



Consultation Document

On the proposal to amalgamate Cadoxton Nursery and Cadoxton Primary schools by:

- 1. extending the age range of Cadoxton Primary School from 4 to 11 to 3 to 11 years; and**
- 2. discontinuing Cadoxton Nursery School.**



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Introduction

This consultation is an opportunity for you to learn about the school re-organisation proposal being put forward for Cadoxton Nursery and Cadoxton Primary schools and to tell you how to let us know your views. It is your chance to ask questions and provide comments that will be considered when the Council decides how to proceed.

This document explains the Council's proposal to amalgamate Cadoxton Nursery and Cadoxton Primary school by:

- extending the age range of Cadoxton Primary School from 4 to 11 to 3 to 11 years; and
- discontinuing Cadoxton Nursery school.

Our consultation process follows Welsh Government guidelines outlined in the School Organisation Code 2013 and therefore, 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 known on the proposal.

The Council is consulting with the following groups:

| | |
|---|--|
| Staff (teaching and non-teaching) at Cadoxton Primary School | Staff (teaching and non-teaching) at Cadoxton Nursery School |
| Governors at Cadoxton Primary School | Governors at Cadoxton Nursery School |
| Parents/Carers of children attending Cadoxton Primary School | Parents/Carers of children attending Cadoxton Nursery School |
| Pupils attending Cadoxton Primary School | Barry Town Council |
| Vale of Glamorgan Children and Young People's Programme Board | Vale of Glamorgan Early Years Development Partnership (EYDCP) |
| Communities First Partnership | 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 | Trade Unions |
| Central South Consortium Joint Education Service | Directors of Education – All Neighbouring Authorities |
| Estyn | Further and Higher Education Institutions |
| Local Police and Crime Commissioner | Welsh Government Ministers |
| 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.

Amalgamation – The process of combining or uniting a number of schools into one school

Character of a School – The overall profile of the school. For example Cadoxton Primary school is a community school admitting children between the ages of 4 to 11 years. Cadoxton Nursery school is a community nursery admitting children between the term after their third birthday until they reach the **Compulsory School Age**.

Compulsory School Age – The start of the term following a child's fifth birthday.

'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

The Council – The Vale of Glamorgan Council

DDA – Disability Discrimination Act. Schools must not treat disabled pupils less favourably than others. They must make "reasonable adjustments" to ensure that disabled pupils are not at a substantial disadvantage, and they must prepare school accessibility plans to show how they will increase access to education for disabled pupils over time.

Discontinuing – where the local authority recommends that they cease to maintain the school.

'EIA' – An Equality Impact Assessment. [EIA] is a process designed to ensure that a policy, project or scheme does not discriminate against any disadvantaged or vulnerable people

'FSM' – Free School Meals

'LA' – Local Authority means the Vale of Glamorgan Council.

'LSA' – Learning Support Assistant

'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.

'SEN' – Special Educational Needs

School Action (SA) – 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

School Action Plus (SA+) - 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

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

Statemented – A child has a Statement of Educational Need (SEN) 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, if approved by the Council’s Cabinet and will only be considered once they have received all the responses from the consultation process. This is a legal requirement as outlined in the School Organisation Code 2013.

Full time school provision – The Council’s policy allows all children who have reached their fourth birthday on or before 31 August to attend full time school that September. This is not a legal requirement. Some parents / carers chose to send their child to school at the **Compulsory School Age**.

Involving children in the consultation

The Council firmly believes that the pupils of Cadoxton Primary School should be given the opportunity to make their views known about this proposal. It has been decided not to undertake a consultation session with the children of Cadoxton Nursery School as it is felt that at the ages of 3 and 4, the children would not be able to fully understand the process.

A consultation workshop will be held with the school council of Cadoxton Primary School to gather the children’s 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 the Council’s Cabinet for consideration following the consultation period.

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

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

Parents and carers of pupils at both the nursery and primary schools are invited to attend the parents’ drop in session(s) 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(s) will be displayed via the nursery and primary schools' notice boards and via the schools' websites.

