which are adaptable to change and would challenge and support children to reach their full potential.

The proposal would maintain and increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.

The proposal would provide a consistent approach from 3-11 years that would promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.

The school currently offers a range of activities for pupils outside of the normal school day. It is proposed that as a minimum all existing facilities for pupil's parents and the community would continue on the proposal.

Transport implications would need to be carefully considered during the design of the new school to limit the impact of the increased pupils traveling to the school.

It is concluded from the Community Impact Assessment that the proposal to increase the number of school places and amend the age range of St Nicholas CIW Primary School would better meet the needs of the local community to ensure the sustainable balance between supply and demand for school places.

The full Community Impact Assessment can be viewed via the following link:

<https://www.valeofglamorgan.gov.uk/Expanding-St-Nicholas-CIW>

Outline of the statutory consultation process

Outline of the statutory consultation process	
Steps	Description
Step 1: Develop a proposal	An initial proposal will be developed and considered by the Council's Cabinet. Section 2 of the School Organisation Code outlines when the statutory procedure is required.
Step 2: Cabinet consideration	The Council's Cabinet to consider the proposal and approval to consult.
Step 3: Consultation	A consultation document must be published on the Council website. The consultation document must be published on a school day and consultees must be given at least 42 days to respond to the document, with at least 20 of these being school days. Stakeholders identified in section 3.4 of the School Organisation Code (2018) must be notified by letter/email.
Step 4: Consultation response report	Feedback submitted during the consultation period will be considered and a response report will be developed and presented to Cabinet for consideration.
Step 5: Cabinet consideration	Cabinet will consider the consultation response report and determine whether to publish the report and to approve the publication of the proposal in the form of a statutory notice.

Step 6: Statutory notice	The statutory notice must be published on a school day and as outlined in section 4.1 of the School Organisation Code (2018).
Step 7: Objection period	Anyone wishing to make objections to a proposal has the opportunity to do so. Objections must be made in writing or by email, and sent to the proposer before the end of 28 days beginning with the day on which the notice was published.
Step 8: Objection report	Under section 49 of the School Standards and Organisation (Wales) Act 2013 when objections have been received proposers must publish a summary of the statutory objections and the proposer's response to those objections ("the Objection Report").
Step 9: Cabinet consideration	Cabinet consider the objection report for final determination on the proposal.
Step 10: Decision letter	Confirmation of the decision and objection report availability will be issued to stakeholders.

Table 16 – Outline of the statutory consultation process

Key dates

Feedback from this consultation will be collated and summarised and a report presented to Cabinet. The consultation report will be available for everybody to view on the school's and the Council's websites. Copies can also be obtained on request by using the contact details within this document.

There are further stages that the Council will have to go through before a final decision is made. These stages are set out below:

Statutory Process	Timescale
Issue consultation document	18 March 2019
Closing date for views on the proposals	3 May 2019
Consultation report considered by Cabinet and published on the school and Council's website	June 2019
Subject to Cabinet approval, Statutory notice issued during which time formal written objections will be invited	June/July 2019
End of Statutory Notice Period	July 2019
Determination by Cabinet with objection report.	September 2019

Decision notification	September 2019
Increased capacity to be introduced from	September 2021

Table 17 - Timetable for consultation

The proposed timetable may be subject to change

Consultation period

The consultation period for this proposal starts on Monday 18 March 2019 and ends on Friday 3 May 2019. See page 6 for further details of how to respond and make your views known.

Within 13 weeks of 3 May 2019 a consultation report will be published on the Council's and school's websites. Hard copies of the report will also be available from the school office on request. The report will summarise the issues raised by consultees during the consultation period and responses to these issues. The report will also contain Estyn's view of the proposals.

In June 2019 Cabinet will consider the consultation report and decide whether or not to progress to the next stage.

If the Council decides to continue with the proposals it must publish a statutory notice.

Statutory notice

The statutory notice would be published on the Vale of Glamorgan Council website and posted at or near the main entrance to St Nicholas CIW Primary School. Copies of the notice will be distributed to pupils, parents, guardians, and staff members. The school may also distribute the notice by email. The notice will set out the details of the proposals and invite anyone who wishes to object to do so in writing within the specified period.

