

Meeting of:	<b>Cabinet</b>
Date of Meeting:	<b>Monday, 10 January 2022</b>
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Update on the consultation on the proposals to amalgamate Bute Cottage Nursery with Evenlode Primary School and Cogan Nursery with Cogan Primary School
Purpose of Report:	To advise Cabinet of the outcome of the consultation exercise undertaken on the proposals to amalgamate Bute Cottage Nursery with Evenlode Primary School and Cogan Nursery with Cogan Primary School.
Report Owner:	Deputy Leader and Cabinet Member for Education and Regeneration
Responsible Officer:	Paula Ham, Director of Learning and Skills
Elected Member and Officer Consultation:	<p>Lisa Lewis: Operational Manager, Strategy &amp; Resources  Nathan Slater: 21st Century Schools Project Manager  Carolyn Michael: Operational Manager, Accountancy  Trevor Baker: Head of Strategy, Community Learning &amp; Resources</p> <p>Committee Reports</p> <p>Public consultation with all required consultees and interested parties has been carried out, in accordance with the relevant legislation and statutory guidance</p> <p>Local Ward Members have been consulted.</p>
Policy Framework:	This is a matter for Executive decision by Cabinet.

Executive Summary:

- The purpose of this report is to advise Cabinet of the outcome of the statutory consultation on the proposals to amalgamate nursery provision in Penarth by amalgamating Bute Cottage Nursery School and Evenlode Primary School and amalgamating Cogan Nursery School and Cogan Primary School.
- During the consultation period, the Council received 238 responses by the closing date of 5 November 2021. Consultees were asked to indicate whether they 'support', 'do not support' or have 'no opinion' on the three individual elements of the proposals.
- Proposals 1 - Amalgamating Bute Cottage Nursery School and Evenlode Primary School: Out of 238 individual responses, 48 consultees were in support of the proposals, 169 were opposed and 21 offered no opinion either way.
- Proposals 2 - Amalgamating Cogan Nursery School and Cogan Primary School: Out of 238 individual responses, 47 consultees were in support of the proposals, 73 were opposed and 118 offered no opinion either way.
- A summary of key themes and issues raised during the consultation exercise is included in the consultation report attached at Appendix B and summarised in the body of this report.
- Following the completion of the consultation period, a decision is now required on whether to progress the proposals further with the publication of the proposals for the regulated alteration in the form of a statutory notice.

## **Recommendations**

1. That Cabinet considers this report, the consultation report (Appendix A), the Consultation Response report (Appendix B) and other appendices included as part of this report, comprising the Equality and Community Impact Assessments.
2. That Cabinet considers the proposals to amalgamate Bute Cottage Nursery with Evenlode Primary School and Cogan Nursery with Cogan Primary School.
3. That Cabinet approves the proposals to amalgamate Bute Cottage Nursery with Evenlode Primary School and Cogan Nursery with Cogan Primary School through the publication of the proposals in the form of a statutory notice.

## **Reasons for Recommendations**

1. To ensure that all relevant information is considered by Cabinet in reaching a decision on whether to publish a statutory notice on the proposals.
2. To ensure all primary schools in the Vale of Glamorgan offer nursery provision.
3. To progress the proposals in accordance with the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018 (“the Code”).

## **1. Background**

- 1.1 Over the past 10 years the Council has sought to move towards a primary school model for 3 to 11 years education. This has included amalgamating infant and junior schools, such as at Dinas Powys Primary School and St Helen’s Primary School, as well as amalgamating separate nursery and primary provision, such as Cadoxton Primary School.
- 1.2 The strategy of moving towards a 3-11 model of primary education, providing equality in provision across the Vale of Glamorgan has also taken place across Wales. According to StatsWales, there are currently 9 maintained nursery schools across the 22 local authorities in Wales. In 2005/6 there were 32 maintained nursery schools, representing a 72% reduction.
- 1.3 Evenlode Primary School and Cogan Primary School are two of three primary schools that do not currently provide nursery education. The other primary school that does not have a nursery currently is St Nicholas Church in Wales (CIW) Primary School.
- 1.4 On 23 September 2019, Cabinet approved the proposals to establish nursery provision at St Nicholas CIW Primary School.
- 1.5 Evenlode Primary School and Cogan Primary School would therefore be the last remaining primary schools in the Vale of Glamorgan which do not provide nursery education. Nursery provision is available locally at the standalone Bute Cottage and Cogan Nursery Schools.

- 1.6** This report seeks Cabinet approval of the proposals following consideration of the Consultation Report and through the publication of the proposals in the form of a statutory notice.

## **2. Key Issues for Consideration**

### **Consultation**

- 2.1** On Monday 20 September 2021, the Director of Learning and Skills launched the consultation on the proposals to reconfigure nursery provision in Penarth from September 2022.
- 2.2** The consultation was issued in accordance with the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018 (“the Code”).
- 2.3** The consultation document outlines the Council’s proposals to reconfigure nursery provision in Penarth by amalgamating Bute Cottage Nursery School with Evenlode Primary School and Cogan Nursery School with Cogan Primary School by undertaking the following measures:
- Changing the lowest age range of pupils from 4 to 3, to include 96 part time nursery places at each primary school;
  - Increasing the capacity to accommodate the 96-part time nursery places at each primary school; and
  - Discontinuing the nursery schools and transferring all staff and pupils of the nursery phase under the governance of the primary schools from September 2022.
- 2.4** The consultation document was issued to prescribed consultees as outlined in the School Organisation Code 2018 (“the Code”). The consultation document and appendices are attached at Appendix A. The statutory consultation was held to seek comments from relevant parties on a regulated alteration as defined in “the Code” which alters the lowest age range of pupils at Evenlode and Cogan Primary Schools from 4 to 3 or to consist of an addition of a nursery year and the discontinuation of Bute Cottage Nursery School and Cogan Nursery School resulting in an amalgamation of Bute Cottage Nursery School and Evenlode Primary School and Cogan Nursery School and Cogan Primary School.
- 2.5** Meetings were held with the staff and governors at Bute Cottage Nursery School and Cogan Nursery School which were attended by Council officers. The rationale behind the proposals was highlighted as well as an explanation of the statutory process. Consultation sessions were undertaken with the School Council of Evenlode Primary School and Cogan Primary School, and with representative pupils from Bute Cottage Nursery School and Cogan Nursery School to engage the pupils in the consultation process. A report outlining the points raised at these sessions is included as part of the Consultation Report (Appendix B).
- 2.6** In accordance with the School Organisation Code (2018), respondents were encouraged to submit their views in writing to the Council for consideration.

Respondents had the option to respond via post, email or electronic survey hosted online.

- 2.7** The Council received 238 responses by the closing date of 5 November 2021. Consultees were asked to indicate whether they 'support', 'do not support' or have 'no opinion' on the three individual elements of the proposals.
- 2.8** Proposals 1 - Amalgamating Bute Cottage Nursery School and Evenlode Primary School: Out of 238 individual responses, 48 consultees were in support of the proposals, 169 were opposed and 21 offered no opinion either way.
- 2.9** Proposals 2 - Amalgamating Cogan Nursery School and Cogan Primary School: Out of 238 individual responses, 47 consultees were in support of the proposals, 73 were opposed and 118 offered no opinion either way.
- 2.10** It is noted that the majority of staff who responded across all sites that were affected by both proposals were in favour of the proposals. 19 out of the 29 responses (65%) for proposals 1 (Bute Cottage and Evenlode) were in favour of the proposals with 6 not supporting the proposals and 4 not providing an opinion either way. For proposals 2 (Cogan), 17 out of 29 (58%) were in favour of the proposals, with 5 staff not supporting the proposals and 7 not providing an opinion either way. There are 61.5 full time equivalent staff employed across all 4 schools.
- 2.11** A number of themes were identified in the response. Themes 1 -9 relate to responses which did not support the proposals. Themes 10 – 15 relate to responses in support of the proposals. These are summarised below with a brief response. Further details on each theme can be found within the Consultation Report.

- **Theme 1** - Nursery schools would lose their identities

**Council's response**

Over the years, the Council has been moving towards a 3-11 model for primary education. This is considered an efficient model of education, providing equality of provision across the Vale of Glamorgan. If these proposals go ahead, the Governing Bodies would be supported to ensure that the positive elements and good practice from the existing nurseries would transfer to the amalgamated schools. Pupils would have a consistent ethos towards the delivery of the curriculum under a new, combined identity. The Council would support the school to ensure that representative governors from the nursery are given the opportunity to join the new governing body. Staff and pupils would transfer to the new school and there are no plans to move from the existing site proposed as part of this proposals.

- **Theme 2** - Nursery schools tailor provision specifically for nursery pupils

**Council's response**

Both nursery schools are excellent in terms of standards and provision and the purpose of the proposals are not to address education standards. If the proposals are approved, the Council would work closely with staff and governors to support the transition to the new model. The key focus of this transition would be to ensure best practice is maintained and all pupils receive the best provision.

- **Theme 3** – Concern that there is a cost cutting exercise motivation behind proposals

**Council's response**

The main driver for the proposals is to ensure equality and consistency across primary provision in the Vale of Glamorgan, furthering the move towards the 3-11 primary model. This model has several benefits, including developing continuity and progression in children's learning from the age of three. The introduction of consistent policies, strategies and pedagogy across all ages would result in clear expectations and a shared ethos which is understood by children, parents, and carers throughout all phases of primary education. The proposals would also support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase.

A single leadership team and governing body across each school would result in the removal of duplication of management and governance functions. Parents would only need to familiarise themselves with one set of policies and one set of communications.

The proposals are not motivated by a cost-cutting exercise. It is noted within the consultation document however that the proposals would result in a saving of £140k and this of course must be taken into consideration given the pressure on school budgets across the Vale. Streamlining of management and administrative functions, as well as the ability to arrange joint contracts and service level agreements for buildings and other support services, could result in available funding being utilised more effectively. Therefore, from a Vale wide educational perspective, more pupils would benefit from a fairer distribution of funding.

- **Theme 4** -Relationships between nursery and school already working.

**Council's response**

Whilst the Council agrees there are good working relationships between the primary and nursery schools, there would still be opportunities for greater collaboration and streamlining of communications between the schools and with parents. The amalgamated schools 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. There would also be greater professional development opportunities for staff by being part of a primary school teaching across all phases of primary education.

- **Theme 5** - Nursery pupils would be overwhelmed in a bigger setting.

**Council's response**

There would be no increase in the overall places available as a result of these proposals - there would be 4 fewer part-time nursery places available at Cogan. The nursery phase of the schools would remain on their current sites. Therefore, the everyday experience within the schools would not change for either nursery or primary pupils as a result of these proposals. One of the main benefits of amalgamation would be improved transition. Pupils could be introduced to the primary phase informally throughout the year which would reduce the impact of the September transfer.

- **Theme 6 - Rationale for proposals unclear**

**Council's response**

The rationale for the proposals is clearly set out in the consultation document in line with the School Organisation Code 2018 ("the Code").

The intended outcomes of the proposals are:

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy, and ethos across all phases.
- Generates revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula.
- Opportunities to make efficiency savings through economies of scale and joined up procurement.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.
- No proposals have been presented to relocate either nursery school. Therefore, no rationale is set out within the consultation document with regard to this issue. This consultation outlines the proposals to amalgamate the primary and nursery schools and keep the nursery schools on their current sites. Any future plans to move the nursery schools from their current sites would be subject to a separate consultation exercise as part of the planning process. However, it should be noted that if in the future the nursery schools were moved to a different location within 1 mile of the existing location, this would not engage schedule 2 of the 2013 Act as regards to a regulated alteration relating to a transfer of any school to a new site (which applies to a maintained nursery). This means that there would not be a requirement to undertake a statutory consultation on this aspect of a future proposal if it occurs.

- **Theme 7 - Evenlode oversubscribed**

**Council's response**

The number of nursery places available would remain unchanged as a result of proposals 1 and the admission arrangements and the admissions policy and oversubscription criteria in place would not change as a result of this proposals. Children on roll in the nursery phase would not have an automatic right to continue education at the same school when moving up to a reception class. Parents would be required to apply for their chosen school in line with current policy. Where there are more applications than there are places available in the

reception class, places would be allocated applying the Council's oversubscription criteria which prioritises residency within the catchment area. Therefore, these proposals would have no impact on the demand for places at Evenlode Primary School.

- **Theme 8** - Loss of outdoor space and increased traffic

**Council's response**

Neither of the affected nurseries would move site as a result of these proposals. However, the Council has allocated £1.362m as part of the 21st Century Schools Programme to support reconfiguration of nursery provision in Penarth. Should the proposals be approved, the Council would consider the feasibility and rationale for relocating nursery provision at Evenlode Primary School onto a single site however this is subject to a number of factors including highways, cost etc. The Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.

- **Theme 9** - Cogan nursery takes in pupils from beyond the Cogan catchment area

**Council's response**

The Council prioritises the admission of pupils who reside within the catchment area of Cogan Primary School. Proposals 2 would result in 96 part time English-medium nursery places in Cogan Primary School. This is 4 fewer part time places than currently available at Cogan Nursery School. However, this is sufficient to meet demand within the local area (see table 2 in admissions section of the Consultation document). Other than this minor change, the admission arrangements and oversubscription criteria in place for both nursery and primary admissions would not change as a result of this proposals.

- 2.12** A summary of the responses received in support of the proposals are outlined below.

- **Theme 10** - Single governance and vision / policies

Respondents noted that a single governance and vision for the educational settings would be beneficial for long-term standards and excellent provision. Policies and practices could be built upon from both nursery and primary phases. Respondents highlighted the similar ethos between the nursery and primary schools in terms of pupil wellbeing.

Respondents emphasised the timing of the proposals if implemented would provide the opportunity to take a joint approach to integrating the new curriculum, which would take the best aspects of both institutions approaches and pedagogy.

- **Theme 11** - The proposals would lead to a smoother transition for pupils and streamlined communication.

Respondents felt that the proposed 3-11 model would benefit teaching and learning, along with supporting learner's emotional and wellbeing development. One of the examples given is that it would have a positive effect on all learner's basic skills, leading to raising standards at both settings. Nursery pupils would



also be more familiar with the primary phase and become accustomed to the school identity from an earlier age which could help decrease anxiety during transition. Respondents noted that arrangements and communications would be easier for parents with children at both stages of education. For example, co-ordinating inset days, drop-off, and pick-up times, and only needing to be familiar with a single set of policies.

- **Theme 12** - There would be financial saving efficiencies.

Respondents felt that there would be opportunities for financial and resource savings through economies of scale and that this would enable efficient use of limited budgets.

- **Theme 13** – This would provide education from earlier age and children understand clear expectations.

Respondents noted that receiving education from a single educational establishment would also provide greater continuity and enable rapport to be built between pupils and staff from an earlier point in the pupil's educational journey.

- **Theme 14** – This would facilitate learning experiences; shared activity days/ learning.

Respondents noted that there would be opportunities for collaborative learning experiences. Examples included shared activity days, festive celebrations, and concerts, and mentoring of younger pupils by primary pupils.

- **Theme 15** – Earlier Additional Learning Needs (ALN) and safeguarding early identification.

Current ALN provision would not be changed as a result of these proposals. However, respondents noted that the support and safeguarding needs of pupils could be identified at an earlier age and monitored within a single setting to ensure continuity.

- 2.13** Along with the consultation report, a Community Impact Assessment is attached at Appendix C, and an Equality Impact Assessment included at Appendix D for Members' consideration.

### **Quality and standards in education**

- 2.14** The latest Estyn inspection for the schools noted Standards as 'Good' for Bute Cottage Nursery School, Evenlode Primary School, and Cogan Primary School, and 'Excellent' for Cogan Nursery School. It is noted in the inspection reports that all pupils, including those with additional learning needs, make good progress and attainment performance is strong.

- 2.15** In Estyn's response to the consultation, they concluded that the proposals are likely to maintain the current standards in terms of education, provision, and leadership and management.

- 2.16** The Council considers if the proposals are approved, these proposals would ensure the schools are able to continue providing high quality education.

Amalgamation would enable the strengths present in the existing separate nursery and primary schools to be combined to deliver high quality provision operating across separate sites. This would allow a shared vision and leadership fully embedding a consistent and coherent curriculum across the primary phase.

### **Community impact**

**2.17** A Community Impact Assessment was undertaken and published alongside the consultation document. The proposals would likely have a neutral impact on the local community across 8 of the 8 measures assessed. Overall, the proposals would likely have a neutral impact on the local community. No comments were received in relation to the Community Impact Assessment during the consultation.

### **Travel arrangements**

**2.18** 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. In accordance with 'The Learner Travel (Wales) Measure 2008'.

**2.19** 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.

**2.20** As the nursery phases would remain on their current sites with their current capacity, there are no envisaged implications for transport and learner travel arrangements.

### **Transition**

**2.21** Should the proposals be approved, existing staff would transfer to the amalgamated schools, ensuring continuity in provision. The governing bodies of Evenlode Primary School and Cogan Primary School would need to reflect the inclusion of the nursery phase. This would include exploring opportunities to offer vacant positions to existing governors for Bute Cottage Nursery School and Cogan Nursery School.

**2.22** The Council would fully support the staff, governing body, and management committee to ensure the successful implementation of the proposals.

### **Statutory Process**

**2.23** A consultation report must be published including a summary of comments received and the Council's response to these comments, at least two weeks prior to the publication of any statutory notice in accordance with paragraph 3.6 of 'the Code'.

**2.24** The Council must then decide whether to proceed with the proposals within 26 weeks of the end of the period allowed for consultation responses. If following the consultation process the Council decides that the proposals are to be progressed, a statutory notice would be published providing 28 days for

objections. The notice must be published on a school day and must include 15 school days (in addition to the day on which it is published).

- 2.25** If objections are received, an objection report must be published with a summary of the objections and the Council's response before the end of 7 days beginning with the day of its determination. Under the legislation as the proposals do not relate to sixth form education provision, the Local Authority can determine the proposals if objections are received.

### **3. How do proposals evidence the Five Ways of Working and contribute to our Well-being Objectives?**

- 3.1** The Well-being of Future Generations Act 2015 (“the 2015 Act”) requires the Council to think about the long-term impact of their decisions, to work better with people, communities and each other and to prevent persistent problems such as poverty, health inequalities and climate change.
- 3.2** The Council has committed as part of the Corporate Plan 2020-2025 to achieving a vision of ‘Working Together for a Brighter Future’. This plan is reflective of the Welsh Government’s Well-being of Future Generations Act and is comprised of four Well-being objectives to deliver this vision:
- Objective 1 - To work with and for our communities
  - Objective 2 - To support learning, employment, and sustainable economic growth
  - Objective 3 - To support people at home and in their community
  - Objective 4 - To respect, enhance and enjoy our environment
- 3.3** To make sure we are all working towards the same purpose, the 2015 Act puts in place seven well-being goals on the Council. The 2015 Act makes it clear the listed public bodies must work to achieve all the goals, not just one or two, these being:
- A prosperous Wales
  - A resilient Wales
  - A healthier Wales
  - A more equal Wales
  - A Wales of cohesive communities
  - A Wales of vibrant culture and Welsh Language
  - A globally responsible Wales
- 3.4** The 21st Century Schools Programme contributes to achieving the wellbeing goals by:

- Generating financial savings to ensure a more efficient financial model for education in the Vale.
- Ensuring a fairer distribution of funding across the Vale.
- Increasing collaboration across all phases of primary education.

**3.5** The 2015 Act imposes a duty on all public bodies in Wales to carry out “sustainable development”, defined as being, "The process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the well-being goals." The action that a public body takes in carrying out sustainable development includes setting and publishing well-being objectives and taking all reasonable steps in exercising its functions to meet those objectives.