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

This document and further supporting information can also be found on the Vale of Glamorgan website: www.valeofglamorgan.gov.uk/cadoxtonschools

Links to this document can 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 |
|------------------------------|---|--|
| Staff meeting – primary | 26 th January 2016 3.30pm – 4.30pm | Cadoxton Primary School |
| Staff Meeting - nursery | 10 th February 2016 3.30pm – 4.30pm | Cadoxton Nursery School |
| Governors' meeting – primary | 26 th January 2016 4.45pm – 5.45pm | Cadoxton Primary School |
| Governors' meeting – nursery | 10 th February 2016 4.45pm – 5.45pm | Cadoxton Nursery School |
| Parents' drop in session 1 | 4 th February 2016 11.30am – 2.00pm | Victoria Park Community Centre, Church Rd, Barry CF63 IJY |
| Parents' drop in session 2 | 4 th February 2016 3.00pm – 6.00pm | Cadoxton Methodist Church, Church Rd, Cadoxton, Barry CF63 1JX |
| Parents' drop in session 3 | 9 th February 2016 11.30am – 2.00pm | Victoria Park Community Centre, Church Rd, Barry CF63 IJY |
| Parents' drop in session 4 | 9 th February 2016 3.00pm – 6.00pm | Cadoxton Methodist Church, Church Rd, Cadoxton, Barry CF63 1JX |

Table 2 - Staff, Governor and Parents meetings

Your views matter

The consultation period will run from **04 January 2016 to 15 February 2016**. 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 on line response form at: www.valeofglamorgan.gov.uk/cadoxtonschools
- Attend the 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.
- Complete the consultation response form and put it into the consultation response boxes found in the reception areas of both the nursery and primary schools.
- Complete and return the consultation response form to the address given at the bottom of the form at the end of this document and return to:

Freepost RTGU-JGBH-YYJZ
Consultation
Corporate and Customer Services
The Vale of Glamorgan Council
Civic Offices, Holton Road
BARRY, CF63 4RU

All responses given to us in writing, using the consultation response form, will be considered by the Council's 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 23.

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

The closing date for responses to this consultation is **15 February 2016**. Unfortunately responses received after this date will not be considered by the Council.

Background to the Proposal

Over the past 10 years the Council has sought to move towards a primary school model for 3 to 11 years education by amalgamating separate infant and junior schools where there has been an opportunity to do so.

In 2002, Cadoxton Infants and Cadoxton Junior schools were amalgamated to become Cadoxton Primary School. At the time of the amalgamation it was decided not to include the nursery school as part of this process. In the light of experience in other primary schools which have nursery classes, the development of the foundation phase curriculum and continuing pressures on the schools budget, it is now appropriate to reconsider this decision.

There are currently 3 stand-alone nursery schools in the Vale of Glamorgan: Cadoxton Nursery School (Barry), Bute Cottage Nursery School (Penarth) and Cogan Nursery School (Penarth). Of the 15 primary schools in Barry, 14 have nursery classes which are part of the School. Cadoxton Primary School is the only primary school in Barry without a nursery class.

Children living within the catchment area can apply for admission to Cadoxton Nursery from the term after their third birthday. Parents can apply for their child to attend Cadoxton Primary School if they have reached their fourth birthday on or before 31 August.

Cadoxton Nursery School and Cadoxton Primary School are located approximately 20 metres apart on adjacent sites. The schools are located in a 'Communities First' and 'Flying Start' area, identified under the Welsh Government's schemes for children in the most disadvantaged communities in Wales. A catchment area map can be found on page 10.

The Proposal

The Council proposes to amalgamate Cadoxton Nursery and Primary schools **from 01 September 2016** and make an 'all through' 3 to 11 years primary school based across the existing sites of Cadoxton Nursery and Primary schools.

Due to the legal requirements of the School Standards and Organisation (Wales) Act 2013, it is proposed that the Council closes Cadoxton Nursery School and extends the age range of Cadoxton Primary school. The closure of the nursery school means that it would no longer be a separate entity, for example, it would not have a separate budget and would not be subject to inspection by Estyn. However, the nursery provision would continue to be provided from the current nursery building. There will be no gap in the children's education because of the proposed amalgamation. The amalgamated school would have a nursery class with capacity for 100 part time places as is currently provided. Cadoxton Primary School would also continue to provide 60 places (2 classes) for each year group, from reception through to year 6, with a total capacity of 420 pupil places. The amalgamated school would continue to make use of both existing sites and be no larger or smaller than the two separate existing schools.