Determination of the proposal

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

Decision notification

Following determination of proposals all interested parties would be informed of the decision which will be published electronically on the Vale of Glamorgan Council's website.

Frequently Asked Questions (FAQs)

What is the intended timescale of development?

It is intended that construction of the new school would commence by July 2020 and be

completed by September 2021.

When would staff and pupils transfer to the new school building?

The proposal is that the new school would open by September 2021.

Would there be a new headteacher?

All staff employed at the school on the date of transfer would transfer automatically to the new site with no change to their terms and conditions of employment.

How would potential transport implications be considered as part of this proposal?

The Council's 21st Century Schools Team would be responsible for the build process. A contractor would be appointed and a full transport assessment would be undertaken as part of the design process. Any implications identified would be factored into the design of the new building. The contractor would submit a full planning application for the new building.

Who would manage the construction of the new school building?

The Council's 21st Century Schools Team would be responsible for managing the build process. A contractor would be appointed using the SEWSCAP framework. SEWSCAP is a construction framework used by 16 local authorities and provides pre-qualified and suitably experienced Contractors to deliver the 21st Century Schools Programme, and other public buildings, relating to both new build and refurbishment projects over £1.5 million. A programme of engagement would be devised to ensure all stakeholders are informed of progress and are able to feed into the design process. There would be regular meetings between the Council, contractor and school.

Would the construction of the new school result in disruption for staff, pupils and local residents?

It is proposed that the new school building is built on the existing site which would result in some disruption for staff, pupils and local residents during the construction phase. The school would work closely with the Council's 21st Century Schools Team to limit disruption through restricting delivery times and working collaboratively with the site manager.

How would we be involved throughout the design process?

A programme of engagement would be devised to ensure all stakeholders are informed of progress and are able to feed into the design process. There would be regular meetings between the Council, contractor and school. Any feedback or thoughts can be sent to the 21st Century Schools Team on: 21stcenturyschools@valeofglamorgan.gov.uk

Consultation Response Form

On the proposal to:

- **Change the age range of pupils at St Nicholas CIW Primary School from 4-11 years to 3-11 years, and to establish a nursery class containing 48 part time places from September 2021**
- **Increase the capacity of St Nicholas CIW Primary School from 126 places to 210 places from September 2021.**

Your views matter. Please tell us what you think about the proposals by:

- completing the online response form at <https://www.snapsurveys.com/wh/s.asp?k=155247874979>

or

- answering the consultation questions and adding your points of view on this form

Please return the form to the postal address at the bottom of the form.

Please note that all comments should contain the full name and full postal address of the person making the comments.

The closing date for responses to this consultation is Friday 3 May 2019. Unfortunately no responses received after this date can be considered.

Consultation responses will not be counted as objections to the proposals, although considered by the Council when making its decision.

Objections can only be registered following publication of a **statutory notice**.

Any responses received can be requested under the Freedom of Information Act and may have to be made public. However, any information that would identify an individual such as name, email address and postal address would be removed.

Your Name:

Address:

Postcode:

Email Address:

Date:

Please tell us whether you are responding as (tick all which apply):

- | | | | |
|--------------------|--------------------------|---------------------------|--------------------------|
| 1. Parent | <input type="checkbox"/> | 5. Local Resident | <input type="checkbox"/> |
| 2. Pupil | <input type="checkbox"/> | 6. Other (please specify) | <input type="checkbox"/> |
| 3. Governor | <input type="checkbox"/> | | |
| 4. Member of Staff | <input type="checkbox"/> | | |

On the proposal to:

- **Change the age range of pupils at St Nicholas CIW Primary School from 4-11 years to 3-11 years, and to establish a nursery class containing 48 part time places from September 2021**
- **Increase the capacity of St Nicholas CIW Primary School from 126 places to 210 places from September 2021.**

Questions

1. Do you support the proposal to expand St Nicholas CIW Primary School from 126 places to 210 places and change the lowest age range for the school from 4 to 3 to provide nursery provision from September 2021?

Yes

No

If you support or do not support the proposal then please explain why.