**3.6** The 2015 Act sets out five ways of working needed for the Council to achieve the seven well-being goals, these being:

- The importance of balancing short-term needs with the needs to safeguard the ability to also meet long-term needs.
- Considering how the Council’s objectives impact upon each of the wellbeing goals listed above.
- The importance of involving people with an interest in achieving the well-being goals and ensuring that those people reflect the diversity of the area which the Council services.
- Acting in collaboration with other persons and organisations that could help the Council meet its wellbeing objectives.
- Acting to prevent problems occurring or getting worse.

**3.7** The 21st Century Schools Programme meets the five ways of working by:

- Responding to the need to ensure that there is a well-managed balance of supply and demand of school places across the Vale.
- Developing schools that will have an environment reflective of the national mission for education in Wales and future curriculum.
- Ensuring that schools remain sustainable, reflects the needs of local communities, and are equipped with the best possible learning environments.
- Delivering rigorous consultation with open communication channels and numerous opportunities for stakeholders to engage throughout the process.
- Ensuring that schools are of the right size, in the right places and serving the educational needs of their local communities as part of the school organisation process.

## **4. Resources and Legal Considerations**

### **Financial**

- 4.1** The funding formula is driven by per pupil funding and a number of lump sum allocations per school. On that basis the formula saving from amalgamating Bute Cottage Nursery School and Evenlode Primary School would be £70,000 based on the removal of lump sum allowances. The 2021/22 Evenlode Primary School budget is £1,346,511 and the Bute Cottage Nursery School budget is £286,292 (totalling £1,632,803). The combined budget generated by amalgamating Bute Cottage Nursery School with Evenlode Primary School would be £1,562,803 at the 2021/22 funding rates.
- 4.2** The funding formula saving from amalgamating Cogan Nursery School and Cogan Primary School would be £70,000 based on the removal of lump sum allowances. The 2021/22 Cogan Primary School budget is £838,705 and the Cogan Nursery School budget is £280,829 (totalling £1,119,534). The combined budget generated by amalgamating Cogan Nursery School and Cogan Primary School would be £1,049,934 at the 2021/22 funding rates.
- 4.3** There is £1.362m included within the Capital Programme as part of the 21st Century Schools Programme to support reconfiguration of nursery provision in Penarth. The Council will need to consider this scheme in the context of the pressures of the current climate and industry price rise implications.

### **Employment**

- 4.4** Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.
- 4.5** The governing bodies of Evenlode Primary School and Cogan Primary School would be responsible for amending their staffing structures to reflect the addition of the nursery phase. It is anticipated that for permanent posts on the structure, there would not be any compulsory redundancies as a result of these proposals, however any safeguarding or redundancy provisions would be applied in line with relevant policies. Any proposed changes to staffing would be subject to full consultation with staff and the relevant trade unions where necessary.

### **Legal (Including Equalities)**

- 4.6** Part 1 of the Education Act 1996 (“the 1996 Act”) imposes a number of general duties on all local authorities in Wales. The general duty in section 13 of the 1996 Act is to contribute (so far as the Council’s powers enable them to do so) towards the spiritual, moral, mental and physical development of the community by securing that efficient primary education and secondary education are available to meet the needs of the population of their area.
- 4.7** Section 13A(3) of the 1996 Act states that a local authority in Wales must ensure that their relevant education functions and their relevant training functions are

exercised by the authority with a view to promoting high standards, and promoting the fulfilment of learning potential by every person to whom the subsection applies, including those who are of compulsory school age or are below school age and are registered as pupils at schools maintained by the authority.

- 4.8** Section 14 of the 1996 Act then provides that the Council shall secure that sufficient schools for providing primary education and secondary education are available in the Council's area. Schools available for an area shall not be regarded as sufficient unless they are sufficient in number, character, and equipment to provide for all pupils the opportunity for appropriate education. Appropriate education means education which offers such variety of instruction and training as may be desirable in view of (a) the pupils' different ages, abilities and aptitudes; and (b) the different periods for which they may be expected to remain at school, including practical instruction and training appropriate to their different needs.
- 4.9** Powers for Councils to develop school organisation proposals are governed by the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018 ("the Code"). The Council is to comply with the relevant provisions in connection with the proposals.

#### **(1) School Standards and Organisation (Wales) Act 2013**

- 4.10** Part 3 of the School Standards and Organisation (Wales) Act 2013 ("the 2013 Act") is concerned with school organisation. The Welsh Ministers have issued the School Organisation Code ("the Code"). Local authorities must, when exercising functions under Part 3 of the 2013 Act, act in accordance with any relevant requirements contained in the Code and must have regard to any relevant guidelines contained in it. A copy of the Code is found here: <https://gov.wales/sites/default/files/publications/2018-10/school-organisation-code-second-edition.pdf>
- 4.11** Chapter 2 of Part 3 of the 2013 Act deals with school organisation proposals.
- 4.12** Section 48(2) of the 2013 Act provides that before publishing such proposals, a proposer (in this case, the Council) must consult on its proposals in accordance with the Code. The consultation document must be issued during the term time of the schools affected and consultees must be given at least 42 days to respond to the document, with at least 20 of these being school days.
- 4.13** The proposer must publish a report on the consultation it has carried out in accordance with the Code. The consultation report must summarise each of the issues raised by consultees, responding to these by means of clarification, amendment to the proposals or rejection of the concerns, with supporting reasons; and setting out Estyn's view (as provided in its consultation response) of the overall merits of the proposals.
- 4.14** If a local authority decides to proceed with proposals to make regulated alterations to a maintained school, it must publish proposals to that effect in accordance with the Code (section 48(1)). The proposals must be published by way of statutory notice. Chapter 4 of the Code sets out specific requirements as to

how statutory proposals must be published. Proposals must be published on a school day and the objection period must include 15 school days (in addition to the day on which it is published).

**4.15** Section 49 of the 2013 Act makes provision for any person to object to proposals published under section 48 within the objection period of 28 days. The Council must then publish a summary of all objections made to the proposals and its response to those objections before the end of 7 days beginning with the day of the Council's determination.

**4.16** The local authority proposer must then determine whether the proposals should be implemented. Where a local authority's proposals have received objections, and require determination, those objections will be carefully considered before a final determination is made. A further report to Cabinet will be prepared before any such determination is made. This determination must take place before the end of 16 weeks beginning with the end of the objection period.

## **(2) The Code**

**4.17** The Code contains the following elements:

- It imposes requirements in accordance with which relevant bodies (including all local authorities in Wales) must act. Where mandatory requirements are imposed by the Code or by the 2013 Act or another statute or statutory instrument, it is stated that the relevant bodies must comply with the particular provision. Where practices are prohibited, it is stated that the relevant bodies must not use this practice.
- It includes statutory guidance to which the Council must have due regard and sets out the policy context, general principles and factors that should be taken into account by those bringing forward proposals to reconfigure school provision and by those responsible for determining proposals. Where guidance is given by the Code, it is stated that relevant bodies should follow this guidance unless they can demonstrate that they are justified in not doing so.

**4.18** Paragraph 1.1 of the Code sets out the key background principles and policies, which should be taken into account by the Council in developing school organisation proposals. These include:

- United Nations Convention on the Rights of the Child
- The Well-being of Future Generations (Wales) Act 2015 (see below)
- Cymraeg 2050, A Million Welsh Speakers
- Action Plan, Cymraeg 2050
- One Wales: One planet, a new sustainable development scheme for Wales May 2009 or any successor strategy
- Child Poverty Strategy for Wales (issued February 2011 Information document number 95/2011), or any successor strategy
- Faith in Education
- Local plans for economic or housing development

- Welsh in Education Strategic Plans (made under part 4 of the School Standards and Organisation (Wales) Act 2013)
  - Children and Young People’s Plans (or successor plans)
  - 21st Century Schools – Capital Investment Programme and the relevant wave of investment
  - Learner Travel Statutory Provision and Operational Guidance 2014:  
<https://beta.gov.wales/learner-travel-statutory-provision-and-operational-guidance>
  - Measuring the capacity of schools in Wales, Circular No: 021/2011:  
<https://beta.gov.wales/measuring-capacity-schools-guidance>
  - Children and Young People’s National Participation Standards
- 4.19** Section 1.4 of the School Organisation Code 2018 (“the Code”) outlines that Councils should consider the extent to which the proposals would support the targets in the approved Welsh in Education Strategic Plan (WESP).
- 4.20** Section 1.9 of the School Organisation Code 2018 (“the Code”) relates to the specific factors which must be taken into account for proposals which seek to add or remove nursery classes. The proposals would add nursery classes to Evenlode and Cogan Primary Schools although the existing nursery buildings would remain. These proposals must consider the following factors:
- the standard of nursery education and the sufficiency of accommodation and facilities offered, both in the classroom and outdoors, and the viability of any school that wishes to add nursery places;
  - whether there is a need for additional nursery places in the area;
  - the levels of demand for certain types of nursery education e.g. Welsh medium or provision with a religious character;
  - the effect of the proposals on other institutions, including private and third sector providers; and
  - the extent to which proposals will integrate early years education with childcare services or are consistent with an integrated approach.

### **(3) The Well-being of Future Generations (Wales) Act 2015**

- 4.21** The Well-being of Future Generations (Wales) Act 2015 (‘the 2015 Act’) sets out new ways of working – of planning and making decisions – for local authorities and other public bodies it lists. The aim is that, by improving these things, the overall well-being of Wales will be better improved by the things public bodies collectively do. The Act and the statutory guidance make it clear that local authorities must, in the course of their corporate planning and their delivery against those plans:
- balance short term needs against the ability to meet long term needs;



- think about the impact their objectives have on other organisations' objectives, and on the well-being of Wales, in an integrated way;
- involve in those processes people who reflect the diversity of the population they serve;
- work together collaboratively with other organisations to better meet each other's objectives; and
- deploy their resources to prevent problems from getting worse or from occurring in the first.

**4.22** The statutory guidance, for organisations subject to the Act, sets out the expectations for how the duties should be met:

<http://gov.wales/topics/people-and-communities/people/future-generations-act/?lang=en>

**4.23** The Act itself is available to view online:

<http://www.legislation.gov.uk/anaw/2015/2/contents/enacted>

**4.24** Current practice on the use of surplus school accommodation, Information document No 158/2014.

#### **(4) Equalities Act 2010**

**4.25** The Council has to satisfy its public sector duties under the Equalities Act 2010 (including specific Welsh public sector duties). Pursuant to these legal duties Council's must in making decisions have due regard to the need to (1) eliminate unlawful discrimination, (2) advance equality of opportunity and (3) foster good relations on the basis of protected characteristics.

**4.26** A full Equality Impact Assessment will be developed as part of the consultation exercise and will be included within the consultation report.

#### **(5) The Equality Act (Authorities subject to a duty regarding Socio-economic Inequalities) (Wales) Regulations 2021**

**4.27** On the 10 and 11 March 2021 respectively, the Equality Act (Authorities subject to a duty regarding Socio-economic Inequalities) (Wales) Regulations 2021 (SI 2021/295) and the Equality Act 2010 (Commencement No 15) (Wales) Order 2021 (SI 2021/298) were made, and the 'socio-economic' inequality duty under the Equality Act 2010 and make public bodies subject to the duty.

**4.28** The Socio-economic duty places a duty on the Council, as a public sector organisation in Wales, to consider how it might help reduce the inequalities associated with socio-economic disadvantage when strategic decisions are made, including decision which would include deciding priorities and setting objectives, such as:

- Strategic directive and intent.
- Strategies developed at Regional Partnership Boards and Public Service Boards which impact on a public body's functions.

- Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans).
  - Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy).
  - Changes to and development of public services.
  - Strategic financial planning.
  - Major procurement and commissioning decisions.
  - Strategic policy development.
- 4.29** When making decisions, and reviewing previous strategic decisions, the Council needs to do the following:
- Take account of evidence and potential impact.
  - Through consultation and engagement, understand the views and needs of those impacted by the decision, particularly those who suffer socio-economic disadvantage.
  - Welcome challenge and scrutiny.
  - Drive a change in the way that decisions are made and the way that decision makers operate.
- 4.30** When making a decision or reviewing a previously made strategic decision made after the 31<sup>st</sup> March about how to exercise their functions, the Council must show that it has had 'due regard' (giving weight to a particular issue in proportion to its relevance) to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage. Those subject to the duty includes government ministers and departments, local authorities and NHS bodies.
- 4.31** This would, as appropriate, form part of the full Equality Impact Assessment developed as part of the consultation process.

## **5. Background Papers**

None.

# DIRECTORATE OF LEARNING AND SKILLS Consultation Document

**Consultation on the proposal to reconfigure nursery provision in Penarth from September 2022 by:**

- **Amalgamating Bute Cottage Nursery School and Evenlode Primary School; and**
- **Amalgamating Cogan Nursery School and Cogan Primary School.**



This document can be made available other formats and languages as needed.  
Please contact us on 01446 700111 to arrange this.

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# Introduction

### Background

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.

On 13 September 2021, the Council's Cabinet authorised the Director of Learning & Skills to undertake a **consultation from 20 September 2021 to 5 November 2021** on two proposals to reconfigure nursery provision in Penarth from September 2022.

### The proposals

This document explains the **Council's proposals to reconfigure nursery provision in Penarth** from September 2022.

#### **Proposal 1: To amalgamate Bute Cottage Nursery School and Evenlode Primary School by;**

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

#### **Proposal 2: To amalgamate Cogan Nursery School and Cogan Primary School by;**

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan School from September 2022.

Nursery provision would continue to be provided from the existing buildings with both proposals.

These proposals are considered under section 2.1 and 2.3 of the School Organisation Code (2018). Section 2.1 refers to the closing of a maintained school. Section 2.3 refers to Regulated Alterations of a school, which includes changing the age range of a school by a year or more.

### Responding to the proposals

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 consultation gives you the opportunity to ask questions and make comments that will be considered when the Council's Cabinet decides how to proceed.

Further information regarding planned stakeholder engagement sessions and how you can respond to the consultation is detailed in the "Involving stakeholders and responding to the consultation" section from page 33. This section links to the online survey and contains a response form if you would like to submit a response via post.

**It is vital that any feedback be received by 5 November 2021 in order to be considered as part of this consultation. Any items received after that date cannot be considered.**

## Explanation of terms used in this document

**'Amalgamation'** – The process of combining the nursery and primary phases into a single school with a single governing body.

**'AN'** (Admission 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) - A pupil has additional learning needs if they have a learning difficulty or disability (whether the learning difficulty or disability arises from a medical condition or otherwise) which calls for additional learning provision.

**'Capacity'** – The capacity of a school is the total number of statutory aged pupil places available, it excludes nursery places.

**'Catchment Area'** - The geographic area from which students are eligible to attend a local school. Catchment children will always take priority over applications from outside the catchment area however there is no guarantee that any child will be admitted to their chosen school.

**'Community'** - A type of state-funded school in which the local education authority employs the school's staff, is responsible for the school's admissions and owns the school's estate.

**'Denominational'** - Schools with a designated religious character e.g. Church in Wales.

**'Discontinuing'** – Following the amalgamation of the nursery and primary phase into a single all-through primary school, a separate nursery school would no longer be required.

**'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.

**'EM'** (English Medium) – A school where teaching and learning is primarily conducted through the

medium of English.

**'FTE'** (Full Time Equivalent) – Pupils attending the educational setting full-time.

**'LA'** (Local Authority) - The Local Authority referred to in this document means the Vale of Glamorgan Council unless otherwise stated.

**'NOR'** (Number on Roll) - The number of pupils attending a school. Nursery places are excluded.

**'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 ALN 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 ALN 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 SA can be put in place.

**'SRB'** (Specialist Resource Base) - A facility within the school for children with special educational needs.

**'Statemented'** - A child has a Statement of Educational Need (SEN), otherwise known as ALN, if they have learning difficulties which require special educational provision to be made. 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.

**'WM'** (Welsh Medium) - A school where teaching and learning is primarily conducted through the medium of Welsh.



# The Proposals

## The proposals

### Summary

#### **Proposal 1: To amalgamate Bute Cottage Nursery School and Evenlode Primary School by;**

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

#### **Proposal 2: To amalgamate Cogan Nursery School and Cogan Primary School by;**

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan School from September 2022.

Nursery provision would continue to be provided from the existing buildings with both proposals.

These proposals are considered under section 2.1 and 2.3 of the School Organisation Code (2018). Section 2.1 refers to the closing of a maintained school. Section 2.3 refers to Regulated Alterations of a school, which includes changing the age range of a school by a year or more.

#### **What would this mean?**

Bute Cottage Nursery School and Cogan Nursery School would be discontinued and all staff and pupils from the nursery phases would be transferred under the governance of Evenlode Primary School and Cogan Primary School respectively. However, nursery provision would continue to be provided from the existing buildings with both proposals.

More information on the Council's 21<sup>st</sup> Century Schools Programme can be found on the Council's website: [www.valeofglamorgan.gov.uk/21st-Century-Schools](http://www.valeofglamorgan.gov.uk/21st-Century-Schools)

## 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. This has included amalgamating infant and junior schools, such as at Dinas Powys Primary School and St Helens Primary School, as well as amalgamating separate nursery and primary provision, such as Cadoxton Primary School.

Evenlode Primary School and Cogan Primary School are two of four primary schools that do not currently provide nursery provision. The other primary schools that do not have a nursery provision are Llancafarn Primary School and St Nicholas Primary School.

On 18 March 2019, Cabinet approved the proposal to reconfigure primary provision in the

Western Vale, which would see the establishment of nursery provision at Llancarfan Primary School from September 2021. Furthermore, on 23 September 2019, Cabinet approved the proposal to establish nursery provision at St Nicholas CIW Primary School.

Following the implementation of the above proposals, Evenlode Primary School and Cogan Primary School would be the last remaining primary schools in the Vale of Glamorgan which do not provide nursery provision.

Bute Cottage Nursery School and Cogan Nursery School are the only two stand-alone nursery schools within the Vale; i.e. separate entities with their own governing bodies and a delegated budget.

Bute Cottage Nursery School prioritises pupils living in the Evenlode Primary School catchment area and Cogan Nursery School priorities pupils living in the Cogan Primary School catchment area.

Both nursery schools are currently managed by a headteacher and governing body and receive a separate budget from the Council. The headteacher post at Bute Cottage Nursery School became vacant at the end of August 2019 and is currently being covered through a temporary acting-up arrangement. The headteacher post at Cogan Nursery School became vacant at the end of August 2021 and will be covered for one year through a temporary acting-up arrangement with St Andrews Major CIW Primary School. This provides the opportunity for the Council to reconfigure nursery provision whilst avoiding compulsory redundancies.

In 2021/22, Bute Cottage Nursery School received a budget totalling £286,292, which equates to £6,983 per pupil (FTE). Cogan Nursery School received a budget totalling £280,829 which equates to £7,590 per pupil (FTE). The amount of funding per pupil is significantly higher than the average funding per pupil across all primary schools which was £3,804 in 2021/22. Funding per pupil is generally higher in standalone nursery schools due to higher staffing and running costs.

It is proposed that Evenlode Primary School and Bute Cottage Nursery School are amalgamated, resulting in 96 part time nursery places being provided at Evenlode Primary School (on the existing Bute Cottage Nursery School site). It is also proposed that Cogan Primary School and Cogan Nursery School are amalgamated, resulting in 96 part time nursery places being provided at Cogan Primary School (on the existing Cogan Nursery School site). This would 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) and minimise the potential for disruption during transition from nursery to primary school.

The introduction of consistent policies, strategies and pedagogy across all ages would result in clear expectations and a shared ethos which is understood by children, parents and carers throughout all phases of primary education. The proposal would also support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase.

A single leadership team and governing body across each school would result in the removal of duplication of management and governance functions. For example, the standalone nursery schools are currently inspected by Estyn and have to submit separate data returns to the Council, Central South Consortium and Welsh Government. The streamlining of management and administrative functions, as well as the ability to arrange joint contracts and service level agreements for buildings and other support services, would result in available funding being utilised more effectively. The amalgamated schools 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.