It is proposed that the headteacher of Cadoxton Primary School would become the headteacher of the amalgamated school and it is expected that staff from the nursery school would become part of the new amalgamated school.

The governing body of the primary school would continue as the governing body of the amalgamated school and could elect to increase its membership from 14 members to 18 to include members from the governing body of the nursery school.

Cadoxton Primary and Nursery Schools catchment area



Schools serving the area at present

Nursery Provision

Nursery education is provided by Cadoxton Nursery School.

Primary Provision

English medium primary education is provided by Cadoxton Primary School.

Denominational English medium primary education is provided by:

- All Saints CiW Primary (VA)
- St Helen's Infant R.C (VA)
- St Helen's Junior R.C (VA)

Welsh medium primary education is provided by Ysgol Gwaun Y Nant.

Secondary Provision

Cadoxton Primary School feeds into the following English medium secondary schools:

- Barry Comprehensive
- Bryn Hafren Comprehensive

Welsh medium secondary education is available at Ysgol Gymraeg Bro Morgannwg.

Denominational secondary education is available at:

- Bishop of Llandaff CiW Secondary School, Cardiff
- St Richard Gwyn R.C School, Barry

Why are we proposing the changes?

Over the past 10 years the Council has sought to move towards a primary school model for 3 to 11 years education by amalgamating separate infant and junior schools where there is an opportunity to do so. Cadoxton Primary School was established from the amalgamation of the infant and junior schools in 2002. At that time it was decided that the nursery should not be included as part of this process of amalgamation. In light of the experience in other primary schools which have nursery classes, the development of the Foundation Phase curriculum and continuing pressures on school budgets, it is now appropriate to reconsider this decision.

Information about the schools

Current demand for places – Cadoxton Nursery School

Cadoxton Nursery School has a capacity of 100 part time places. There are currently 94 children who live within the catchment boundaries who are of nursery school age. 40 (40%) children attending the nursery in the 2014/15 school year lived within the catchment of the nursery.

| General School Information | | | | | | |
|----------------------------|----------------|-------------------|------------------|-----------------|------------------------|-----------|
| School | Type of school | Language category | Admission number | School capacity | Number on roll 2014/15 | Age range |
| Cadoxton Nursery | Community | English Medium | 100 | 100 | 96 | 3 - 4 |

Table 3 - Capacity and catchment Information - PLASC January 2015

| Current Level of Surplus Places | | | | |
|---------------------------------|------------------------------------|----------------|----------------|---------------------|
| School | School capacity (part time places) | Number on roll | Surplus places | % of Surplus places |
| Cadoxton Nursery | 100 | 100 | 0 | 0% |

Table 4 - Breakdown of nursery demand as at April 2015 (summer term)

Current demand for places – Cadoxton Primary School

Cadoxton Primary School has a capacity of 420 places. There are 314 children of primary school age who live within the catchment boundary of which 96 (31%) attend the school.

| General School Information | | | | | | |
|----------------------------|----------------|-------------------|------------------|-----------------|----------------|-----------|
| School | Type of school | Language Category | Admission number | School capacity | Number on roll | Age range |
| Cadoxton Primary | Community | English Medium | 60 | 420 | 366 | 4 - 11 |

Table 5 - Capacity and catchment Information - PLASC January 2015

| Current Level of Surplus Places | | | | |
|---------------------------------|-----------------|----------------|----------------|---------------------|
| School | School capacity | Number on roll | Surplus places | % of Surplus places |
| Cadoxton Primary | 420 | 366 | 54 | 12.86% |

Table 6 - PLASC data as at 15 January 2015

Future demand for places

The following table provides information about the number of children attending the schools and the number expected to attend in the future.

| Recent number on roll data, and projected number on roll data for schools | | | | | | | | | | | | |
|---|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------------|--------------------|--------------------|---------------------|---------------------|---------------------|
| School | Current School Capacity | January 2011 | January 2012 | January 2013 | January 2014 | January 2015 | 2015/16 Projection | 2016/17 Projection | 2017/18 Projection | 2018/19 Projections | 2019/20 Projections | 2020/21 Projections |
| Cadoxton Nursery | 100 | 91 | 85 | 99 | 95 | 96 | 96 | 96 | 96 | 96 | 96 | 96 |
| Cadoxton Primary | 420 | 332 | 331 | 336 | 364 | 366 | 382 | 398 | 399 | 399 | 400 | 401 |

Table 7 - Recent and projected number on roll for Cadoxton Nursery and Primary school..