2. If you would like to suggest any changes or alternatives to the proposals, please detail these below.

Any other comments?

Thank you for your comments

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

Freepost RTGU-JGBH-YYJZ
St Nicholas CIW Primary Consultation
The Vale of Glamorgan Council
Civic Offices
Holton Road
Barry
CF63 4RU

Please return this form to the Vale of Glamorgan Council by no later than 3 May 2019

Notes on Consultation Document

Vale of Glamorgan Equality Monitoring Form

Gender and Gender Identity				
What is your gender?	<input type="checkbox"/> Female <input type="checkbox"/> Male			
At birth were you described as?	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Intersex <input type="checkbox"/> Prefer not to say			
Disability				
Are your day-to-day activities limited because of a physical or mental health condition, illness or disability which has lasted, or is expected to last, 12 months or more?	<input type="checkbox"/> Yes – limited a lot <input type="checkbox"/> Yes – limited a little <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
Age				
What is your date of birth?				
National Identity				
National Identity – how would you describe your national identity?				
<input type="checkbox"/> Welsh	<input type="checkbox"/> English	<input type="checkbox"/> Scottish	<input type="checkbox"/> Northern Irish	<input type="checkbox"/> British
<input type="checkbox"/> Other (please specify)		<input type="checkbox"/> Prefer not to say		
Ethnic Group				
Ethnicity – how would you describe your ethnic group?				
White				
<input type="checkbox"/> Welsh/English/Scottish/Northern Irish/British		<input type="checkbox"/> Irish		
<input type="checkbox"/> Gypsy or Irish Traveller	<input type="checkbox"/> Any other white background (please specify):			
Mixed/multiple ethnic groups				
<input type="checkbox"/> White and Black Caribbean	<input type="checkbox"/> White and Black African	<input type="checkbox"/> White and Asian		
<input type="checkbox"/> Any other mixed/multiple ethnic background (please specify):				
Asian/Asian British				
<input type="checkbox"/> Indian	<input type="checkbox"/> Pakistani	<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Chinese	
<input type="checkbox"/> Any other Asian background (please specify):				
Black/African/Caribbean/Black British				
<input type="checkbox"/> African		<input type="checkbox"/> Caribbean		
<input type="checkbox"/> Any other Black/African/Caribbean background (please specify):				
Other ethnic group				
<input type="checkbox"/> Arab				
<input type="checkbox"/> Any other ethnic group (please specify):				
<input type="checkbox"/> Prefer not to say				

Welsh Language				
Please describe your Welsh language ability by ticking the relevant box(es) below.				
	Understand	Speak	Read	Write
None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fluent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Identity				
Which of the following options best describes how you think of yourself?				
<input type="checkbox"/> Heterosexual / straight	<input type="checkbox"/> Gay or lesbian		<input type="checkbox"/> Bisexual	
<input type="checkbox"/> Other	<input type="checkbox"/> Prefer not to say			
Religion				
What is your religion?				
<input type="checkbox"/> No religion	<input type="checkbox"/> Christian (all denominations)		<input type="checkbox"/> Buddhist	
<input type="checkbox"/> Hindu	<input type="checkbox"/> Jewish	<input type="checkbox"/> Muslim	<input type="checkbox"/> Sikh	
<input type="checkbox"/> Any other religion (please specify):			<input type="checkbox"/> Prefer not to say	
Pregnancy and Maternity				
Are you currently pregnant or have you been pregnant within the last year?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
Have you taken maternity leave within the past year?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
Marriage and Civil Partnership				
What is your legal marital or same sex civil partnership status?	<input type="checkbox"/> Single, that is never married and never registered in a same sex civil partnership <input type="checkbox"/> Married and living with husband/wife <input type="checkbox"/> Separated but still legally married <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed <input type="checkbox"/> In a registered same-sex civil partnership and living with your partner <input type="checkbox"/> Separated, but still legally in a same-sex civil partnership <input type="checkbox"/> Formerly in a same-sex civil partnership which is now legally dissolved <input type="checkbox"/> Surviving partner from a same-sex civil partnership <input type="checkbox"/> Prefer not to say			