Should the proposal be implemented, Evenlode Primary School and Cogan Primary School would each receive an individual budget including allocations for the nursery phase. As the majority of school funding is based on the number of pupils on roll, the proposals would improve the overall budget position for Evenlode Primary School and Cogan Primary School. Evenlode Primary School currently receives the lowest level of funding per pupil across all Vale schools. This is partly due to the lack of nursery provision. The proposals would result in a more efficient use of financial resources across all schools. Larger schools are also generally able to secure better value for money through economies of scale. The proposal would save approximately £140k per annum.

### **Transition Measures**

The Council would fully support the staff and governors of the individual schools throughout the development of the proposals. Should the proposals be approved, the Council would work closely with staff and governors to develop a comprehensive transition plan.

Whilst the governing bodies of Bute Cottage Nursery School and Cogan Nursery School would be disbanded from September 2022, the Council would work with the governing bodies of Evenlode Primary School and Cogan Primary School to identify opportunities for governors to transfer to ensure continuity.

The governing bodies of Evenlode Primary School and Cogan Primary School would need to amend their terms of reference and structure to reflect the inclusion of the nursery phase.

# Implications of the proposals

## School information

The following section discusses potential implications of the proposal, including educational outcomes, finance, human resources and transport.

The Council has collated information about the school to help inform these potential implications. The School Information document includes the most recent Estyn inspection and internal assessments of the buildings condition and suitability of Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School.

The School Information document can be viewed via the following link:

[www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)

## Educational outcomes

### Standards and progress

The latest Estyn inspection for the schools noted Standards as 'Good' for Bute Cottage Nursery School, Evenlode Primary School, and Cogan Primary School, and 'Excellent' for Cogan Nursery School. It is noted in the inspection reports that all pupils, including those with additional learning needs, make good progress and attainment performance is strong.

If approved, these proposals would ensure the schools are able to continue providing high quality education. Amalgamation would enable the strengths present in the existing separate nursery and primary schools to be combined to deliver high quality provision operating across separate sites. This would allow a shared vision and leadership fully embedding a consistent and coherent curriculum across the primary phase.

### Wellbeing and attitudes to learning

The latest Estyn inspection for the schools noted Wellbeing as 'Good' for Bute Cottage Nursery School, Evenlode Primary School, and Cogan Primary School, and 'Excellent' for Cogan Nursery School. It is noted in the inspection reports that nearly all pupils have a secure understanding of how to keep safe, healthy, and regularly engage in physical activity. Nearly all children relate well to one another and adults and acquire a good range of personal and social skills. Pupils take an active role in school life through committees and projects.

If approved, these proposals would ensure the schools are able to continue providing for pupil wellbeing within caring educational environments. The provision for pupils with Additional Learning Needs would continue to be identified at an early age. The proposal would support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase.

### Teaching and learning experiences

The latest Estyn inspection for the schools noted Teaching and Learning Experiences as 'Good' for Bute Cottage Nursery School, Evenlode Primary School, and Cogan Primary School, and 'Excellent' for Cogan Nursery School. It is noted in the inspection reports that teachers have good subject knowledge, that parents are well informed of their child's progress, and that the settings

provide a curriculum that meets the needs of pupils.

If approved, these proposals would ensure the schools are able to continue providing high quality education. The proposals facilitate 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 primary.

### **Care, support and guidance**

The latest Estyn inspection for the schools noted Care, Support and Guidance as 'Good' for Bute Cottage Nursery School and Evenlode Primary School, and 'Excellent' for Cogan Nursery School and Cogan Primary School. It is noted in the inspection reports that the settings provide a caring community with good working relationships between educational, parent, and community stakeholders, and that pupils' individual needs are identified at an early stage.

If approved, these proposals would ensure the schools are able to continue providing for pupil wellbeing within caring educational environments.

### **Leadership and management**

The latest Estyn inspection for the schools noted Leadership and Management as 'Good' for Bute Cottage Nursery School and Evenlode Primary School, and 'Excellent' for Cogan Nursery School and Cogan Primary School. It is noted in the inspection reports that the settings share good practice with other local providers, that senior leadership teams work together effectively, and that governing bodies are well informed of school plans and monitoring.

If approved, these proposals would mean that Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.

The Council would fully support the staff and governors of the individual schools throughout the development of the proposals. Should the proposals be approved, the Council would work closely with staff and governors to develop a comprehensive transition plan.

Whilst the governing bodies of Bute Cottage Nursery School and Cogan Nursery School would be disbanded from September 2022, the Council would work with the governing bodies of Evenlode Primary School and Cogan Primary School to identify opportunities for governors to transfer to ensure continuity.

The governing bodies of Evenlode Primary School and Cogan Primary School would need to amend their terms of reference and structure to reflect the inclusion of the nursery phase.

The newly amended governing bodies of Evenlode Primary School and Cogan Primary School would be responsible for amending their staffing structures to reflect the addition of the nursery phase. It is not anticipated that there would be any compulsory redundancies as a result of these proposals. However, any proposed changes to staffing would be subject to full consultation with staff and the relevant trade unions where necessary.

A single leadership team and governing body across each school would result in the removal of duplication of management and governance functions. For example, the standalone nursery schools are currently inspected by Estyn and have to submit separate data returns to the Council, Central South Consortium and Welsh Government. The streamlining of management and administrative functions, as well as the ability to arrange joint contracts and service level

agreements for buildings and other support services, would result in available funding being utilised more effectively. The amalgamated schools 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.

## Welsh language provision

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 Cymraeg 2050 strategy and contributing to its ambitious target of 1 million Welsh speakers by 2050.

Ysgol Pen-Y-Garth serves as the Welsh medium primary provision for the Penarth area. The school has capacity for 420 primary pupils and 76 part-time nursery places.

Bute Cottage Nursery School is committed to helping pupils develop their Welsh language education from an early age. This includes through a Welsh mascot called Dewi Draig who helps the children to understand and use Welsh words and phrases. Dewi also helps pupils to learn about the Welsh culture and what it means to be a citizen of Wales. The nursery has Helpu'r Heddiw T-shirts that pupils are given to wear as a reward when they are heard using Welsh words in nursery. The nursery is working towards gaining the "Siarter Iaith" Welsh Charter Bronze Award.

Cogan Nursery School is committed to helping pupils develop their Welsh language education from an early age. Skills are developed through communicating in a range of enjoyable, practical planned activities and using a range of stimuli that build on and increase children's previous knowledge and experiences. Pupils listen to a range of stimuli, including audio visual material and ICT interactive software.

Although Evenlode Primary School and Cogan Primary School teach predominantly through the medium of English, the high standards achieved in Welsh language contribute to the Council's commitment to encouraging bilingual speakers.

## Additional Learning Needs (ALN) provision

The following table provides information about the needs of pupils from January 2021 PLASC.

**Table 1 - Outline of ALN needs for pupils at the schools and nurseries and comparison against regional (primary) and national level**

Type	Evenlode Primary School	Bute Cottage Nursery	Cogan Primary School	Cogan Nursery	Vale of Glamorgan (primary)	Wales (all*)
School Action	0%	0%	12%	3%	6%	12%
School Action Plus	3%	1%	8%	6%	5%	7.4%
Statemented	0%	0%	1%	2%	1%	2.8%

\*All Wales figures are for all schools, a breakdown into primary and secondary sectors for All Wales ALN figures is not currently available.

As the table above shows, Cogan Primary School has above the average of School Action and



School Action Plus pupils on roll, Cogan Nursery School has above the Vale average of School Action Plus pupils on roll, and Bute Cottage Nursery School and Evenlode Primary School have below the average across all measures.

Bute Cottage Nursery School, Evenlode Primary School and Cogan Nursery School do not have an attached specialist resource base (SRB); specialist support is provided for children who have identified needs in an inclusive setting within the school.

Cogan Primary School provides additional support to pupils with hearing difficulties via a Hearing Resource Base. The team is made up of a specialist teacher and support staff who help children with moderate to profound deafness. The children have specialist support and are fully integrated into the daily routines of the school. As noted in their most recent Estyn inspection, *'Pupils from the resource base flourish alongside other pupils. They make good and often excellent progress from their individual starting points. Specialist staff work highly effectively with their mainstream colleagues and with a range of specialist services to ensure exceptional provision for these pupils.'*

The educational settings provide 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.

A primary school with a nursery may be beneficial to ALN pupils and support staff as this enables continuity in provision from a young age.

## Impacts upon Early Years Education and other schools

The proposals are unlikely to have a significant impact on any other schools in the local area as no change to the existing catchment area is proposed (see figures 1-2 in admissions section below).

There is currently no nursery provision at Evenlode Primary School or Cogan Primary School. Children can access nursery provision at other nursery units of schools or at a registered provider.

**Proposal 1** would result in 96 part time English-medium nursery places in Evenlode Primary School. This is the same as currently available at Bute Cottage Nursery School.

Bute Cottage Nursery works with local private nurseries (St Aubin Nursery and Hazelhurst Nursery) to provide 'wrap-around-care'. This arrangement would not be impacted by this proposal.

**Proposal 2** would result in 96 part time English-medium nursery places in Cogan Primary School. This is 4 fewer part time places than currently available at Cogan Nursery School. However, this is sufficient to meet demand within the local area (see table 2 in admissions section below).

Any local registered providers will be able to respond to the consultation. This consultation document will be made available to other childcare and early years institutions, including private and third sector providers. Any feedback would be considered as part of the consultation report.

## Admissions

### Primary schools and nursery schools within the Penarth and nearby area

Information on local primary and nursery schools is displayed in the table below. Over capacity is indicated with minus sign (-). More than 10% over or under capacity is highlighted in orange.

**Table 2 – Data about primary schools and nursery schools serving the Penarth and nearby area (accurate to July 2021)**

School	Type	Language	Admission No. (primary)	Primary Capacity	Current primary NOR	Surplus (%)	Nursery Places (Part-Time)	Current nursery NOR	Surplus (%)
<b>Albert Primary</b>	Community	English	55	385	382	0.78%	72	71	1.39%
<b>Bute Cottage Nursery</b>	Community	English	N/A	N/A	N/A	N/A	96	84	12.5%
<b>Cogan Nursery</b>	Community	English	N/A	N/A	N/A	N/A	100	62	38%
<b>Cogan Primary</b>	Community	English	30	210	206	1.9%	N/A	N/A	N/A
<b>Evenlode Primary</b>	Community	English	60	420	414	1.43%	N/A	N/A	N/A
<b>Fairfield Primary</b>	Community	English	45	315	302	4.13%	60	28	53.33%
<b>Llandough Primary</b>	Community	English	30	210	220	-4.76%	30	30	0%
<b>Ysgol Pen Y Garth</b>	Community	Welsh	60	420	334	20.48%	76	60	21.05%
<b>St Joseph's RC Primary</b>	Voluntary Aided	English	30	210	196	6.67%	48	28	41.6%
<b>Sully Primary</b>	Community	English	50	350	343	2%	64	64	0%
<b>Victoria Primary</b>	Community	English	60	420	444	-5.71%	90	64	28.88%

The majority of primary schools within the Penarth and nearby area have less than 10% surplus capacity or exceed their capacity by less than 10%. The exception is Ysgol Pen-Y-Garth, the only Welsh medium school serving Penarth and the wider area (20.48% surplus capacity).

Several nursery schools within the Penarth and nearby area have more than 10% surplus capacity. Table 2 suggests that removing 4 part-time places as a result of proposal 2 (if implemented) would not have a significantly negative effect upon local ability to meet demand for nursery places.

## Local transition from Nursery to Primary

### Bute Cottage Nursery School

Bute Cottage Nursery School prioritises the admission of pupils who reside within the catchment area of Evenlode Primary School. The following table shows which primary schools the pupils of Bute Cottage Nursery have transferred to over the last three years.

<b>Table 3 – Transition from Bute Cottage Nursery School to local primary schools</b>			
<b>School</b>	<b>Sept. 2019</b>	<b>Sept. 2020</b>	<b>Sept. 2021</b>
Albert Primary		3 (3.94%)	2 (3.63%)
Barry Island Primary	1 (1.72%)		
Cadoxton Primary		2 (2.63%)	
Cogan Primary		1 (1.31%)	
Dinas Powys Primary		1 (1.31%)	
Elective Home Education	1 (1.72%)		
Evenlode Primary	46 (79.31%)	46 (60.52%)	46 (83.63%)
Fairfield Primary	9 (15.51%)	8 (10.52%)	2 (3.63%)
Llandough Primary		1 (1.31%)	
Out of County		1 (1.31%)	
Relocated		3 (3.94%)	1 (1.81%)
Romilly Primary		1 (1.31%)	
St Josephs Primary		1 (1.31%)	
Sully Primary		2 (2.63%)	2 (3.63%)
Victoria Primary		5 (6.57%)	1 (1.81%)
Westbourne		1 (1.31%)	
Ysgol Pen Y Garth			1 (1.81%)
Ysgol Y Deri	1 (1.72%)		
<b>Total</b>	<b>58</b>	<b>76</b>	<b>55</b>

The above highlights that the majority of pupils attending Bute Cottage Nursery School go on to attend Evenlode Primary School.

The school with the second highest intake from Bute Cottage Nursery School pupils is Fairfield Primary School. The number of pupils transferring from Bute Cottage Nursery School to Fairfield Primary School has been in decline since Fairfield Primary School added nursery provision from January 2018.

## Cogan Nursery School

Cogan Nursery School prioritises the admission of pupils who reside within the catchment area of Cogan Primary School. The following table shows which primary schools the pupils of Cogan Nursery School have transferred to over the last three years.

<b>Table 4 – Transition from Cogan Nursery School to local primary schools</b>			
<b>School</b>	<b>Sept. 2019</b>	<b>Sept. 2020</b>	<b>Sept. 2021</b>
Albert Primary		1 (2.08%)	1 (2.5%)
Cadoxton Primary		1 (2.08%)	
Cogan Primary	23 (47.91%)	25 (52.08%)	25 (62.5%)
Dinas Powys Primary	1 (2.08%)		2 (5%)
Evenlode Primary	2 (4.16%)	1 (2.08%)	1 (2.5%)
Fairfield Primary	6 (12.5%)	3 (6.25%)	2 (5%)
Holton Primary	1 (2.08%)	1 (2.08%)	
Jenner Park Primary	1 (2.08%)		
Llandough Primary	4 (8.33%)	6 (12.5%)	4 (10%)
Out of County	6 (12.5%)	7 (14.58%)	1 (2.5%)
Relocated		1 (2.08%)	
St Andrews Primary		1 (2.08%)	
St Josephs Primary		1 (2.08%)	1 (2.5%)
Victoria Primary	3 (6.25%)		2 (5%)
Ysgol Y Deri	1 (2.08%)		1 (2.5%)
<b>Total</b>	48	48	40

The above highlights that the majority of pupils attending Cogan Nursery School go on to attend Cogan Primary School.

### Previous numbers on roll at educational settings affected by these proposals

<b>Table 5 – Previous NOR at primary schools and nursery schools affected by these proposals (data from January PLASC)</b>							
<b>School</b>	<b>Type</b>	<b>Language</b>	<b>Capacity</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Bute Cottage Nursery</b>	Community	English	96 (part-time)	88	87	76	84
<b>Evenlode Primary</b>	Community	English	420	449	448	447	414
<b>Cogan Nursery</b>	Community	English	100 (part-time)	65	60	73	62
<b>Cogan Primary</b>	Community	English	210	203	206	205	206

Evenlode Primary School exceeded its capacity in 2017-2019. This is due to an additional class which was introduced for the 2012/13 reception intake due to a large number of applications from

pupils living within the catchment area. This year group has now transferred to secondary education and this class is no longer provided.

Please note the nursery figures in the above table do not include pupils admitted during the summer term intake as PLASC is recorded in January. The nursery schools usually reach capacity or near capacity following the summer term intake.

### Projected numbers on roll at educational settings affected by these proposals

Table 6 – Projected demand at primary schools and nursery schools affected by these proposals								
School	Type	Language	Capacity	2021	2022	2023	2024	2025
<b>Bute Cottage Nursery</b>	Community	English	96 (part-time)	92	91	89	91	91
<b>Evenlode Primary</b>	Community	English	420	412	410	411	409	414
<b>Cogan Nursery</b>	Community	English	100 (part-time)	88	88	88	88	77
<b>Cogan Primary</b>	Community	English	210	202	201	200	199	200

If these proposals were to be implemented, based on the above projected figures for the educational settings (table 6) 96 part-time nursery places at both Evenlode Primary School and Cogan Primary School would be sufficient to meet projected demand. This is also supported by the previous NOR as displayed in table 5 and available capacity in schools in the wider area (table 2).

### Admissions arrangements

The Vale of Glamorgan Council is the admission authority for the schools. All admissions arrangements within the Vale of Glamorgan are subject to annual review.

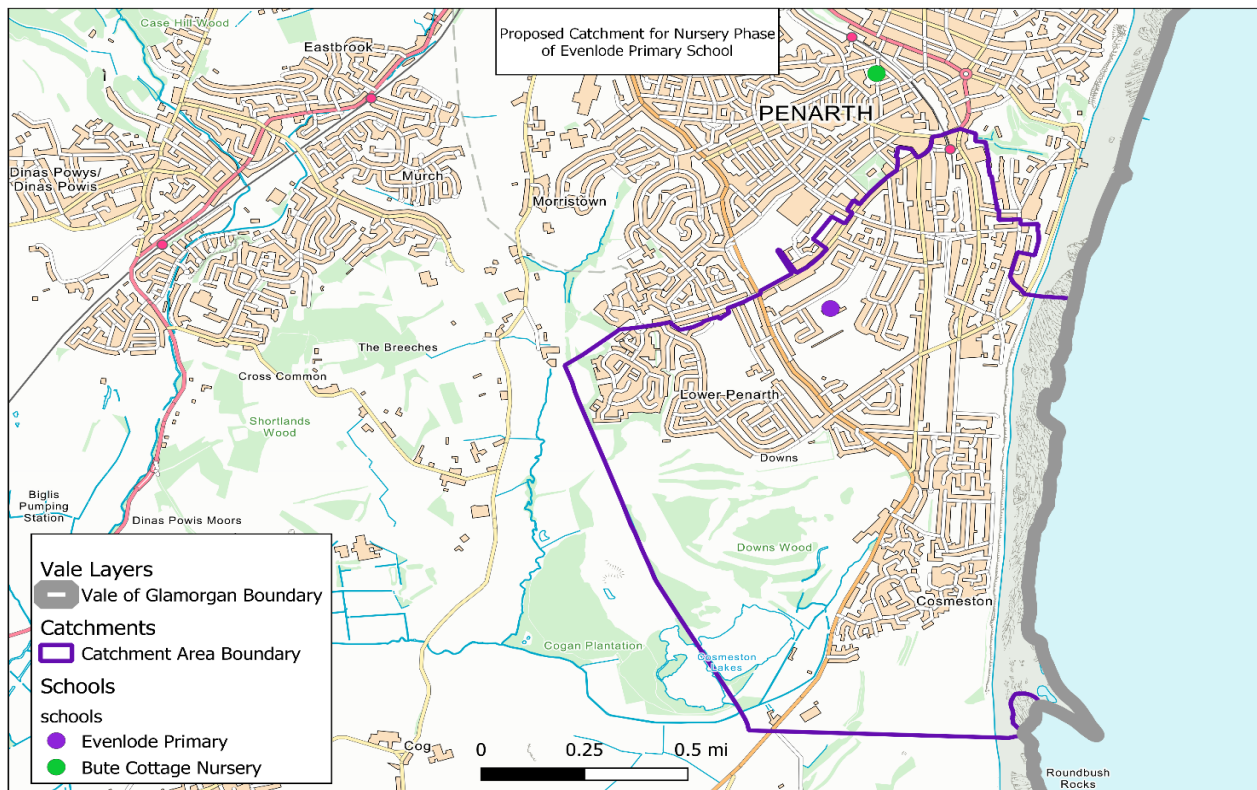
The capacity for the nursery phase of Evenlode Primary School and Cogan Primary School would be 96 part-time places.