Nursery School Projections

Children are offered a place in the nursery school from the term after their third birthday either in the autumn, spring or summer terms depending on age. The nursery school is fully subscribed each year on a regular basis after the final intake has been admitted in the summer term. Pupil projections indicate that this situation is set to remain for the foreseeable future.

Primary School Projections

Pupil projections anticipate the number on the roll in the primary school will increase to 400 by January 2020 indicating a potential surplus capacity of 4.8%. The school has a catchment area population of 314 children of which 96 (31%) attend the school. The eastern side of Barry is densely populated with a number of schools within walking distance resulting in children attending schools outside their local area as a result of parental preference.

Of the 366 children on roll at January 2015:

- 96 (26%) children live within the school catchment area
- 265 (72%) children live in the catchment areas of other Barry primary schools, such as Palmerston and Jenner Park Primary schools
- 2 (1%) children attending the school live outside of Barry in the Vale of Glamorgan.
- 3 (1%) children attending the school live outside the Vale of Glamorgan

Current performance

The Council works closely with the governing bodies of both schools to ensure that standards in the schools are high, that teaching and learning is of 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 Welsh Government 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.

Central South Consortium Joint Education Service (CSCJES) was established in September 2012. The Consortium supports and challenges all schools in the Vale of Glamorgan on behalf of the Council.

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 (Estyn).

For Estyn inspections carried out before September 2010, there were 7 key questions for which the following grades could be awarded:

- Grade 1 – Good with outstanding features
- Grade 2 – Good features with no significant shortcomings
- Grade 3 – Good features outweigh shortcomings
- Grade 4 – Some good features, but shortcomings in important areas
- Grade 5 – many important shortcomings

In September 2010 a new common inspection framework was introduced. During each school inspection, inspectors aim to answer three key questions:

- Key Question 1: How good are the outcomes?
- Key Question 2: How good is provision?
- Key Question 3: How good are leadership and management?

Inspectors also provide an overall judgement on the school’s current performance and on its prospects for improvement. In these evaluations, inspectors use a four-point scale:

| Judgement | What the judgement means |
|----------------|---|
| 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 |

Table 8 - Estyn Inspection Criteria

Estyn Report

Cadoxton Nursery School

Cadoxton Nursery School was inspected by Estyn in March 2010. The nursery was inspected under the five-point scale as detailed on page 13 for inspections prior to September 2010.

The inspection assessed the school as “**good with many outstanding features**”.

Table of grades awarded by Estyn for 7 key questions:

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

The latest inspection report for Cadoxton Nursery School can be found at:

<http://www.estyn.gov.wales/provider/6731010>

Cadoxton Primary School

Cadoxton Primary School was inspected by Estyn in June 2011 under the current four point scale as detailed on page 14. It was assessed as having **good performance and good prospects for improvement**.

The responses to the three key inspection questions were:

| Key Question | Inspection Grade |
|---|------------------|
| 1 How good are the outcomes? | Good |
| 2 How good is provision? | Good |
| 3 How good are leadership and management? | Good |

The latest inspection report for Cadoxton Primary School can be found at:

<http://www.estyn.gov.wales/provider/6732181>

Welsh Government categorisation of schools

In 2014 Welsh Government introduced a new categorisation system that considered each school's standards alongside the school's capacity to improve to understand the level of support that organisations such as the CSCJES need to give the school in order that they achieve their targets.

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 9 – Welsh Government criteria 2015

To determine the colour coded category as explained in the table above, schools are placed in one of four groups for standards (1-4) and for bringing about improvement (A-D) with one being the highest grouping for standards and A being the highest for improvement capacity.

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>

| School | Standards Grade | Improvement Capacity | Overall Category |
|-------------------------|-----------------|----------------------|------------------|
| Cadoxton Nursery School | N/A | A | Green |
| Cadoxton Primary School | 3 | A | Yellow |

Table 10 - Standards and Improvement Categories - January 2015

It should be noted that the categorisation of nursery schools is not published by Welsh Government as the standards assessed by this model are not applicable to nursery schools. The nursery school has therefore been assessed only on its capacity to improve. The provisional national categorisation of schools for 2016 which is due to be published next January shows both the nursery and primary school in the green support category.

The intended impact on education outcomes

Provision

The proposal is intended to create a 3 to 11 year primary school through the amalgamation of Cadoxton Nursery and Primary schools. Amalgamation would enable the strengths present in the existing separate nursery and primary schools to be combined to deliver high quality provision in one school operating across two adjacent sites. This would allow a shared vision and leadership fully embedding a consistent and coherent curriculum across the primary phase.

The changes should not have any negative effect on the children at any stage of their education at the school. At this very early point in the children's education, they would be provided with a consistent approach to their learning which will follow them all through their time at the school and help them to understand their place within the school family.

Outcomes (standards and wellbeing)

The proposal facilitates a consistent education philosophy for children for up to 9 uninterrupted years of education, thereby minimising the potential for disruption during transition from nursery to the school.

The introduction of consistent behaviour management strategies across all ages would result in clear expectations and a shared ethos which is understood by children, parents and carers throughout the primary and early years' stages.

The provision for pupils with Additional Learning Needs (ALN) will continue to be identified at an early age as it currently is in the nursery school. The proposal would support a coordinated approach to planning for the needs of vulnerable pupils across the Foundation phase.

Leadership and governance

The establishment of a single leadership team and governing body would result in removing duplication of management and governance functions.

The streamlining of management and administrative functions, as well as the ability to arrange joint contracts and service level agreements for building and other support services would result in available funding being utilised more effectively.

The amalgamated school would make it easier to engage with parents particularly where they have children of both nursery and primary ages. Parents would only need to familiarise themselves with one set of policies and one set of communications.

The condition of school buildings and facilities

The Council aims to provide the best possible facilities for children in the Vale to support their learning. The Council undertook a review of the condition of school buildings in the autumn of 2014.

The condition survey involved a visual assessment of all exposed parts of the buildings to identify significant defects and items of disrepair.

| School | Type of school | Condition of school building | Cost of identified repairs |
|-------------------------|----------------|------------------------------|----------------------------|
| Cadoxton Nursery School | Community | Satisfactory | £100,000 |
| Cadoxton Primary School | Community | Satisfactory | £371,000 |

Table 11 - Condition Survey outcomes 2014

The condition survey report noted that there needs to be a minimum level of intervention required to ensure that the standard of high quality provision is maintained.

It is not anticipated that there will be any requirement for additional facilities to be provided at the school as part of this proposal.

How would other schools be affected?

There is already significant cross catchment movement of pupils between neighbouring English medium community primary schools, especially between Cadoxton, Jenner Park and Palmerston primary schools. This part of Barry is densely populated with a number of schools within a short distance of each other. Parents have the right to express a preference for a school of their choice. It is not envisaged that the amalgamation of the nursery school with the primary school will change this and the effect on other local schools in the area will therefore be minimal.

How would Special Educational Needs (SEN) provision be affected?

The following table provides information about the needs of current pupils.

| 2015 | | Cadoxton N | Cadoxton P | LA | Wales |
|--------------------------|--------------------|------------|------------|-----|-------|
| Percentage of SEN Pupils | School Action | 17% | 27% | 13% | 12.3% |
| | School Action Plus | 10% | 10% | 6% | 7.4% |
| | Statemented | 0% | 0% | 1% | 0.7% |

Table 12 - Outline of SEN need for children of compulsory school age PLASC 2015

Approximately 25% of children attending the nursery are on the register of Special Educational Needs. This is above the national average of 15%.

Almost 40% of the children attending the primary school are on the register of Special Educational Needs, almost double the national average of 21.1%.

Both the nursery and primary schools provide a modified curriculum which is responsive to the individual child's abilities. Both schools manage the delivery of this curriculum alongside other areas of SEN provision, and ensure that all children with an identified additional learning need are integrated across all areas of the curriculum. Each school currently employs learning support assistants (LSAs) to support children in the classroom environment.