The admission number for the primary phase of Evenlode Primary School and Cogan Primary School would not be impacted by these proposals.

Children on roll in the nursery phase would not have an automatic right to continue education at the same school when moving up to a reception class. Parents would be required to apply for their chosen school. Where there are more applications than there are places available in the reception class, places would be allocated applying the Council's oversubscription criteria which prioritises those resident within the catchment area.

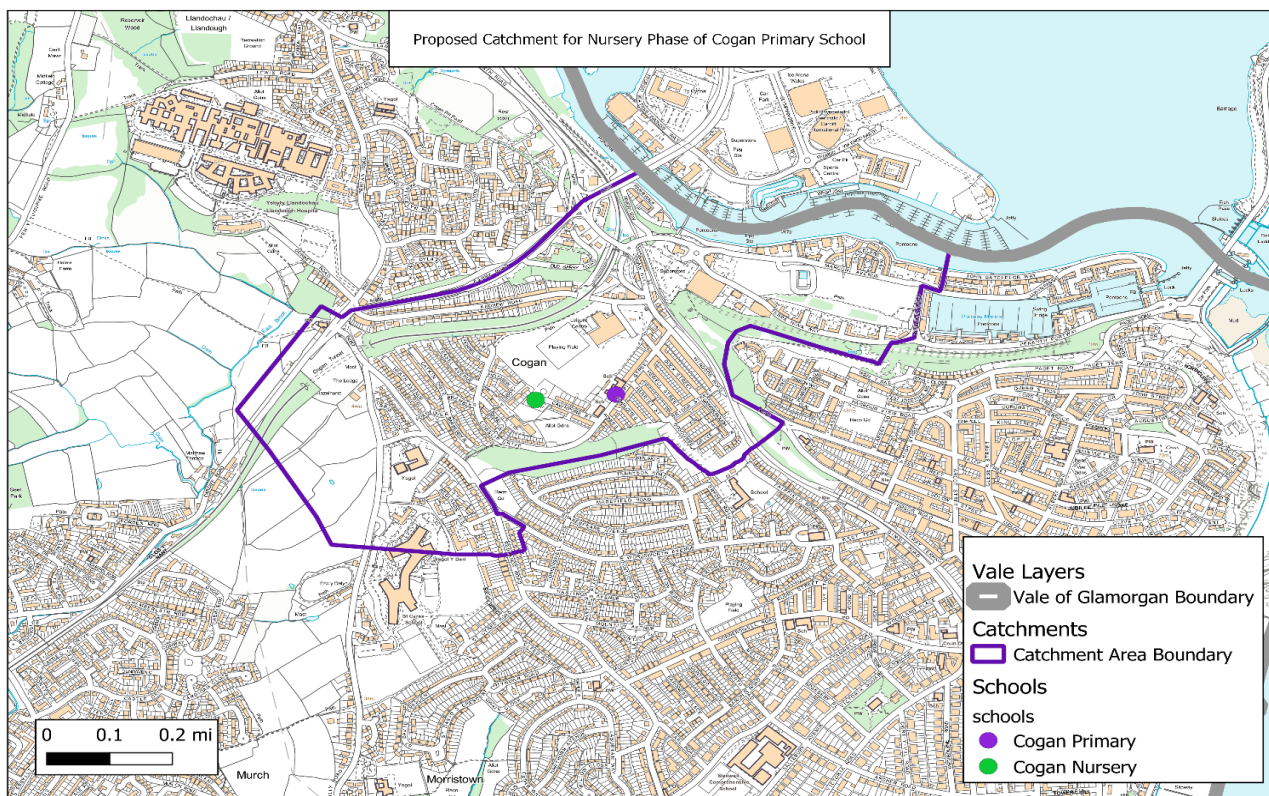
### Catchment areas

The catchment area for the nursery phase of the 3-11 school would mirror the existing catchment area for Evenlode Primary School.



**Figure 1 - Proposed Catchment for Nursery Phase of Evenlode Primary School**

The catchment area for the nursery phase of the 3-11 school would mirror the existing catchment area for Cogan Primary School.



**Figure 2 - Proposed Catchment for Nursery Phase of Cogan Primary School**

## Land and Buildings

The current condition and suitability of Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School, and Cogan Primary School buildings is detailed in the school information document: [www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)

As Bute Cottage Nursery School and Cogan Nursery School would remain within their current sites and buildings and with no increase to their current capacity, there are no implications for land and buildings.

Bute Cottage Nursery School is located 0.7miles from Evenlode Primary School. The existing buildings are classed as being in satisfactory condition and of good suitability. Should this proposal be implemented, nursery provision would continue to be provided from the existing building, with Evenlode Primary School being managed as a split-site school.

Cogan Nursery School is located 0.2miles from Cogan Primary School. The existing buildings are classed as being in satisfactory condition and of good suitability. Should this proposal be implemented, nursery provision would continue to be provided from the existing building, with Cogan Primary School being managed as a split-site school.

The Council has allocated £1.362m as part of the 21<sup>st</sup> Century Schools Programme to support reconfiguration of nursery provision in Penarth. Should the proposals be approved, the Council would prioritise relocating nursery provision at Evenlode Primary School onto a single site. The Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.

## Finance

### Capital Funding

There would be no capital implications as a result of the two proposals.

However, £1.362m is included within the Capital Programme as part of the 21<sup>st</sup> Century Schools Programme to support reconfiguration of nursery provision in Penarth. Should the proposals be approved, the Council would prioritise relocating nursery provision at Evenlode Primary School onto a single site. The Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.

### Revenue Funding

The 2021/22 budget for Bute Cottage Nursery School is £286,292, which equates to £6,983 per pupil (FTE). Cogan Nursery School received a budget totalling £280,829 which equates to £7,590 per pupil (FTE). The amount of funding per pupil is significantly higher than the average funding per pupil across all primary schools which was £3,804 in 2021/22. Funding per pupil is generally higher in standalone nursery schools due to the costs of the headteacher and other fixed costs absorbed over a low number of pupils.

Evenlode Primary School currently receives the lowest level of funding per pupil across all Vale schools (£3,252 in 2021/22). This is partly due to the lack of nursery provision. In 2021/22 Cogan



Primary School received £4,071 per pupil funding.

Should the proposals be implemented, Evenlode Primary School and Cogan Primary School would each receive an individual budget including allocations for the nursery phase. As the majority of school funding is based on the number of pupils on roll, the proposals would improve the overall budget position for Evenlode Primary School and Cogan Primary School.

The funding formula is driven by per pupil funding and a number of lump sum allocations per school. On that basis the formula saving from amalgamating Bute Cottage Nursery School and Evenlode Primary School would be £70,000 based on the removal of lump sum allowances. The 2021/22 Evenlode Primary School budget is £1,346,511 and the Bute Cottage Nursery School budget is £286,292 (totalling £1,632,803). The combined budget generated by amalgamating Bute Cottage Nursery School with Evenlode Primary School would be £1,562,803 at the 2021/22 funding rates.

The funding formula saving from amalgamating Cogan Nursery School and Cogan Primary School would be £70,000 based on the removal of lump sum allowances. The 2021/22 Cogan Primary School budget is £838,705 and the Cogan Nursery School budget is £280,829 (totalling £1,119,534). The combined budget generated by amalgamating Cogan Nursery School and Cogan Primary School would be £1,049,934 at the 2021/22 funding rates.

The proposals would result in a more efficient use of financial resources across all schools. Larger schools are also generally able to secure better value for money through economies of scale and a single budget may be easier to manage, e.g., accounting for spend on site maintenance which would benefit both nursery and primary phases compared with administering two different contracts.

## Human Resources

The Vale of Glamorgan Council would fully support 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.

Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.

The governing bodies of Evenlode Primary School and Cogan Primary School would be responsible for amending their staffing structures to reflect the addition of the nursery phase. It is not anticipated that there would be any compulsory redundancies as a result of these proposals. However, any proposed changes to staffing would be subject to full consultation with staff and the relevant trade unions where necessary.

## Transport and learner travel arrangements

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. In accordance with 'The Learner Travel (Wales) Measure 2008'.

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.

As the nursery phases would remain on their current sites with their current capacity, there are no envisaged implications for transport and learner travel arrangements.



# **Other considerations**

## Potential educational benefits of this proposal compared to the status quo

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy and ethos across all phases.
- Generates revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula.
- Opportunities to make efficiency savings through economies of scale and joined up procurement.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.

## Potential educational disadvantages of this proposal compared to the status quo

- There is the potential for disruption for pupils and staff as they become accustomed to their new policy arrangements.
- Loss of small school ethos as capacity increases. This would need to be mitigated through careful management from the school leadership. However, as the nursery phases would remain on their current sites, the impact of this disadvantage would be minimal.

## Potential risks of this proposal and measures to mitigate identified risks

Table 7 – Potential risks and mitigation measures

Risk	Likelihood	Impact	Mitigation
Pupil numbers do not materialise	Low	Medium	Monitor pupil numbers on roll and projections on an annual basis. Maintain good relationships with the school and engage parents early to ensure applications are received within annual deadlines.
Loss of small school ethos	Low	Medium	No increase in overall local places and nursery phase would remain on its current site.
Friction between amalgamated schools	Medium	High	Ensure robust transition arrangements are implemented at an early stage of the proposal. Include staff in design workshops and help staff build working relationships at an early stage.

## Equality impact assessment

An Equality Impact Assessment will be carried out as part of the consultation process.

An Equality Impact Assessment (EIA) is a process that looks at a policy or scheme to make sure it does not discriminate against anyone based on the protected characteristics set out in the Equality Act 2010 (age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex, sexual orientation, and socio-economic duty).

The assessment will be reviewed after the consultation and at key points if the proposal proceeds.

## Community impact assessment

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 proposal would likely have a neutral impact on the local community across 8 of the 8 measures assessed. Overall, the proposal would likely have a neutral impact on the local community.

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

[www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)

## Contributions to the Wellbeing of Future Generations

The Wellbeing of Future Generations (Wales) Act 2015 requires the Council to think about the long-term impact of their decisions, to work better with people, communities and each other and to prevent persistent problems such as poverty, health inequalities and climate change.

To make sure we are all working towards the same purpose, the Act puts in place seven Wellbeing goals and five ways-of-working which must inform the decision-making processes of public bodies.

The proposal has been appraised in terms of how it contributes to delivering upon the aspirations of the Act, the Wellbeing goals, and the ways-of-working.

It is determined that these proposals would help to deliver upon the aspirations of the Act by strengthening the schools' financial resilience and enable better collaborative working and continuity for pupils and parents and/or guardians. The proposals would also provide a more efficient supply and demand of nursery places across the Vale of Glamorgan as part of a wider early years education strategy to help pupils achieve their potential.

## Alternatives considered

### Option 1: Maintain the status quo

Bute Cottage Nursery School and Cogan Nursery School would continue to operate as standalone nursery schools with governing bodies and separate delegated budgets.

### **Why was this option discounted?**

- This would result in continued high costs of running stand-alone nurseries.
- This would not take advantage of the current temporary leadership arrangements which allow for these proposals to be implemented without compulsory redundancies.
- This would not be consistent with the Council's preferred approach to provide a single primary school model for 3 to 11 years of education
- This would not result in the benefits of having nursery provision connected with primary schools as outlined on page 26.

### **Option 2: Federate the respective schools as opposed to discontinuing the standalone nursery schools.**

Federating the two schools would mean that the schools would remain two separate legal entities with separate budgets, staffing structures and organisational structures, but with a single governing body overseeing the two schools. Each school would also be subject to separate inspections.

### **Why was this option discounted?**

- This would result in continued high costs of running stand-alone nursery schools.
- This would not deliver all of the benefits associated with the proposals outlined on page 26 as the schools would remain separate legal entities.

### **Option 3: Close all schools subject to the proposals and establish two new primary schools providing nursery and primary education.**

Consult on closing Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School and establishing two new primary schools, providing all phases of primary education.

### **Why was this option discounted?**

- This option would cause the most disruption to staff, pupils, parents/carers and governors and would mean that the amalgamation process would take longer to complete.
- All governing bodies would need to be disbanded which could result in a significant loss of expertise.
- This would result in uncertainty for staff as the new governing bodies would need to establish new staffing structures.
- Increased cost to deliver this option as new schools would require a full rebrand.

### **Option 4: Add a new nursery onto Evenlode Primary School and Cogan Primary School in addition to Bute Cottage Nursery School and Cogan Nursery School**

### **Why was this option discounted?**

- This would result in an oversupply of nursery places based on current projections.
- This would result in continued high costs of running stand-alone nurseries.

# The Statutory Consultation process

## The Statutory Consultation process

**Table 8 - Outline of the statutory consultation process**

<b>Steps</b>	<b>Description</b>
<b>Step 1: Develop a proposal</b>	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.
<b>Step 2: Cabinet consideration</b>	<p>The Council's Cabinet to consider the proposal and approval to consult.</p> <p>On 13 September 2021, the Council's Cabinet authorised the Director of Learning &amp; Skills to undertake a consultation from Monday 20 September to Friday 5 November 2021 on two proposals to reconfigure nursery provision in Penarth.</p>
<b>Step 3: Consultation</b>	<p>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.</p> <p><b>The consultation period for these proposals starts on Monday 20 September and ends on Friday 5 November 2021.</b> See page 35 for further details of how to respond and make your views known.</p> <p>Within 13 weeks of 5 November 2021 a consultation report will be published on the Council's and 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 responses to these issues. The report will also contain Estyn's view of the proposals.</p> <p>In December 2021 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.</p>
<b>Step 4: Consultation response report</b>	Feedback submitted during the consultation period will be considered and a response report will be developed and presented to Cabinet for consideration.
<b>Step 5: Cabinet consideration</b>	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.
<b>Step 6: Statutory notice</b>	<p>The statutory notice must be published on a school day and as outlined in section 4.1 of the School Organisation Code (2018).</p> <p>The statutory notice would be published on the Vale of Glamorgan Council website and posted at or near the main entrance to the schools. Copies of the notice would be distributed to pupils, parents, guardians, and staff members. The school may also distribute the notice by email. The notice would set out the details of the proposals and invite anyone who wishes to object to do so in</p>



	writing within the specified period.
<b>Step 7: Objection period</b>	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.
<b>Step 8: Objection report</b>	Under section 49 of the School Standards and Organisation (Wales) Act 2013 when objections have been received proposers <b>must</b> publish a summary of the statutory objections and the proposer's response to those objections ("the Objection Report").
<b>Step 9: Cabinet consideration</b>	Cabinet consider the objection report for final determination on 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 consider any statutory objections that it has received.
<b>Step 10: Decision letter</b>	Confirmation of the decision and objection report availability will be issued to stakeholders.  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.

## Key dates

Feedback from this education consultation will be collated and summarised and a report presented to Cabinet. The consultation report will be available for everybody to view on the Council's website. 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:

<b>Table 9 – Key dates of the process</b>	
<b>Statutory Process</b>	<b>Timescale</b>
Issue consultation document	<b>20 September 2021</b>
Closing date for views on the proposals	<b>5 November 2021</b>
Consultation report considered by Cabinet and published on the school and Council's website	<b>20 December 2021</b>
Subject to Cabinet approval, Statutory notice issued during which time formal written objections will be invited	<b>5 January 2022</b>
End of Statutory Notice Period	<b>2 February 2022</b>
Determination by Cabinet with objection report.	<b>March 2022</b>
Decision notification	<b>March 2022</b>
Proposal implemented	<b>September 2022</b>

The proposed timetable may be subject to change.

## Frequently Asked Questions (FAQs)

### ***If implemented, what would the proposals mean?***

Bute Cottage Nursery School and Cogan Nursery School would be discontinued and all staff and pupils from the nursery phases would be transferred under the governance of Evenlode Primary School and Cogan Primary School respectively. However, nursery provision would continue to be provided from the existing buildings with both proposals.

### ***What is the intended timescale of implementation?***

It is intended that the proposals would be implemented by September 2022.

### ***How would these proposals impact upon admissions arrangements?***

The Vale of Glamorgan Council is the admission authority for the schools. All admissions arrangements within the Vale of Glamorgan are subject to annual review.

The capacity for the nursery phase of Evenlode Primary School and Cogan Primary School would be 96 part-time places. The admission number for the primary phase of Evenlode Primary School and Cogan Primary School would not be impacted by these proposals.

Children on roll in the nursery phase would not have an automatic right to continue education at the same school when moving up to a reception class. Parents would be required to apply for their chosen school. Where there are more applications than there are places available in the reception class, places would be allocated applying the Council's oversubscription criteria which prioritises those resident within the catchment area.

### ***How would these proposals impact upon the existing governing bodies?***

Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.

Whilst the governing bodies of Bute Cottage Nursery School and Cogan Nursery School would be disbanded from September 2022, the Council would work with the governing bodies of Evenlode Primary School and Cogan Primary School to identify opportunities for governors to transfer to ensure continuity.

The governing bodies of Evenlode Primary School and Cogan Primary School would need to amend their terms of reference and structure to reflect the inclusion of the nursery phase.

### ***Do I need to respond to both proposals?***

You can respond to either or both proposals by filling out the relevant sections of the consultation response form (via the form or link below). You do not need to respond to both if you do not wish to.

Any further Frequently Asked Questions posed during the consultation will be added to the consultation webpage.

# **Involving stakeholders and responding to the consultation**

## Involving school stakeholders in the consultation

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.

The Council is consulting with the following groups:

Table 10 - List of groups to consult as part of the consultation process	
Staff (teaching and non-teaching) at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School	Governing Body of Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School
Parents/Carers and Guardians of children at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School	Diocesan Directors of Education
Town and Community Councils	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Vale of Glamorgan Children and Young People's Programme Board	Local Councillors
Assembly Members (AM's) / Members of Parliament (MP's) / Regional Assembly Members	Welsh Language Commissioner
Rhieni dros Addysg Gymraeg (RHAG)	Primary schools in the Vale of Glamorgan
Estyn	Central South Consortium Joint Education Service
Welsh Government Ministers	Trade Unions
Local Police and Crime Commissioner	Directors of Education – All Neighbouring Authorities
Council's Transportation Department	

## 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 Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School should be given the opportunity to make their views known about this proposal.

The Council will ensure that the views of pupils are sought during the consultation period, which

will be included as part of the consultation report. The full report will be submitted to Cabinet for consideration following the consultation period.

As always, pupils can submit a consultation response via the form or online survey linked below.

## How you can find out more and give your views

### Find out more

This document and further supporting information can be found on the Vale of Glamorgan website: [www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)

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](#).

You can also contact us on **01446 709828** or [21stcenturyschools@valeofglamorgan.gov.uk](mailto:21stcenturyschools@valeofglamorgan.gov.uk) for further information on the proposal.

### Give your views

The consultation period will run from **20 September 2021 to 5 November 2021**. 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: <https://forms.office.com/r/5Gn5YAHi4m>  
or
- Complete the consultation response form at the end of this document and send to:

Freepost RTGU-JGBH-YYJZ  
Nursery Provision Penarth Consultation  
The Vale of Glamorgan Council  
Civic Offices  
Holton Road  
Barry  
CF63 4RU

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

**The closing date for responses to this consultation is 5 November 2021. Unfortunately, responses received after this date will not be considered by the Council.** All responses given to us 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 on page 31.

## Consultation Response Form

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

- Complete the online response form: <https://forms.office.com/r/5Gn5YAHi4m>
- or
- answering the consultation questions and **adding your points of view on this form**

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Please return the form to the postal address:

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

**The closing date for responses to this consultation is 5 November 2021. 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.

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

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.