What are the advantages of this proposal?

The proposal is considered to have the following educational benefits:

- A single leadership team and governing body, supporting a headteacher who would have a 'whole school' responsibility
- Opportunities to provide staff with continuing professional development opportunities by enabling them to gain experience within an 'all through' Foundation phase and key stage 2 learning environment
- A single set of policies and code of behaviour consistent across all year groups
- Continuity of provision, reflecting a single ethos and culture
- Releases funding which could be reinvested into learning and teaching

- A consistent curriculum experience across the foundation phase
- Streamlined communication between parents and staff with a single point of contact throughout the foundation phase

What are the disadvantages of this proposal?

It is acknowledged that there may be some potential disadvantages or risks that will have to be managed by the school and the Council to avoid any detrimental impact:

- Management of staff and resources may be disrupted during the restructuring process, although the Council's experience in the amalgamation of schools will ensure that disruption is kept to a minimum and that the children's education does not suffer
- The reduction to one headteacher could impact upon accessibility to the leadership for staff, parents and pupils
- Children in the nursery class may not feel confident in becoming part of a primary school environment.

Transition plan if the proposals are approved

The Council's proposals would mean that the two schools would be amalgamated at the start of the autumn term in September 2016. It is anticipated that if the proposal is fully approved at all stages that a final decision will be made about amalgamation in June 2016.

All children on roll at Cadoxton Primary School in August 2016 would transfer to the amalgamated school in September 2016, except for pupils entering reception for the first time, where parents will have to apply for a place in the reception class, in-line with the normal admissions procedures.

Children who are in Year 1 of the nursery class and would expect to have a further year of early year's education in the nursery class for the 2016/17 school year would continue in the nursery class of the amalgamated school.

Risks associated with the proposals

- Potential difficulties in bringing together two different sets of working practice into the one Foundation phase
- The challenge of operating across two separate buildings
- Possible resistance to or disengagement with the change process amongst stakeholders

The challenges outlined above will be managed by the headteacher, senior leadership team and governing body of the amalgamated school, with support from the Council. Both schools have effective and flexible working practices and already have a strong working partnership across both schools. The headteacher, senior leadership team and governing body will need to adopt a transparent and equitable change management process to ensure that all who work, teach and are taught in both schools have minimum disruption through the process of amalgamation.

Admissions and catchment area arrangements

Admission arrangements for admission to nursery and reception will remain unchanged as a result of these proposals. The catchment area for the school will remain the same.

Admission arrangements for nursery education

The Council is the Admissions Authority for all maintained community nursery schools and nursery classes in community and voluntary controlled schools in the Vale of Glamorgan. No place can be allocated at a community or voluntary controlled nursery without a formal application being made to the Council. Full details of the application criteria, dates and deadlines for nursery education can be found within the Council's **Parental Guide to School Admissions in the Vale 2016-17**.

http://www.valeofglamorgan.gov.uk/en/working/education_and_skills/schools/admissions/online_admissions.aspx

Admission arrangements for primary education

Children attending the nursery class will not have an automatic right to continued education at the same school when moving up to a reception class, whether residing within the catchment area or outside it. Parents will be required to complete an application for their chosen school. Where there are more applications than there are places available in the reception class, places will be allocated applying the Council's oversubscription criteria that prioritises children living in the schools catchment area ahead of others.

Full details of all schools within the Vale of Glamorgan and the application process can be found in the **Parental Guide to School Admissions in the Vale 2016-17** at

http://www.valeofglamorgan.gov.uk/en/working/education_and_skills/schools/admissions/online_admissions.aspx

Finance

Capital Investment

This proposal has no capital investment implications.

Running costs

The amalgamation of the two schools would result in funding being allocated to the primary school on the same basis as for other primary schools with nurseries.

The delegated funding for the newly amalgamated primary school would be approximately £86,000 less than the funding currently provided for the separate nursery and primary schools.

The saving of £86,000 will not be fully achieved in the first year of amalgamation as transitional funding arrangements would be put in place to enable the school to embed a new structure and negotiate new joint contracts and service level agreements.

The majority of revenue saving would be generated through changes to staffing resulting from the school's new staffing structure. The development of the staffing structure and any implications would be subject to consultation with staff and the relevant Trade Unions.