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<b>Your Full Name:</b>					
<b>Postcode:</b>					
<b>Please tell us whether you are responding as (tick all which apply):</b>					
Parent or Guardian*	<input type="checkbox"/>	Grandparent*	<input type="checkbox"/>	Pupil*	<input type="checkbox"/>
Member of Staff*	<input type="checkbox"/>	Governor*	<input type="checkbox"/>	Local Resident	<input type="checkbox"/>
Other (please specify)					

<b>*Please confirm which school/s you are affiliated with:</b>	
--	--

**1. Proposal 1) Do you support the proposal to amalgamate Bute Cottage Nursery School and Evenlode Primary School by:**

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

(Please note nursery provision would continue to be provided from the existing building.)

(Please indicate your response below)

Yes		No		No opinion either way	
-----	--	----	--	-----------------------	--

**Please explain why:**

**2. Proposal 2) Do you support the proposal to amalgamate Cogan Nursery School and Cogan Primary School by:**

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan School from September 2022.

(Please note nursery provision would continue to be provided from the existing building.)

(Please indicate your response below)

Yes		No		No opinion either way	
-----	--	----	--	-----------------------	--



**Please explain why:**

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

**4. Any other comments?**

Thank you for your comments.

Please return this form to the Vale of Glamorgan Council by no later than **5 November 2021**.

-----

**If you wish to be notified of publication of the consultation report via email or post, please provide the relevant details below:**

<b>I wish to be notified via:</b> (please delete as appropriate)	Email / Post
<b>Email address:</b>	
<b>Postal address:</b>	

A large, empty rectangular box with a thin black border, occupying most of the page. It is intended for the user to write their notes.

## Vale of Glamorgan Equality Monitoring Form

<b>Gender and Gender Identity</b>				
What is your gender?	<input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Non-binary <input type="checkbox"/> Prefer not to say			
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			
<b>Disability</b>				
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			
<b>Age</b>				
What is your date of birth?				
<b>National Identity</b>				
<b>National Identity – how would you describe your national identity?</b>				
<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		
<b>Ethnic Group</b>				
<b>Ethnicity – how would you describe your ethnic group?</b>				
<b>White</b>				
<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):			
<b>Mixed/multiple ethnic groups</b>				
<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):				
<b>Asian/Asian British</b>				
<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):				
<b>Black/African/Caribbean/Black British</b>				
<input type="checkbox"/> African		<input type="checkbox"/> Caribbean		
<input type="checkbox"/> Any other Black/African/Caribbean background (please specify):				
<b>Other ethnic group</b>				
<input type="checkbox"/> Arab				
<input type="checkbox"/> Any other ethnic group (please specify):				

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?

Heterosexual / straight

Gay or lesbian

Bisexual

Other

Prefer not to say

### Religion

What is your religion?

No religion

Christian (all denominations)

Buddhist

Hindu

Jewish

Muslim

Sikh

Any other religion (please specify):

Prefer not to say

### Pregnancy and Maternity

Are you currently pregnant or have you been pregnant within the last year?

Yes

No

Prefer not to say

Have you taken maternity leave within the past year?

Yes

No

Prefer not to say

### Marriage and Civil Partnership

What is your legal marital or same sex civil partnership status?

Single, that is never married and never registered in a same sex civil partnership

Married and living with husband/wife

Separated but still legally married

Divorced

Widowed

In a registered same-sex civil partnership and living with your partner

Separated, but still legally in a same-sex civil partnership

Formerly in a same-sex civil partnership which is now legally dissolved

Surviving partner from a same-sex civil partnership

Prefer not to say

DIRECTORATE OF LEARNING AND SKILLS

# Consultation Response Report

**Consultation on the proposal to  
configure nursery provision in Penarth from September  
2022 by:**

- **Amalgamating Bute Cottage Nursery School and Evenlode Primary School; and**
- **Amalgamating Cogan Nursery School and Cogan Primary School.**



*This document can be made available in other formats and languages as needed.  
Please contact us on 01446 700111 to arrange this.*

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## 1. BACKGROUND

This report presents the feedback received during the consultation, undertaken from 20 September 2021 to 5 November 2021, in response to the Council's proposals to reconfigure nursery provision in Penarth from September 2022. The statutory consultation was held to seek comments from relevant parties on a regulated alteration as defined in "the Code" which alters the lowest age range of pupils at Evenlode and Cogan Primary Schools from 4 to 3 or to consist of an addition of a nursery year and the discontinuation of Bute Cottage Nursery School and Cogan Nursery School resulting in an amalgamation of Bute Cottage Nursery School and Evenlode Primary School and Cogan Nursery School and Cogan Primary School.

### 1.1. PROPOSAL 1: TO AMALGAMATE BUTE COTTAGE NURSERY SCHOOL AND EVENLODE PRIMARY SCHOOL BY:

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places:
- Increasing the capacity of Evenlode Primary School to accommodate the 96-part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

### 1.2. PROPOSAL 2: TO AMALGAMATE COGAN NURSERY SCHOOL AND COGAN PRIMARY SCHOOL BY:

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places:
- Increasing the capacity of Cogan Primary School to accommodate the 96-part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan Primary School from September 2022.

This report outlines the consultation process, provides an overview of responses to the consultation, and offers further details of the key issues and favourable comments raised by stakeholders.



## 2. OUTLINE OF THE CONSULTATION PROCESS

The consultation processes followed Welsh Government guidelines, in compliance with the Schools Standards and Organisation (Wales) Act 2013 and in line with the School Organisation Code 2018. The consultation processes gave prescribed consultees the opportunity to learn about the proposal and for the Council to hear the views of all those with an interest so that they can be considered before any decisions are made.

### 2.1. PUBLICATION OF THE CONSULTATION

Formal consultations were conducted through a consultation document and response form distributed electronically to prescribed consultees and published on the Vale of Glamorgan Council website on the 20 September 2021. Hard copies of the consultation document were available upon request.

The publication of a consultation document is central to the consultation process for school reorganisation and is prescribed by Welsh Government in the School Organisation Code 2018. The consultation document outlined the proposals being considered, the rationale for the proposals and the details of the consultation processes. The consultation document also incorporated an individual response form. Consultees were advised of the availability of an online version to complete.

### 2.2. CONSULTATION STAKEHOLDER ENGAGEMENT

Engagement for both consultations on the proposals was undertaken with prescribed consultees as contained within the School Organisation Code 2018.

The following groups were consulted:

**Table 1: List of groups consulted as part of the consultation process**

Staff (teaching and non-teaching) at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School	Governing Body of Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School
Parents/Carers and Guardians of children at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School	Diocesan Directors of Education
Penarth Town Council and Sully and Lavernock Community Council	Vale of Glamorgan Early Years Development Partnership (EYDCP)

Vale of Glamorgan Children and Young People's Programme Board	Local Councillors
Members of the Senedd (MS's) / Members of Parliament (MP's)	Welsh Language Commissioner
Rhieni dros Addysg Gymraeg (RHAG)	Primary schools in the Vale of Glamorgan
Estyn	Central South Consortium Joint Education Service
Welsh Government Ministers	Trade Unions
Local Police and Crime Commissioner	Directors of Education – All Neighbouring Authorities
Council's Transportation Department	

Consultees were invited to complete a formal consultation response form which could be completed in hard copy or online via the Council's website at: [www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)

It should be noted that a petition on behalf of Bute Cottage Nursery School stakeholders was launched 16<sup>th</sup> September 2021 and received 1,138 signatures by December 2021:

[www.change.org/p/vale-of-glamorgan-council-save-bute-cottage-nursery-school?utm\\_source=share\\_petition&utm\\_medium=custom\\_url&recruited\\_by\\_id=ebf3c900-17d8-11ec-a8c6-f3fa967fb711](http://www.change.org/p/vale-of-glamorgan-council-save-bute-cottage-nursery-school?utm_source=share_petition&utm_medium=custom_url&recruited_by_id=ebf3c900-17d8-11ec-a8c6-f3fa967fb711)

Initially the petition included information that the nursery would be relocated to the Evenlode Primary School site. This was later changed to note that relocation is not part of the proposal but would be a priority if the proposal were to be approved.

A "Save Bute Cottage" Facebook group was also initiated to share information about the proposal:

[www.facebook.com/groups/savebutecottage](https://www.facebook.com/groups/savebutecottage)

Only responses to the consultation given in writing (either via post or the online survey) have been included in formal responses submitted to the Council's Cabinet.

### 2.3. LATE REPRESENTATIONS

The closing date for the consultation was the 5<sup>th</sup> November 2021. The Council has received the following 2 late representations:

- Mairead Canavan on behalf of Vale of Glamorgan National Education Union – received 6<sup>th</sup> November 2021.
- Cllr Joel James MS – received 25<sup>th</sup> November 2021.

Unfortunately, as the representations were received after the closing date of the consultation, they have not been considered further within the Report. In summary the late representations raised the following concerns:

- The expertise of staff will be diluted as part of the amalgamation process.
- Lack of senior management on the site.
- No firm requirement for the Cogan Primary School Governing Body to integrate some of the governors from Cogan Nursery School.
- High risk of redundancy for staff in the future.
- Community work will be lost due to the change in governance of the nursery.

Although the above representations have not been considered directly in this report, the majority of concerns raised have been identified in other responses which were submitted during the consultation period. It should be noted that if the Council consider it appropriate to move to the next stage of the statutory consultation, there is another opportunity to object to the proposals as part of the Statutory Notice stage. Anyone wishing to make objections at this stage to the proposals can 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. The statutory notice would be published on the Vale of Glamorgan Council website and posted at or near the main entrance to the schools. Copies of the notice would be distributed to pupils, parents, guardians, and staff members.

## 2.4. CONSULTATION MEETINGS

Meetings were held with the staff and governors at Bute Cottage Nursery School and Cogan Nursery School which were attended by Council officers. The rationale behind the proposals was highlighted and an explanation of the statutory process was provided.

Consultation sessions were undertaken with the School Council of Evenlode Primary School and Cogan Primary School, and with representative pupils from Bute Cottage Nursery School and Cogan Nursery School to engage the pupils in the consultation process. A report on the outcome of these sessions can be found at Annex D.

## 2.5. CONSULTATION QUESTIONS

Consultees were asked for their opinion on a key question to each proposal:

**1) Do you support the proposal to amalgamate Bute Cottage Nursery School and Evenlode Primary School?**

**2) Do you support the proposal to amalgamate Cogan Nursery School and Cogan Primary School?**

Consultees were able to respond to each proposal with Yes, No or No opinion either way. Consultees were invited to respond to both proposals if they so wished.

Consultees were also offered the opportunity to comment further:

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

**Any other comments?**

### 3. CONSULTATION RESPONSES

The consultation responses received in writing between 20 September 2021 and 5 November 2021 are outlined below.

#### 3.1. SUMMARY OF RESPONSES

238 individual responses were received by the consultation closing date. The breakdown of responses to each proposal are detailed in the tables and charts below.

It has been noted that not all consultees provided a response to each of the questions and that some forms were not fully completed. In these cases, we have accepted the responses to the questions that they have chosen to answer.

Respondents were asked to indicate their role in relation to the proposal, respondents were able to tick more than one option.

Respondents were also asked to indicate the school they are connected to (if any) in relation to the proposal, respondents were able to tick more than one option.

**Table 2: Responses in detail**

<b>Annex</b>	<b>Description</b>
<b>Annex A</b>	A summary of key issues raised by statutory consultees and the Council's response to those issues can be found at Annex A.
<b>Annex B</b>	A summary of the comments received in favour of the proposal can be found at Annex B.
<b>Annex C</b>	The frequently asked questions (FAQs) document has been updated to include the key questions raised during the engagement sessions (Annex C).
<b>Annex D</b>	Consultation sessions were undertaken with the representative pupils of Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School, and Cogan Primary School to engage the pupils in the consultation process. A report on the outcome of these sessions can be found at Annex D.
<b>Annex E</b>	Estyn formally responded to the consultation. Their response can be found at Annex E.
<b>Annex F</b>	The consultation document was referred to the Learning & Culture Scrutiny Committee on 14 October 2021. The minutes of this meeting can be found at Annex F, where Cabinet recommendations were endorsed.
<b>Annex G</b>	The Governing Bodies from Bute Cottage Nursery and Evenlode Primary School submitted responses to the consultation. Additionally Cogan Primary Governing Body released a letter to the school

	community highlighting how they intended to respond to the consultation. Their full representations can be viewed at Annex G.
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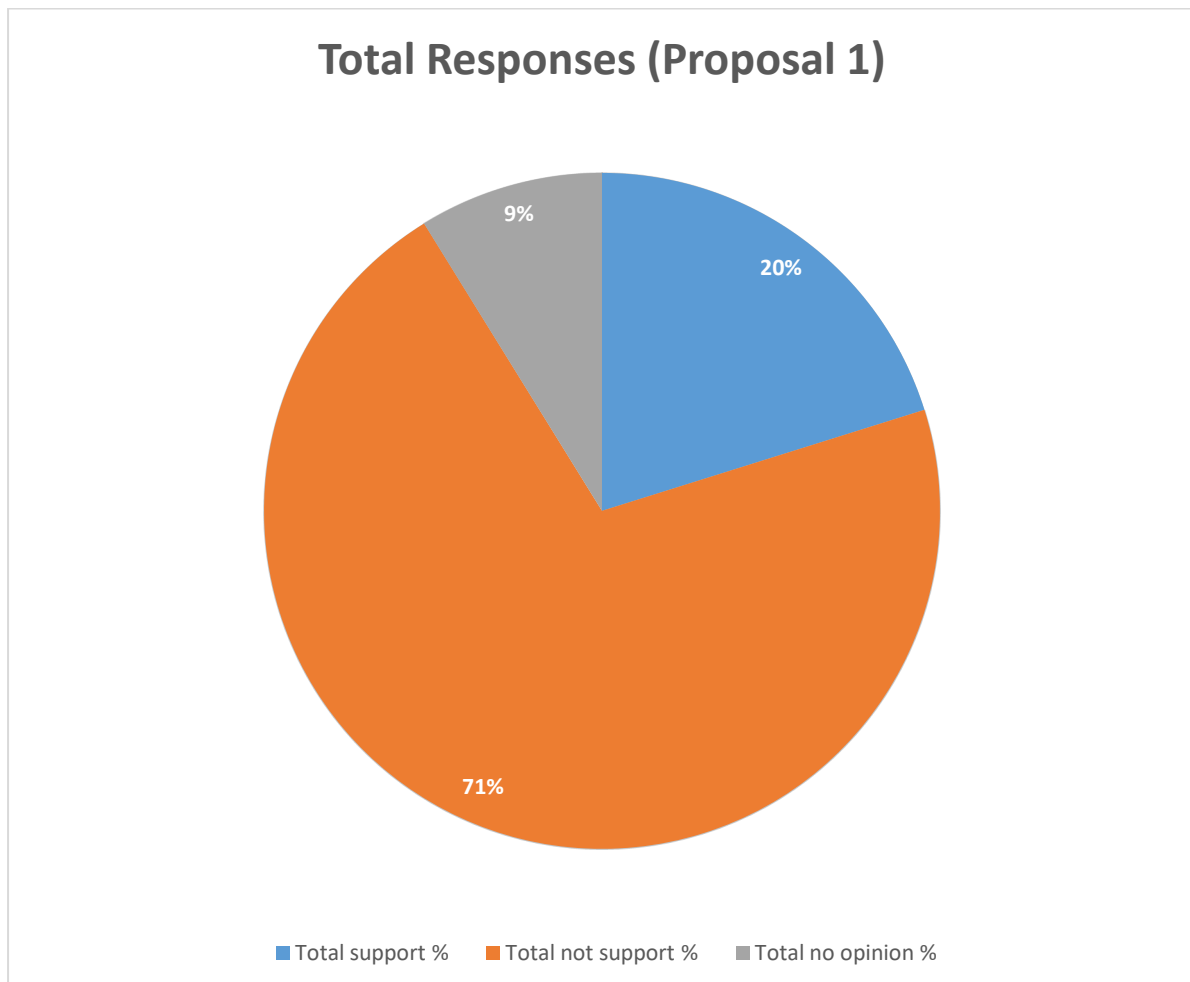
### 3.2. RESPONSES TO PROPOSAL 1: AMALGAMATING BUTE COTTAGE NURSERY SCHOOL AND EVENLODE PRIMARY SCHOOL

As Table 3 and Chart 1 below show, most responses (71%) were **not** in favour of Proposal 1.

**Table 3: Breakdown of consultation responses (Proposal 1)**

Total (individual) responses:	Total support		Total not support		Total no opinion	
	No.	%	No.	%	No.	%
238	48	20%	169	71%	21	9%

**Chart 1: Split of responses supporting or not supporting Proposal 1 of the consultation, and those responses with no opinion either way**

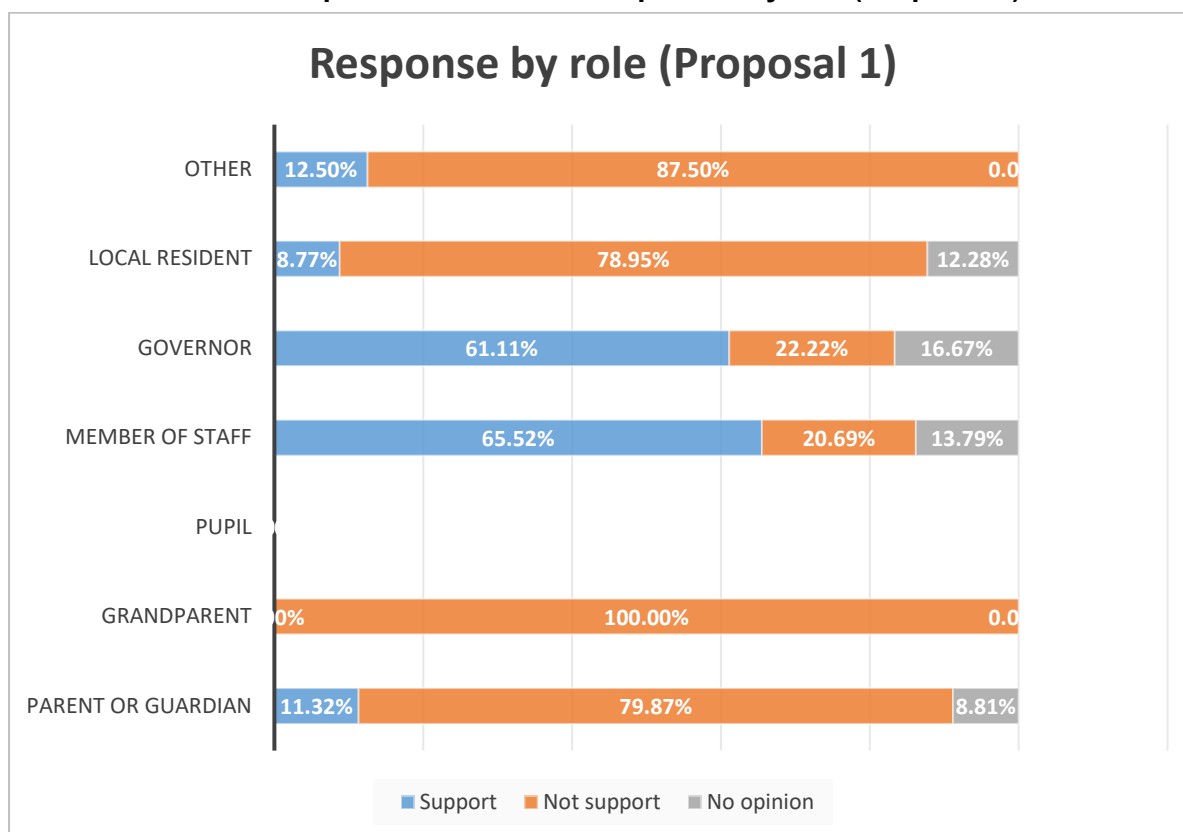


As Table 4 and Chart 2 below show, the majority of the largest group of respondents (parents or guardians) were **not** in favour of Proposal 1. However, the majority of members of staff and governors were in favour of the proposal. In terms of the breakdown of respondents, 159 people were in the parent and guardian group with 79.87% (127 people) not supporting the proposal. The next largest respondent group related to local residents with a total of 57 responses received of which 78.95% did not support the proposal. It should be noted respondents were able to tick more than one option (e.g. they could be a parent and a member of staff). Respondents who labelled themselves as “Other” included a careers advisor and a member of the Children and Young People Service.