Human Resources matters

The Council will support the governors, headteachers and staff at both schools with any changes that may be required.

Both schools will have access to the Vale of Glamorgan Human Resources policies and procedures such as the redundancy policy. The Human Resources services will work closely with governors to ensure regular and clear communication takes place.

Transport matters

As there will be no change to the overall capacity of the school or any extension to current facilities it is not envisaged that there will be any changes to traffic or congestion around the school.

There will be no impact on pupil's journeys as a result of the proposal and available walking routes to school will remain the same.

Learner travel arrangements

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 The Council does not provide free school transport for nursery-age children other than those children who have a Statement of Special Educational Needs (SEN).

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

School transport is not provided for nursery age children attending nursery units of schools as they are below statutory school age. The Council's school transport policy can be viewed on the Council's website:

http://www.valeofglamorgan.gov.uk/en/working/education_and_skills/schools/school_transport/school_transport.aspx

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

² The Learner Travel (Wales) Measure 2008

Impact of the proposal on the Welsh Language

A programme of utilising incidental Welsh will be developed across the Foundation phase Curriculum with use of the language gaining in frequency and complexity as the children move through the year groups into Key stage 2.

Equality impact assessment

An Equality Impact Assessment will be carried out as part of this consultation and will be included in the consultation report.

Considering community impact

The amalgamation of Cadoxton Nursery and Primary schools will provide the opportunity to enhance community engagement across an extended age range. The current facilities available for pupils, the community and parents will not be adversely affected by these proposals.

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

www.valeofglamorgan.gov.uk/cadoxtonschools

Key dates

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

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

| Timescale | Statutory Process | |
|--|--|---|
| 04 January 2016 | Consultation Document published | |
| 15 February 2016 | Closing date for receipt of comments / points of view on the proposal | |
| 07 March 2016 | Consultation Report presented to Cabinet (Publication of Consultation Report) <i>Cabinet to decide whether to approve publishing a statutory notice</i> <i>If approved – proceed to Statutory Notice</i> <i>If not approved – proposal to be withdrawn / re assessed</i> | |
| 11 April 2016 | Publish Statutory Notice <i>If approved, the Statutory Notice will be published on the Council's website and posted in the named schools. Copies of the notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff.</i> | |
| 09 May 2016 (28 days after date of Statutory Notice) | Closing date for receipt of objections to the Proposal | |
| 06 June 2016 | Where objections received: Objection Report presented to Cabinet <i>Cabinet to determine proposal in light of the objections received and the content of the Objection Report</i> | Where no objections received: Report presented to Cabinet Cabinet to determine proposal |
| 09 June 2016 | Publication of Cabinet Decision | |
| 01 September 2016 | Implementation of Proposal | |

Table 13 - Timetable for consultation

The proposed timetable may be subject to change.

Consultation period

The consultation period for this proposal starts on 04 January 2016 and ends on 15 February 2016. See page 7 for further details of how to respond and make your views known.

Following the consultation period, a full report will be published on the Vale of Glamorgan Council website. Hard copies of the report will also be available on request. The report will summarise the issues raised by consultees during the consultation period and provide the Council's response to these issues. The report will also contain Estyn's view of the proposals.

The Council's Cabinet will consider the consultation report and decide whether or not to proceed with the proposals.

If the Cabinet decides to continue with the proposals the Vale of Glamorgan Council must publish a statutory notice.

Statutory Notice

The statutory notice would be published on the Vale of Glamorgan Council's website and posted at or near the main entrance to the schools that are named as part of the consultation process. Copies of the notice would be made available to Cadoxton Nursery School and Cadoxton Primary School to distribute to pupils, parents, guardians, and staff members (the school may also distribute the notice by email). The notice will set out the details of the proposals and invite anyone who wishes to object to do so in writing within the period specified.

Determination of the proposals

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

Decision Notification

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

Frequently Asked Questions

Who will be the head teacher of the amalgamated primary school?

The headteacher will be Janet Hayward, the headteacher of Cadoxton Primary School. The nursery class will be an integrated part of the school. The headteacher will extend her remit to cover the extended age range of the school. The staffing structure will be decided upon by the headteacher and governing body of the amalgamated school.

What will happen with the staff at the nursery school?