**Table 4: Breakdown of consultation responses by role (Proposal 1)**

<b>Response by role (A):</b>	<b>Support</b>	<b>Not support</b>	<b>No opinion</b>	<b>Total</b>
<b>Parent or guardian</b>	18	127	14	159
<b>Grandparent</b>	0	9	0	9
<b>Pupil</b>	0	0	0	0
<b>Member of staff</b>	19	6	4	29
<b>Governor</b>	11	4	3	18
<b>Local Resident</b>	5	45	7	57
<b>Other</b>	1	7	0	8

**Chart 2: Split of consultation responses by role (Proposal 1)**



As Table 5 and Chart 3 below show, most respondents with a connection to (a) school/s were **not** in favour of Proposal 1. The largest group of respondents were connected to Evenlode (113 respondents); 65.49% of which were **not** in favour of Proposal 1. Responses have been received from all schools directly affected by the proposal except for St. Helens where no responses were received.

It should be noted respondents were able to tick more than one option (e.g. they could be connected to Evenlode and Cogan Primaries). An option for “Other” schools was included but no respondents selected this option.

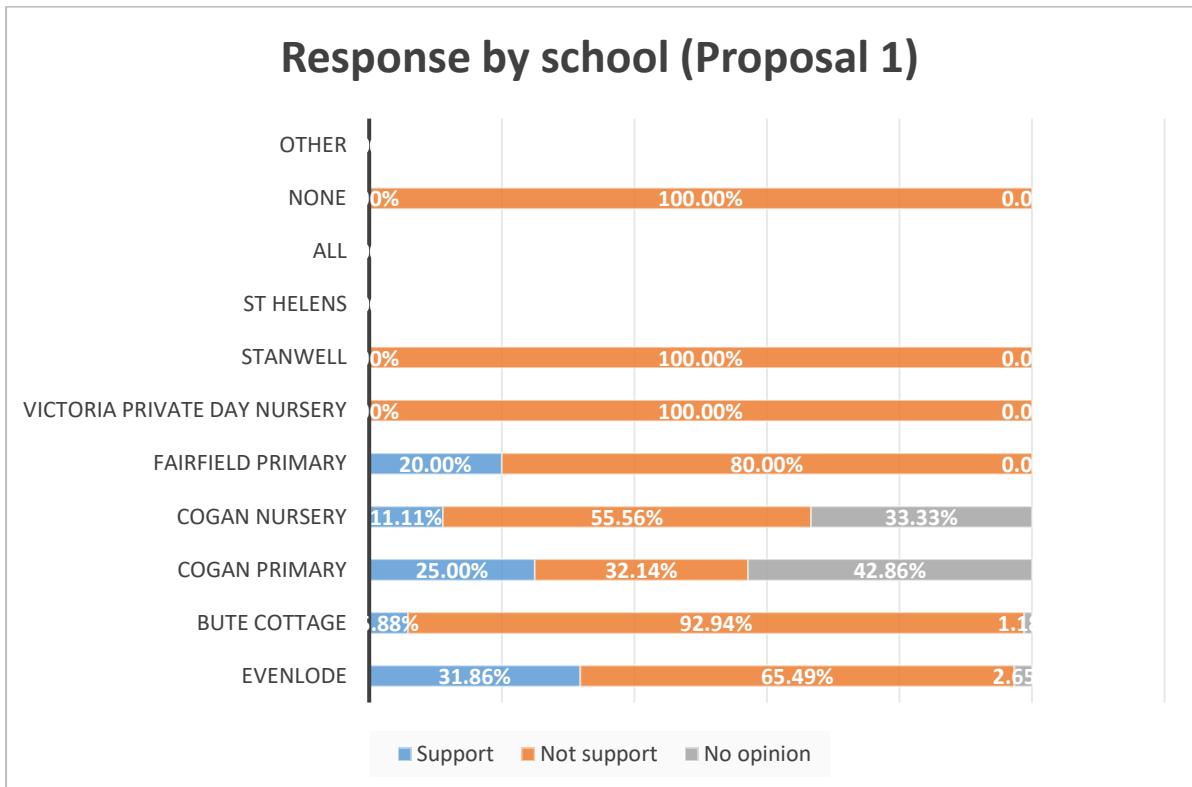
**Table 5: Breakdown of consultation responses by school (Proposal 1)**

Response by school (A):	Support	Not support	No opinion	Total
Evenlode	36	74	3	113
Bute Cottage	5	79	1	85
Cogan Primary	7	9	12	28
Cogan Nursery	3	15	9	27



<b>Fairfield Primary</b>	1	4	0	5
<b>Victoria Private Day Nursery</b>	0	1	0	1
<b>Stanwell</b>	0	1	0	1
<b>St Helens</b>	0	0	0	0
<b>All</b>	0	0	0	0
<b>None</b>	0	3	0	3
<b>Other</b>	0	0	0	0

**Chart 3: Split of consultation responses by school (Proposal 1)**



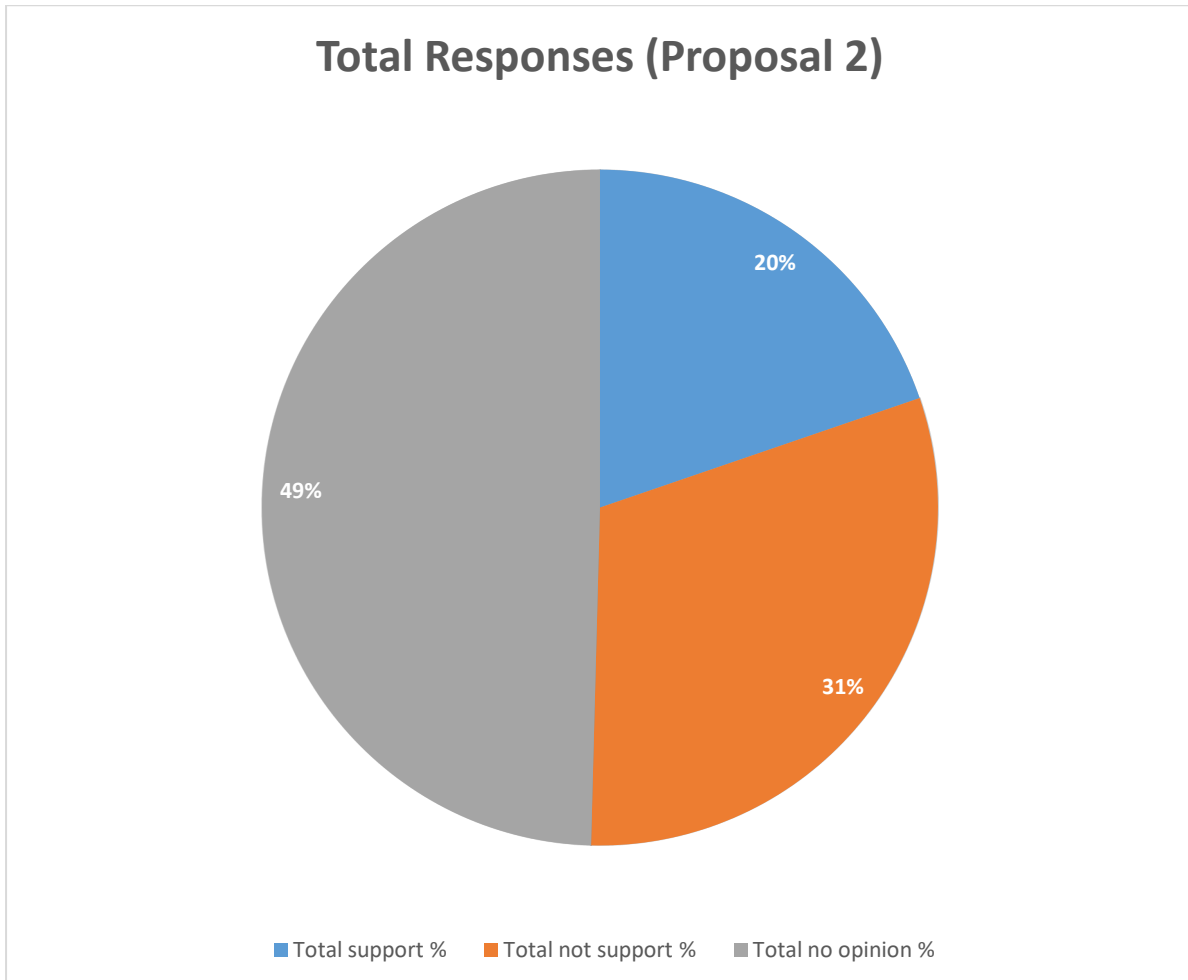
### 3.3. RESPONSES TO PROPOSAL 2: AMALGAMATING COGAN NURSERY SCHOOL AND COGAN PRIMARY SCHOOL

As Table 6 and Chart 4 below show, the majority of responses (50%) had no opinion either way on Proposal 2. However, 31% of respondents were **not** in favour of the proposal.

**Table 6: Breakdown of consultation responses (Proposal 2)**

Total (individual) responses (A):	Total support		Total not support		Total no opinion	
	No.	%	No.	%	No.	%
238	47	20%	73	31%	118	50%

**Chart 4: Split of responses supporting or not supporting Proposal 1 of the consultation**

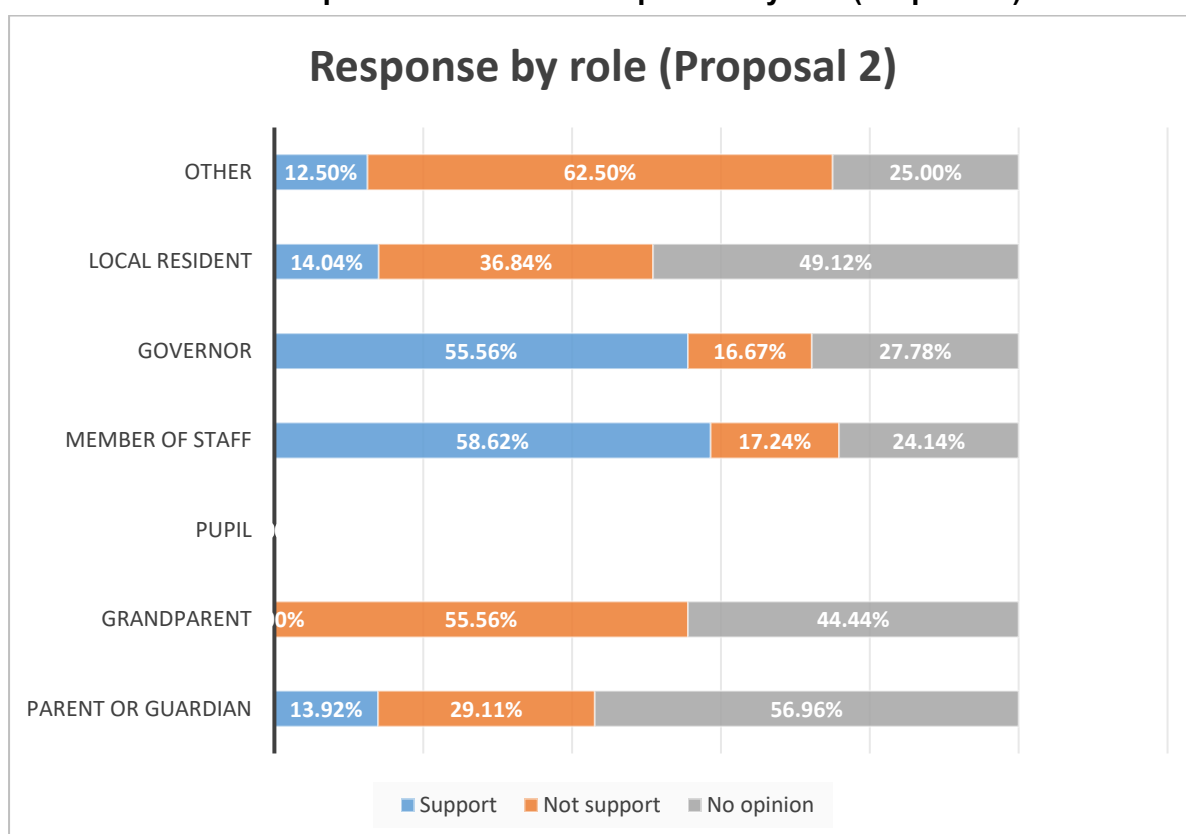


As Table 7 and Chart 5 below show, most respondents had no opinion on the proposal either way. The largest group of respondents indicated that they were parents or guardians (158 respondents – 29.11% of which were in favour of Proposal 2), followed by local residents (21 respondents – 36.84% **not** in favour). It should be noted respondents were able to tick more than one option (e.g. they could be a parent and a member of staff). Respondents who labelled themselves as “Other” included childminders, people who had family members who attended the Nursery in the past, a member of the Senedd and a representative of Estyn.

**Table 7: Breakdown of consultation responses by role (Proposal 2)**

Response by role (A):	Support	Not support	No opinion	Total
Parent or guardian	22	46	90	158
Grandparent	0	5	4	9
Pupil	0	0	0	0
Member of staff	17	5	7	29
Governor	10	3	5	18
Local Resident	8	21	28	57
Other	1	5	2	8

**Chart 5: Split of consultation responses by role (Proposal 2)**



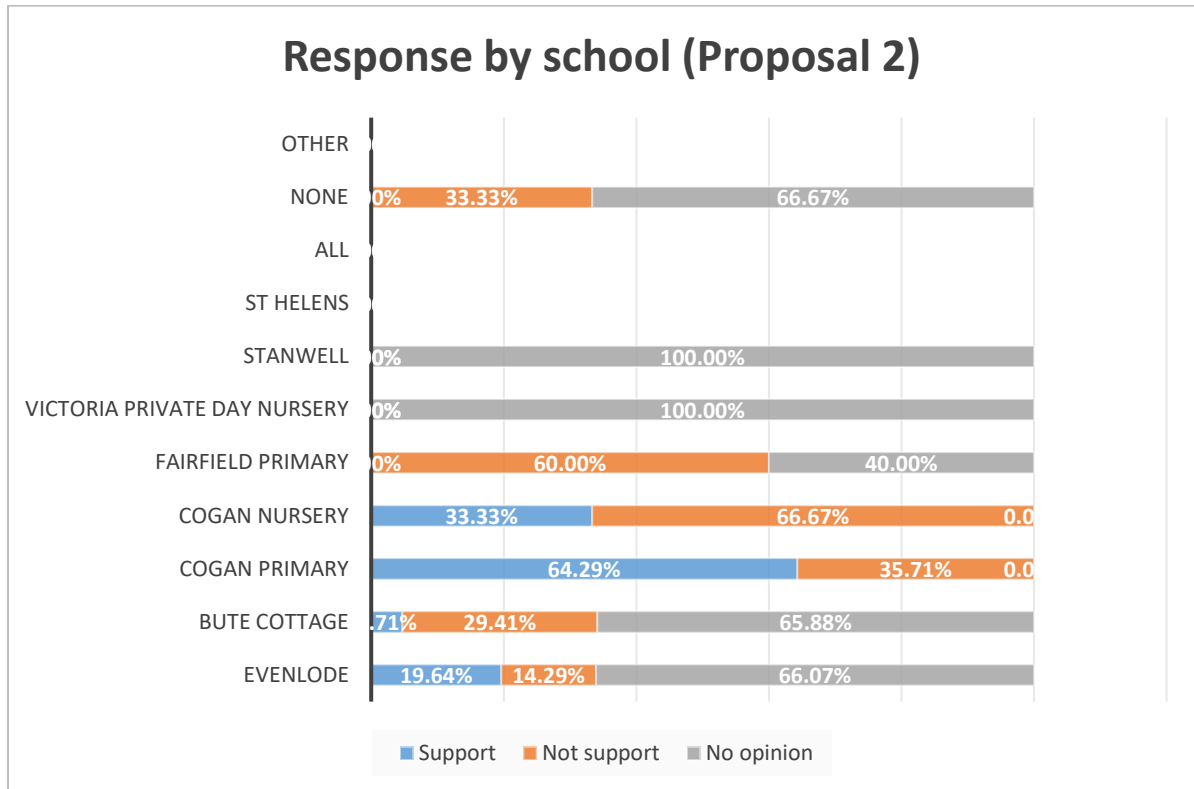
As Table 8 and Chart 3 below show, most respondents with a connection to (a) school/s did not have an opinion either way regarding Proposal 2. The largest group of respondents were connected to Evenlode (112 respondents); 19.64% of which were in favour of Proposal 2. Responses have been received from all schools directly affected by the proposals except for St. Helens with no representations being received which noted an affiliation with this school.

It should be noted respondents were able to tick more than one option (e.g. they could be connected to Evenlode and Cogan Primaries). An option for “Other” schools was included but no respondents selected this option.

**Table 8: Breakdown of consultation responses by school (Proposal 2)**

<b>Response by school (A):</b>	<b>Support</b>	<b>Not support</b>	<b>No opinion</b>	<b>Total</b>
<b>Evenlode</b>	22	16	74	112
<b>Bute Cottage</b>	4	25	56	85
<b>Cogan Primary</b>	18	10	0	28
<b>Cogan Nursery</b>	9	18	0	27
<b>Fairfield Primary</b>	0	3	2	5
<b>Victoria Private Day Nursery</b>	0	0	1	1
<b>Stanwell</b>	0	0	1	1
<b>St Helens</b>	0	0	0	0
<b>All</b>	0	0	0	0
<b>None</b>	0	1	2	3
<b>Other</b>	0	0	0	0

**Chart 6: Split of consultation responses by school (Proposal 2)**



## 4. CONCLUSION

Following consideration of the responses received throughout the consultation period, the Council has revisited the proposal to determine the likely impact on quality and standards in education, the local community and travel arrangements.

### 4.1. QUALITY AND STANDARDS IN EDUCATION

The latest Estyn inspection for the schools noted Standards as 'Good' for Bute Cottage Nursery School, Evenlode Primary School, and Cogan Primary School, and 'Excellent' for Cogan Nursery School. It is noted in the inspection reports that all pupils, including those with additional learning needs, make good progress and attainment performance is strong.

In Estyn's response to the consultation, they concluded that the proposal is likely to maintain the current standards in terms of education, provision, and leadership and management.

The Council considers if the proposals are approved, these proposals would ensure the schools are able to continue providing high quality education. Amalgamation would 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) and minimise the potential for disruption during transition from nursery to primary school. The introduction of consistent policies, strategies and pedagogy across all ages would result in clear expectations and a shared ethos which is understood by children, parents and carers throughout all phases of primary education. The proposal would also support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase.

### 4.2. COMMUNITY IMPACT

A Community Impact Assessment was undertaken and published alongside the consultation document. The proposal would likely have a neutral impact on the local community across 8 of the 8 measures assessed. Overall, the proposal would likely have a neutral impact on the local community. No comments were received in relation to the Community Impact Assessment during the consultation.

### 4.3. TRAVEL ARRANGEMENTS

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. In accordance with 'The Learner Travel (Wales) Measure 2008'.

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.

As the nursery phases would remain on their current sites with their current capacity, there are no envisaged implications for transport and learner travel arrangements.

#### 4.4. FACTUAL CHANGES FOLLOWING CLOSE OF CONSULTATION PERIOD

As part of the consultation Table 9 contained within the Consultation Report in the sub-section Key Dates under The Statutory Consultation Process Section, listed the indicative dates for the statutory process. However, since the close of the consultation the publication of the Consultation Response Report has been delayed due to staffing matters. Consequently, the indicative dates noted under Table 9 of the Consultation Report have changed. An updated table of key dates is detailed below:

**Table 9: Updated Key dates of the process**

Statutory Process	Timescale
Issue consultation document	20 <sup>th</sup> September 2021
Closing date for views on the proposals	5 <sup>th</sup> November 2021
Consultation report considered by Cabinet and published on the school and Council's website	10 <sup>th</sup> January 2022
Subject to Cabinet approval, Statutory notice issued during which time formal written objections will be invited	24 <sup>th</sup> January 2022
End of Statutory Notice Period	21 <sup>st</sup> February 2022
Determination by Cabinet with objection report.	28 <sup>th</sup> March 2022
Decision notification	April 2022
Proposal implemented	September 2022

## 5. ANNEX A - A SUMMARY OF KEY ISSUES RAISED BY STATUTORY CONSULTEES

The following summarises the key themes raised during the formal consultation period. The issues present an overview of responses and are not intended to be verbatim. All written responses have been made available to Cabinet Members.

### 5.1. ISSUES RAISED IN RELATION TO BOTH PROPOSALS:

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#### THEME 1

##### **Nursery schools would lose their identities**

Respondents raised concerns that Bute Cottage and Cogan nursery schools would lose their independent identities if amalgamated with the primary schools. There is a risk that disadvantages associated with the loss of dedicated headteachers has not been fully considered.

##### **Council's response to the concerns raised**

Over the years, the Council has been moving towards a 3-11 model for primary education. This is considered an efficient model of education, providing equality of provision across the Vale of Glamorgan. Whilst the Council understands that there are some benefits associated with the standalone nursery school model, this could not be provided across the Vale of Glamorgan due to the increased costs to manage the provision. If this proposal goes ahead, the Governing Bodies would be supported to ensure that these benefits and good practice from the existing nurseries would transfer to the amalgamated schools. Transition measures would be put in place to support the amalgamation of the schools and mitigate any risks associated with the loss of a dedicated headteacher by ensuring a resilient and experienced senior leadership team with appropriate specialisms reflected within it. The Council would work closely with staff and governors to develop a comprehensive transition plan to retain the good practice currently in place at both Bute Cottage Nursery School and Cogan Nursery School.

Amalgamation would enable the strengths present in the existing separate nursery and primary schools to be combined to deliver high quality provision operating across separate sites. Nursery provision would continue to be operated from the existing buildings which would provide a level of separation from the rest of the primary school.

Existing staff would transfer to the amalgamated schools, ensuring continuity in provision. The governing bodies of Evenlode Primary School and Cogan Primary School would need to reflect the inclusion of the nursery phase. This would include exploring opportunities to offer vacant positions to existing governors for Bute Cottage Nursery School and Cogan Nursery School. If approved, these proposals



would ensure the schools are able to continue providing high quality education. The proposals facilitate 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 primary.

A single leadership team and governing body across each school would result in the removal of duplication of management and governance functions. For example, the standalone nursery schools are currently inspected by Estyn and have to submit separate data returns to the Council, Central South Consortium and Welsh Government. The streamlining of management and administrative functions, as well as the ability to arrange joint contracts and service level agreements for buildings and other support services, would result in available funding being utilised more effectively. The amalgamated schools 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.

There are also benefits associated with nursery provision being delivered as part of a 3-11 school. This includes a single vision, strategy and ethos across all phases which can support transition across phases of education. A single 3-11 school can also result in improved communication between parents and staff with a single point of contact throughout all phases of primary education.

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## THEME 2

### **Nursery schools tailor provision specifically for nursery pupils**

Respondents emphasised the specialist support the nursery schools provide for young children and that this would be lost through amalgamation. There were concerns that education would be formalised too soon and that children would miss out on learning through play.

### **Council's response to the concerns raised**

Both nursery schools are excellent in terms of standards and provision and the purpose of the proposals is not to address education standards. This proposal would have the advantage of reflecting on sharing and benefitting from the best practice in both the nursery and primary sectors. As outlined above, the Council has been moving towards a 3-11 model of primary education, providing equality in provision across the Vale of Glamorgan. This has also been the case across Wales. According to StatsWales, there are currently 9 maintained nursery schools across the 22 local authorities in Wales. In 2005/6 there were 32 maintained nursery schools representing a 72% reduction.

If the proposals are approved, the Council would work closely with staff and governors to support the transition to the new model. The key focus of this transition

would be to ensure the schools maintain and build on best practice and the pupils receive the best provision from both the nursery and primary phases.

There would likely be changes to the overall ethos more widely as part of the transition to the new curriculum, but this would be an opportunity for both the nursery and primary schools to build upon successful approaches and learn from each other.

Nearly all primary schools within the Vale of Glamorgan have their own nursery provision. Nursery educational or personal development outcomes have not been raised as a concern in any inspections of other primary schools. There are also many independent nursery providers within the Vale of Glamorgan should parents wish their children to attend private provision exclusive of a primary school.

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## THEME 3

### **Considers cost cutting exercise motivation behind proposals**

Respondents were concerned that the proposals are motivated by a cost cutting exercise and that it would lead to staff shortages or that the nursery would lose out on funding.

### **Council's response to the concerns raised**

The consultation document sets out the rationale behind the proposals. The main driver for the proposals is to ensure equality and consistency across primary provision in the Vale of Glamorgan, furthering the move towards the 3-11 primary model.

This model has several benefits, including developing 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) and minimise the potential for disruption during transition from nursery to primary school.

The introduction of consistent policies, strategies and pedagogy across all ages would result in clear expectations and a shared ethos which is understood by children, parents and carers throughout all phases of primary education. The proposals would also support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase.

A single leadership team and governing body across each school would result in the removal of duplication of management and governance functions. For example, the standalone nursery schools are currently inspected by Estyn and have to submit separate data returns to the Council, Central South Consortium and Welsh Government.

Parents would only need to familiarise themselves with one set of policies and one set of communications.

The proposals are not motivated solely by a cost-cutting exercise; however, it is noted within the consultation document that the proposals would result in a saving of £140k. All schools in the Vale of Glamorgan receive a delegated budget which is determined by the school funding formula. The formula is broken down into two separate sections: pupil-led funding and lump sum (or overhead) payments. Pupil-led funding allocates a set amount per pupil on roll at a school which is applied consistently across all schools. Lump sum or overhead payments are set costs which can vary across schools, this includes allocations to fund the headteacher salary and repairs and maintenance. These proposals would result in a reduction of the lump sum costs as the nursery phase would no longer require a headteacher. This saving would be re-invested into the overall funding formula and would result in a fairer distribution of school funding.

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

Should the proposal be implemented, Evenlode Primary School and Cogan Primary School would each receive an individual budget including allocations for the nursery phase. As most of the school funding is based on the number of pupils on roll, the proposals would improve the overall budget position for Evenlode Primary School and Cogan Primary School. Budgets would be shared across the nursery and primary phases to enable all pupils within the schools to receive access to high quality education and resources.

Therefore, from a Vale wide educational perspective, more pupils would benefit from a fairer distribution of funding.

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## THEME 4

### **Relationships between nursery and school already working**

Respondents felt that the relationship between the primary schools and nurseries was already adequate and therefore they would not need to be amalgamated to improve in this area.

## **Council's response to the concerns raised**

Whilst the Council agrees there are good working relationships between the primary and nursery schools, there would still be opportunities for greater collaboration and streamlining of communications between the schools and with parents.

If approved, these proposals would ensure the schools are able to continue providing high quality education. The proposals facilitate 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 primary.

The amalgamated schools 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. There would also be greater professional development opportunities for staff by being part of a primary school teaching across all phases of primary education. The proposed amalgamation would allow for a sharing of pedagogical practices across staff in all age groups thus ensuring consistency.

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## THEME 5

### **Nursery pupils would be overwhelmed in a bigger setting**

Respondents raised concerns that nursery school pupils would be overwhelmed in a setting with primary school pupils and as part of a larger school.

### **Council's response to the concerns raised**

There would be no increase in the overall places available as a result of these proposals (there would be 4 fewer part-time nursery places available at Cogan) and the nursery phase of the schools would remain on their current sites.

Therefore, the everyday experience within the schools would not change for either nursery or primary pupils as the physical settings will not change as a result of these proposals. One of the main benefits of amalgamation would be improved transition. Pupils could be introduced to the primary phase gradually throughout the year informally in discussion with parents/guardians taking into account the statutory age for compulsory education, which would reduce the impact of the September transfer.

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## THEME 6

### **Rationale for proposal unclear**

A few respondents raised concerns that the rationale for the proposals and/or moving the nursery schools was unclear.

### **Council's response to the concerns raised**

The rationale for the proposals is set out in the consultation document in line with the School Organisation Code 2018. Specific details can be found on pages 8-10 and potential benefits and disadvantages found on page 26.

No proposals have been presented to relocate either nursery school. Therefore, no rationale is set out within the consultation document as this relates to the proposals to amalgamate the primary and nursery schools and keep the nursery schools on their current sites.

Any plans to move the nursery schools from their current sites would be subject to a review of the feasibility of such a proposal and a separate consultation would follow if this was considered appropriate as part of the planning process. However, it should be noted that if in the future the nursery schools were moved to a different location within 1 mile of the existing location, this would not engage schedule 2 of the 2013 Act as regards to a regulated alteration relating to a transfer of any school to a new site (which applies to a maintained nursery). This means that there would not be a requirement to undertake a statutory consultation on this aspect of a future proposal if it occurs.

## 5.2. ISSUES RAISED IN RELATION TO PROPOSAL 1 (BUTE COTTAGE NURSERY SCHOOL AND EVENLODE PRIMARY SCHOOL AMALGAMATION):

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## THEME 7

### **Evenlode oversubscribed**

A few respondents raised concerns that Evenlode primary school is already oversubscribed, and that the proposal (1) would exacerbate the situation.

## **Council's response to the concerns raised**

The number of nursery places available would remain unchanged as a result of proposal 1 and the admission arrangements and oversubscription criteria in place would not change as a result of this proposal.

Children on roll in the nursery phase would not have an automatic right to continue education at the same school when moving up to a reception class. Parents would be required to apply for their chosen school. Where there are more applications than there are places available in the reception class, places would be allocated applying the Council's oversubscription criteria which prioritises residency within the catchment area.

Therefore, this proposal would have no impact on the demand for places at Evenlode Primary School.

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## THEME 8

### **Loss of outdoor space and increased traffic**

Respondents raised concerns that there would be a loss of outdoor provision at the sites if the nurseries were to move location, this issue mainly centred around Bute Cottage nursery school and Evenlode primary school. There were also concerns moving Bute Cottage nursery school to the Evenlode primary school site in terms of increased traffic and difficulties with parking arrangements.

### **Council's response to the concerns raised**

Neither of the affected nurseries would move site as a result of these proposals.

However, there is £1.362m included within the Capital Programme as part of the 21st Century Schools Programme to support reconfiguration of nursery provision in Penarth. The Council will need to consider this scheme in the context of the pressures of the current climate and industry price rise implications. The Council will consider the need to redevelop Evenlode Primary School to include nursery provision on a single site as part of future school programme proposals. As part of any scheme the Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.

### 5.3. ISSUES RAISED IN RELATION TO PROPOSAL 2 (COGAN NURSERY AND PRIMARY SCHOOL AMALGAMATION):

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#### THEME 9

#### **Cogan nursery takes in pupils from beyond the Cogan catchment area**

Respondents raised concerns that nursery pupils from Cogan Nursery attended from outside of the catchment area. It is considered this results in nursery pupils not attending Cogan Primary but benefitting from the Nursery offer at Cogan Nursery before attending alternative primary education.

#### **Council's response to the concerns raised**

The Council prioritises the admission of pupils who reside within the catchment area of Cogan Primary School. Proposal 2 would result in 96 part time English-medium nursery places in Cogan Primary School. This is 4 fewer part time places than currently available at Cogan Nursery School. However, this is sufficient to meet demand within the local area (see table 2 in admissions section of consultation document). Other than this minor change, the admission arrangements and oversubscription criteria in place for both nursery and primary admissions would not change as a result of this proposal. Although it is noted that not all nursery pupils go on to attend Cogan Primary School, in 2021 the majority of nursery pupils (62.5% or 25 pupils) went on to attend Cogan Primary School. This reflects a growing trend from 2019 where nursery pupils attending Cogan Primary was 47.91% which has continued to increase. In 2021 the remaining pupils went on to attend the following schools:

- Albert Primary – 2.5%
- Dinas Powys – 5%
- Evenlode Primary – 2.5%
- Fairfield Primary – 5%
- Llandough Primary – 10%
- Out of County – 2.5%
- St Joseph's Primary – 2.5%
- Victoria Primary – 5%
- Ysgol Y Deri – 2.5%

The split between other primary schools is considered relatively low and is reflective of previous years. Consequently, although nursery pupils attend from outside of the catchment most pupils go on to attend Cogan Primary School.

## 6. ANNEX B - A SUMMARY OF COMMENTS RECEIVED IN FAVOUR OF THE PROPOSAL.

This section provides the key themes raised during the formal consultation period by those in favour of the proposal. The following presents an overview of responses and are not exhaustive or intended to be verbatim. All written responses have been made available to Cabinet Members.

All comments relate to both proposals (i.e. these comments were either found in responses to both proposals, or the same comments appeared in separate responses to either proposal 1 or 2).

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### THEME 10

#### **Single governance and vision / policies**

Respondents noted that a single governance and vision for the educational settings would be beneficial for long-term standards and excellent provision. Policies and practices could be built upon from both nursery and primary phases. Respondents highlighted the similar ethos between the nursery and primary schools in terms of pupil wellbeing.

Respondents emphasised the timing of the proposals if implemented would provide the opportunity to take a joint approach to integrating the new curriculum, which would take the best aspects of both institutions approaches and pedagogy.

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### THEME 11

#### **Smoother transition and streamlined communication**

Respondents felt that the proposed 3-11 model would benefit teaching and learning, along with supporting learner's emotional and wellbeing development. One of the examples given is that it would have a positive effect on all learner's basic skills, leading to raising standards at both settings. Nursery pupils would also be more familiar with the primary phase and become accustomed to the school identity from an earlier age which could help decrease anxiety during transition.

Respondents noted that arrangements and communications would be easier for parents with children at both stages of education. For example, co-ordinating inset days, drop-off and pick-up times, and only needing to be familiar with a single set of policies.



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## THEME 12

### **Financial saving efficiencies**

Respondents felt that there would be opportunities for financial and resource savings through economies of scale and that this would enable efficient use of limited budgets.

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## THEME 13

### **Education from earlier age / children understand clear expectations**

Respondents noted that receiving education from a single educational establishment would also provide greater continuity and enable rapport to be built between pupils and staff from an earlier point in the pupil's educational journey.

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## THEME 14

### **Facilitate learning experiences; shared activity days / learning**

Respondents noted that there would be opportunities for collaborative learning experiences. Examples included shared activity days, festive celebrations and concerts, and mentoring of younger pupils by primary pupils.

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## THEME 15

### **Additional Learning Needs (ALN) and safeguarding early identification**

Current ALN provision would not be changed as a result of these proposals. However, respondents noted that the support and safeguarding needs of pupils could be identified at an earlier age and monitored within a single setting to ensure continuity.

## 7. ANNEX C - FREQUENTLY ASKED QUESTIONS.

This section provides updated frequently asked questions in relation to the proposal.

### ***If implemented, what would the proposals mean?***

Bute Cottage Nursery School and Cogan Nursery School would be discontinued and all staff and pupils from the nursery phases would be transferred under the governance of Evenlode Primary School and Cogan Primary School respectively. However, nursery provision would continue to be provided from the existing buildings with both proposals.

### ***What is the intended timescale of implementation?***

It is intended that the proposals would be implemented by September 2022.

### ***How would these proposals impact upon admissions arrangements?***

The Vale of Glamorgan Council is the admission authority for the schools. All admissions arrangements within the Vale of Glamorgan are subject to annual review.

The capacity for the nursery phase of Evenlode Primary School and Cogan Primary School would be 96 part-time places. The admission number for the primary phase of Evenlode Primary School and Cogan Primary School would not be impacted by these proposals.

Children on roll in the nursery phase would not have an automatic right to continue education at the same school when moving up to a reception class. Parents would be required to apply for their chosen school. Where there are more applications than there are places available in the reception class, places would be allocated applying the Council's oversubscription criteria which prioritises residency within the catchment area.

### ***How would these proposals impact upon the existing governing bodies?***

Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.

Whilst the governing bodies of Bute Cottage Nursery School and Cogan Nursery School would be disbanded from September 2022, the Council would work with the governing bodies of Evenlode Primary School and Cogan Primary School to identify opportunities for governors to transfer to ensure continuity.

The governing bodies of Evenlode Primary School and Cogan Primary School would need to amend their terms of reference and structure to reflect the inclusion of the nursery phase.

### ***Do I need to respond to both proposals?***

You can respond to either or both proposals by filling out the relevant sections of the consultation response form (via the form or link below). You do not need to respond to both if you do not wish to.

## 7.1. NEW FAQs:

### ***Can the nursery offer full day places?***

Children are eligible for a part time nursery place, usually five mornings or five afternoons, from the term after their third birthday. Other than a reduction of 4 places being available at Cogan, there is no change to the admission arrangements in place in terms of eligibility proposed as part of this consultation. Further information on nursery admissions can be found on the Councils [Nursery Admissions](#) Webpage.

### ***Can community garden be opened up to wider schools / nurseries?***

This would be a matter for the governing body and is not an aspect of this proposal.

### ***How long will nursery provision be offered from the existing sites? Who will offer this? On what terms? For how long?***

Bute Cottage Nursery School and Cogan Nursery School would remain within their current sites and buildings with no increase to their current capacity. There is no plan to change the location of the nurseries as part of this proposal.

Bute Cottage Nursery School is located 0.7miles from Evenlode Primary School. The existing buildings are classed as being in satisfactory condition and of good suitability. Should this proposal be implemented, nursery provision would continue to be provided from the existing building, with Evenlode Primary School being managed as a split-site school.

Cogan Nursery School is located 0.2miles from Cogan Primary School. The existing buildings are classed as being in satisfactory condition and of good suitability. Should this proposal be implemented, nursery provision would continue to be provided from the existing building, with Cogan Primary School being managed as a split-site school.

There is £1.362m included within the Capital Programme as part of the 21st Century Schools Programme to support reconfiguration of nursery provision in Penarth. The Council will need to consider this scheme in the context of the pressures of the current climate and industry price rise implications. The Council will consider the need to redevelop Evenlode Primary School to include nursery provision on a single site as part of future school programme proposals. As part of any scheme the Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process. However, it should be noted that if in the future the nursery schools were moved to a different location within 1 mile of the existing location, this would not engage schedule 2 of the 2013 Act as regards to a regulated alteration relating to a transfer of any school to a new site (which applies to a maintained nursery). This means that there would not be a requirement to undertake a statutory consultation on this aspect of a future proposal if it occurs.

## 8. ANNEX D - CONSULTATIONS UNDERTAKEN WITH YOUNG PEOPLE.

### 8.1. CONSULTATION ON THE PROPOSAL TO RECONFIGURE NURSERY PROVISION IN PENARTH FROM SEPTEMBER 2022 BY: AMALGAMATING BUTE COTTAGE NURSERY SCHOOL AND EVENLODE PRIMARY SCHOOL; AND AMALGAMATING COGAN NURSERY SCHOOL AND COGAN PRIMARY SCHOOL.

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#### BACKGROUND

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.

On 13 September 2021, the Council's Cabinet authorised the Director of Learning & Skills to undertake a consultation from 20 September 2021 to 5 November 2021 on two proposals to reconfigure nursery provision in Penarth from September 2022.