It is anticipated that the staff of the nursery school would be incorporated into the newly amalgamated primary school. Details of the staffing structure would be decided upon by the headteacher and governing body of the amalgamated school.

Who will be the governors of the amalgamated primary school?

The existing governing body of the Primary school would formally continue to be the governing body of the amalgamated school. The governing body could choose to extend its membership from 14 members to 18 to include members from the governing body of the nursery school. This would be a decision of the governing body.

What will the proposal mean for children currently attending Cadoxton Nursery and Cadoxton Primary schools? Will my child be offered a place at the amalgamated school?

All children attending Cadoxton Primary School at the time of the amalgamation will be guaranteed a place at the amalgamated school.

Children who are currently in the nursery and would continue to attend the nursery for a further year in 2016/17 would automatically be guaranteed a place in the nursery class of the amalgamated school.

All families who wish to apply for a place in the reception classes as part of the 2016/17 primary school place admissions process should follow the normal procedures as set out in the 'Parental Guide to School Admissions in the Vale 2016-17'.

What will the admission arrangements be for children applying for a place in the reception class of the primary school for September 2016?

The Vale of Glamorgan Council will continue to be the admitting authority for the amalgamated school. Children can start full time education in the September following their fourth birthday.

Parents can apply for entry into the reception class in September 2016 between 09 November 2015 and 11 January 2016.

Parents who have applied for a place in the reception class will be informed of the outcome of their application on 18 April 2016.

These dates are set for all Local Authorities in Wales.

What will the admission arrangements be for children applying to the nursery class of the amalgamated primary school?

Children are entitled to a part time nursery place from the start of the term following their third birthday. The Vale of Glamorgan Council is the admission authority for the school, both for the nursery and entrance into the reception year. Admission arrangements are discussed on page 20 of this proposal document. Attendance at a nursery class does not automatically entitle a child to a reception place in the same school. Parents are reminded that if they are offered a place for their child within the nursery, a new application must be made for entrance into the reception class of the school.

Will there be any changes to the local catchment area if the proposal goes ahead

Cadoxton Nursery and Cadoxton Primary schools currently have the same catchment areas (as illustrated in the catchment area map on page 10). There will be no change the catchment area because of the proposed amalgamation.

Will the amalgamation of Cadoxton Nursery and Primary schools mean that Cadoxton Primary School will have a new name?

The proposal in this document is to extend the age range of the school only. There will be no need for the school to change its name.

Will the policies of the school change to reflect the new nursery age children and their needs?

This will be a decision of the governing body and the headteacher of the school. The school will review its policies to ensure that all children in the school are covered by the school's governance and safeguarding policies.

Will the nursery children be required to wear a uniform to school?

This will be a decision that is made by the head teacher and the governing body of the school.

Consultation Response Form

Amalgamation of Cadoxton Nursery and Primary schools

Your views matter, please tell us what you think about the proposals by:

- completing the online response form at www.valeofglamorgan.gov.uk/cadoxtonschools;
or
- answering the consultation questions and adding your points of view on this form

Please return the form to the free post address at the bottom of the form.

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

The closing date for responses to this consultation is 15 February 2016.

Unfortunately no responses received after this date can be considered by the Council.

Consultation responses will not be counted as objections to the proposals, although considered by Cabinet 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:

1. Parent
2. Pupil
3. Governor
4. Member of Staff
5. Local Resident
6. Other (please specify)

| |
|--------------------------|
| <input type="checkbox"/> |
| <input type="checkbox"/> |
| <input type="checkbox"/> |
| <input type="checkbox"/> |
| <input type="checkbox"/> |
| <input type="checkbox"/> |

Current School

.....

.....

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.....

.....

Amalgamation of Cadoxton Nursery and Primary Schools

Questions

1. Do you support the proposal to amalgamate Cadoxton Nursery and Primary schools by closing Cadoxton Nursery School and by extending the age range of Cadoxton Primary School to a 3 to 11 years school from September 2016?

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
Consultation
Corporate and Customer Services
The Vale of Glamorgan Council
Civic Offices
Holton Road
BARRY
CF63 4RU

**Please return this form to the Vale of Glamorgan Council no later than
Monday 15 February 2016**

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 | | | |