- A consultation workshop was arranged with Evenlode Primary School pupils on 5 October 2021 and Bute Cottage Nursery School pupils on 20 October 2021 to gather their views about the proposal.

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#### METHODOLOGY WITH PRIMARY SCHOOL CHILDREN (EVENLODE PRIMARY)

- An interactive workshop which gave pupils an opportunity to discuss and share ideas together.
- It started with a discussion on the meaning of consultation and why it was important to talk to pupils
- Agreement was reached on what made a good discussion/consultation
- The consultation document was then explained to them, including the background and the timeline for the activity.
- The pupils were divided into 2 groups to share and note their own ideas. The two groups then merged to have further discussion on these ideas, based on the rules of engagement as agreed at the beginning of the session.

- Following the feedback pupils were given information on the advantages and shortcomings noted in the consultation document, they were reminded of the timeline and it was explained to them that their comments would be fed into a report on this session and that it would be presented to the council as part of the evidence gathered on this consultation.

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## PUPILS' RESPONSES (5 X YEAR 6 PUPILS – FROM SCHOOL PARLIAMENT)

### **What is a consultation?**

- A debate
- Opportunity to listen to what you think about something
- Gathering of opinion
- A meeting
- Talk to each other
- Asking questions

### **What makes a good discussion:**

- Listen to others' ideas
- Respect
- Identify who wants to talk
- Everyone has their own idea in the group
- Different opinions

### **Benefits of the proposed plan**

- They get a school to go to share resources with
- More funding
- Familiar faces and surrounding
- Happy children
- If you're happy better work – more opportunities
- Access to a good feeder school e.g. Stanwell
- Opportunity to learn an instrument
- Relaxed atmosphere
- Different languages
- Bigger population
- Interaction between ages
- Open days
- More staff
- Better communication
- Get to know Headteacher
- Happiness levels rise
- More connection for communities
- Intertwine two entities
- Being already under the same headteacher so less change in learning
- Sharing

## **Possible pitfalls of the proposed plan**

- Spending
- Separation of sibling
- Stress on head teacher because so much to do
- Feeder school impact on other primary schools
- Overpopulation
- Separation of family – transfer – hassle
- Extension fees [if the site needs to be extended]
- Confusion
- Fees e.g. breakfast club and after school fees

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## **METHODOLOGY WITH NURSERY SCHOOL CHILDREN (BUTE COTTAGE)**

- A conversation with a small group of pupils and an opportunity to discuss and share ideas together.
- The focus of the consultation was explained to them in terms of the Primary school going to look after the Nursery school.
- A short conversation emerged on the possible good points and bad points of this development.

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## **COHORT: 5 NURSERY PUPILS FROM LOCAL PRIMARIES WHO HAD PREVIOUSLY ATTENDED BUTE COTTAGE (SULLY: 1, ST JOES: 1, EVENLODE: 3)**

### **Good**

- share good things between schools

### **Bad**

- A strong feeling that they would lose something special
- Also losing toys/good stuff,
- worried about 'snatching' the teachers

### **Things pupils like about nursery:**

- 'there's so much to play with here'
- outside areas
- forest school
- cooking marshmallow over the fire
- learning about safety
- trains
- chickens,
- friends

**Things they'd need to keep [should they amalgamate]:**

- the teachers and how they help then learn,
- feeling (ethos),
- good stuff

**Vote:**

2 - for

3 – against



## 8.2. CONSULTATION ON THE PROPOSAL TO RECONFIGURE NURSERY PROVISION IN PENARTH FROM SEPTEMBER 2022 BY: AMALGAMATING BUTE COTTAGE NURSERY SCHOOL AND EVENLODE PRIMARY SCHOOL; AND AMALGAMATING COGAN NURSERY SCHOOL AND COGAN PRIMARY SCHOOL.

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### BACKGROUND

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.

On 13 September 2021, the Council's Cabinet authorised the Director of Learning & Skills to undertake a consultation from 20 September 2021 to 5 November 2021 on two proposals to reconfigure nursery provision in Penarth from September 2022.

- A consultation workshop was arranged with Cogan Primary School pupils on 5 October 2021 and Cogan Nursery School pupils on 20 October 2021 to gather their views about the proposal.

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### METHODOLOGY WITH PRIMARY SCHOOL CHILDREN (COGAN PRIMARY)

- An interactive workshop which gave pupils an opportunity to discuss and share ideas together.
- It started with a discussion on the meaning of consultation and why it was important to talk to pupils
- Agreement was reached on what made a good discussion/consultation
- The consultation document was then explained to them, including the background and the timeline for the activity.
- The pupils were divided into 2 groups to share and note their own ideas. The two groups then merged to have further discussion on these ideas, based on the rules of engagement as agreed at the beginning of the session.
- Following the feedback pupils were given information on the advantages and shortcomings noted in the consultation document, they were reminded of the timeline and it was explained to them that their comments would be fed into a

report on this session and that it would be presented to the council as part of the evidence gathered on this consultation.

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## PUPILS' RESPONSES (GOOD REPRESENTATION OF PUPILS RANGING FROM YEAR 2-YEAR 6 – APPROX. 10 PUPILS)

### **What is a consultation?**

- Meet with people to get their opinions
- To discover more things
- To lay down what's happening
- To get good ideas

### **What makes a good discussion:**

- Listen
- Don't be afraid to share your ideas
- Give everyone a chance
- Think outside the box – be creative
- Collaborate

### **Benefits of the proposed plan**

- When they go to this school, they will know Mrs Sibert
- They will be able to interact and communicate more
- If they communicate now, we give them advice for our school in the future
- We could be good role models for them
- End of year they could play and have a meet with us
- They could take part in our events, they can join Christmas concert
- They could have lunch with us
- They could have the same badges as us [i.e. a sense of belonging already]
- The peer supporters could go to Cogan nursery
- We could see our siblings more
- More interaction
- Once you get into Cogan Nursery you don't have to worry about getting into Cogan primary
- They'll know Mrs Sibert all the way through
- Mrs Sibert can go to the nursery to do assembly
- Mrs Sibert would like to run both schools
- Mrs Sibert can run more activities for the children
- We can help them with their concerts

### **Possible pitfalls of the proposed plan**

- They could stop thinking for themselves
- If we're there too much they will keep having to stop their learning
- We don't want to interact too much because there's still Covid
- Not giving opportunities to other nurseries
- They shouldn't worry about older children judging them because everyone [needs to be] kind and inclusive

- Too much work for Mrs Sibert – it might make her too busy [to see pupils] so she will need support from pupils and staff
- Don't make them work too hard
- They don't get to meet a new head teacher when they move to the primary school
- There'll be a lot of names to remember

### **General comments**

High regard for the Primary Head teacher and how her influence will benefit the nursery pupils.

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### **METHODOLOGY WITH NURSERY SCHOOL CHILDREN (COGAN NURSERY)**

- A conversation with a small group of pupils and an opportunity to discuss and share ideas together.
- The focus of the consultation was explained to them in terms of the Primary school going to look after the Nursery school.
- A short conversation emerged on the possible good points and bad points of this development.

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### **COHORT: 5 NURSERY PUPILS (FIRST TERM – 1 / SECOND TERM - 4)**

#### **Good**

Cogan is a big school,  
They would have new toys,  
It would have the same feeling [not that different]

#### **Bad**

We could lose nursery,  
Reference to ghosts [suggesting they are a bit scared with the concept]?  
Not knowing teachers  
It could be bad because it is good here

#### **Things pupils like about nursery:**

mud kitchen,  
puddle game (computer),  
playdough,  
bikes,  
climbing

i.e. the range and variety of activities on offer to them

**What they would want to keep:**

Teachers and activities, not worried about losing anything but want to keep playing

**Vote:**

4 – for

1 - against

## 9. ANNEX E - RESPONSE FROM ESTYN

In accordance with the requirements of the School Organisation Code 2018, a copy of the consultation document was sent to Estyn.

### **Estyn's response to the proposal by the Vale of Glamorgan Council to reconfigure nursery provision in Penarth from September 2022.**

#### **Introduction**

This report has been prepared by Her Majesty's Inspectors of Education and Training in Wales.

Under the terms of the School Standards and Organisation (Wales) Act 2013 and its associated Code, proposers are required to send consultation documents to Estyn. However, Estyn is not a body which is required to act in accordance with the Code and the Act places no statutory requirements on Estyn in respect of school organisation matters. Therefore, as a body being consulted, Estyn will provide their opinion only on the overall merits of school organisation proposals.

Estyn has considered the educational aspects of the proposal and has produced the following response to the information provided by the proposer.

#### **Summary/ Conclusion**

The Vale of Glamorgan Council has provided a comprehensive proposal which explains clearly the reasoning behind:

- amalgamating Bute Cottage Nursery School and Evenlode Primary School
- amalgamating Cogan Nursery School and Cogan Primary School.

Estyn is of the opinion that the proposal is likely to maintain the current standards in terms of education, provision, and leadership and management.

#### **Description and benefits**

The proposer has provided a clear and coherent rationale for this proposal. It follows the Council's plan for providing a primary school education model for 3-11 years olds across the county. The proposal would see the closure of the last two standalone nursery schools within the Vale of Glamorgan, and provision for nursery age children provided in the last two primary schools that do not offer it currently. The amalgamations would not involve catchment area changes or compulsory redundancies. The Council has provided detailed descriptions of the proposals along with the projected timetable for statutory procedures and for implementation of the proposals.

The proposer has set out the potential benefits clearly. For example, a single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school. They also envisage revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula. This is in addition to opportunities for making efficiency savings through economies of scale. Other benefits include prospects for greater professional development opportunities by being part of a primary school teaching across all phases of primary education. They have identified a couple of possible disadvantages to the proposal that includes disruption as pupils and staff become accustomed to new policy arrangements, and the possibility of the loss of a small school ethos as capacity increases. In the case of the second of these, the proposer has not outlined well how they will deal with this.

The Council has identified three possible risks associated with the proposal, one of which is the possibility of friction between amalgamated schools. The proposer feels confident that this risk can be mitigated by ensuring robust transition arrangements are implemented at an early stage of the proposal. However, the proposer has not considered the risks and disadvantages associated with the loss of a dedicated headteacher whose focus is providing effective early year's education, and the impact this may have on the quality of education provision.

The Council considered four alternatives to the preferred proposal and has listed the reasoning behind discounting each one fairly. Each alternative proposal would result in higher costs and in one case, major disruption to pupils and staff. The proposer has considered the impact of the changes on learner travel arrangements, but as there is no change to buildings or catchment areas, it's reasonable to assume that there will be no implications for transport and learner travel arrangements or on the accessibility of provision.

The proposal details admission numbers for primary schools and nursery schools serving Penarth and the nearby area. It seems that these proposals are unlikely to have a significant impact on any other schools in the local area as no change to the existing catchment area is proposed. The proposal is unlikely to affect Welsh medium education in the area as the Welsh medium school serving Penarth has over 20% capacity. The proposal refers to the current provision for the Welsh language within the schools and nurseries affected by the proposal, but is not specific about how the proposal supports the targets in the Council's Welsh in Education Strategic Plan. The proposer has clearly outlined the financial case for the proposal and the savings associated with it.

### **Educational aspects of the proposal**

The Council has considered the impact of the proposals on the quality and standards in education suitably, and considers that the proposals would provide a consistent approach to planning and delivery of the foundation phase and ease the transition process from nursery to primary school. The proposal considers the information from the most recent Estyn reports well for each school affected. However, the proposal

does not provide the view of the local authority or regional consortium on the quality of leadership and management in each of the providers.

It is reasonable to assume that the provision for pupils with Additional Learning Needs would continue to be identified at an early age and that the proposal would support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase. The proposal notes that a single leadership team and governing body across each school would result in the removal of duplication of management and governance functions.

The proposal takes into consideration specific factors as laid out in the code regarding school closures and when adding a nursery class to a school. In respect of these, the council conducted a community impact assessment and concluded that the proposal would likely have a neutral impact on the local community. The proposal is also unlikely to affect institutions, including private and third sector providers.

## 10. ANNEX F - MINUTES OF THE LEARNING AND CULTURE SCRUTINY COMMITTEE ON THE PROPOSAL

### LEARNING AND CULTURE SCRUTINY COMMITTEE

#### [THE VALE OF GLAMORGAN COUNCIL LEARNING AND CULTURE SCRUTINY COMMITTEE: 14TH OCTOBER, 2021](#)

REFERENCE FROM CABINET: 13TH SEPTEMBER, 2021

“C662 RECONFIGURING NURSERY PROVISION IN PENARTH (DL/ER) (SCRUTINY – LEARNING AND CULTURE) –

Councillors Gray and McCaffer had declared an interest in the item at the start of the meeting but had dispensations as LEA Governors to remain and vote at the meeting.

The report sought Cabinet approval to consult on a proposal to reconfigure nursery provision in Penarth by:

- amalgamating Bute Cottage Nursery School and Evenlode Primary School; and
- amalgamating Cogan Nursery School and Cogan Primary School.

Nursery provision would continue to be provided within the existing buildings with the overall management arrangements being changed.

Over the past 10 years the Council had sought to move towards a primary school model for 3 to 11 years education. This had included merging infant and junior schools, such as at Dinas Powys Primary School and St. Helens Primary School, as well as amalgamating separate nursery and primary provision, such as at Cadoxton Primary School.

Bute Cottage Nursery School and Cogan Nursery School were the only two standalone nursery schools within the Vale (i.e. separate entities with their own governing bodies and a delegated budget).

At the same time, Evenlode Primary School and Cogan Primary School were the only two remaining primary schools in the Vale which did not provide, or had approved plans to provide, nursery provision.

The headteacher post at Bute Cottage Nursery School became vacant at the end of August 2019 and was currently being covered through a temporary acting-up arrangement. The headteacher post at Cogan Nursery School became vacant at the end of August 2021 and would be covered for one year through a temporary acting up arrangement with St. Andrews Major CIW Primary School. This provided the opportunity for the Council to reconfigure nursery provision in a way that benefitted pupils and staff whilst also avoiding compulsory redundancies.



It was proposed that Evenlode Primary School and Bute Cottage Nursery School be merged. This would result in 96 part time nursery places being provided at Evenlode Primary School (on the existing Bute Cottage Nursery School site). It was also proposed that Cogan Primary School and Cogan Nursery School be merged, resulting in 96 part time nursery places being provided at Cogan Primary School (on the existing Cogan Nursery School site).

The main benefits of the proposal were:

- A smoother transition from nursery to primary education for pupils;
- Streamlined communication between parents/carers and staff with a single point of contact throughout all phases of primary education;
- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school;
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education;
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools;
- A single vision, strategy and ethos across all phases;
- Generated revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula;
- Opportunities to make efficiency savings through economies of scale and joined up procurement.

The Vale of Glamorgan Council was committed to ensuring that consultations were meaningful, relevant and appropriate for the communities that were involved, and the Council had a duty of care to ensure that proposals were clear, transparent, and reflective of those affected. This was a vision that could only be realised by working in partnership with schools, governors, parents and the wider communities the Council served.

Consultation would be undertaken with prescribed consultees in accordance with the School Organisation Code 2018. The Council would publish a Consultation Document, which would provide a comprehensive overview of the proposal, outlining any potential implications. Any person could respond to the consultation during the consultation period, either in writing or through completion of an online form hosted on the Council's website. Following the consultation, the Council would publish a consultation report, which would provide an overview of the feedback received, as well as outlining the Council's response to any issues raised. This would be presented to Cabinet for consideration.

The Deputy Leader said that communication had been received from individuals and groups in order to make their views known which would have responses produced assuring them that no decisions had been taken and there would be a full consultation process in which they could submit their views.

Councillor Gray said he had also received communication about the matter and that the report today was not an outcome and that there would be a full consultation. The Cabinet report, if agreed, would offer anyone with an interest in the matter the opportunity to take part in the consultation and he looked forward to seeing the responses.

Councillor King said he had also been approached on the matter, assured residents that no decisions had yet been made and said that the report was simply the start of a process to start a consultation. He asked the Deputy Leader to reply fully to a technical letter that had been received on the matter. The Deputy Leader said a full response would be prepared, but that all the issues raised could also be discussed as a part of the formal consultation process and documented in the final report that would come back to Cabinet for consideration.

The Leader referred to the detail contained in the report which was available online for those with an interest in the matter which could answer some questions, but that people would be able to express any further concerns through the formal consultation process.

This was a matter for Executive decision. Cabinet, having considered the report and all the issues and implications contained therein

#### RESOLVED –

(1) T H A T the Director of Learning and Skills be authorised to undertake a consultation on the proposal to amalgamate Bute Cottage Nursery School and Evenlode Primary School from September 2022 by:

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part-time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

(2) T H A T the Director of Learning and Skills be authorised to undertake a consultation on the proposal to amalgamate Cogan Nursery School and Cogan Primary School from September 2022 by:

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part-time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan Primary School from September 2022.

(3) T H A T the report be referred to the Learning and Culture Scrutiny Committee for consideration as part of the proposed consultation exercise.

#### Reasons for decisions

(1) To authorise the carrying out of a statutory consultation in compliance with the requirements of the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018 on the proposal to amalgamate Bute Cottage Nursery School and Evenlode Primary School from September 2022.

(2) To authorise the carrying out of a statutory consultation in compliance with the requirements of the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018 on the proposal to amalgamate Cogan Nursery School and Cogan Primary School from September 2022.

(3) To ensure that the Learning and Culture Scrutiny Committee is consulted on the proposals.”

## 11. ANNEX G – RESPONSES FROM GOVERNING BODIES

### 11.1. ANNEX G (1) – RESPONSE FROM BUTE COTTAGE GOVERNORS



**Bute Cottage Nursery School**

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**Bute Cottage Governing Body Response to Consultation on the proposals to reconfigure nursery provision in Penarth from September 2022. This response relates to Proposal 1.**

**Headline response of Bute Cottage Governing Body to these proposals:** After due consideration and discussion we, the Governing Body, DO NOT support the implementation of these proposals. We believe that if these proposals were to be implemented in their current form, they would be very likely to have a negative impact on the high standards of nursery age provision and education currently delivered to 3-4 year olds within our catchment area.

#### **I Current situation**

**Bute Cottage Nursery School is a long established early years provider offering excellent standards of education for 3-4 year olds in our catchment area. Beyond that, Bute Cottage Nursery School works in partnership with families and carers in providing for the broader development and welfare of these children in a highly specialist and hugely valued way. These standards are achieved via a blend of culture; leadership & governance; specialist staffing; autonomy & independence over direction setting and budget; its relationships with local families; and its unique setting.**

The Nursery School has existed for over 45 years. During this time it has established itself as a unique and exceptional provider of early years education, nurturing and developing generations of local residents. In part this has been enabled by the wonderful location of the nursery school which offers extensive enclosed grounds

with a superb garden space. In the main however, it is the people who work at Bute Cottage Nursery School, who are at the heart of what is provided and have created such an exemplary learning climate for the 3-4 year old children who are fortunate enough to attend the nursery school. It is the view of the Governing Body that, over the past 3 years, the Nursery School has been exceptionally well led by Acting Head Teacher Mrs Amanda Gould, supported in our vision by a remarkably experienced teaching staff.

The headteacher, staff and Governing Body of Bute Cottage Nursery School all share one vision – to continue to deliver exceptional early years provision to the 3-4 year olds in our catchment area. It is people who bring places to life, imbuing them with values and meaning and ultimately creating experiences for those who inhabit them.

The strength of feeling around Bute Cottage Nursery School within the community can be evidenced by the number of signatures on the petition to ‘Save Bute Cottage’: over 700 signatures were added in the first 48 hours.

### **Culture**

- The culture at Bute Cottage Nursery School today is one where the experience and wellbeing of the child is at the heart of every decision. Learning is achieved through play. Parents often speak of the ‘magic’ of Bute Cottage Nursery School. Children are safe to explore and are gently nurtured and supported to become happy, ambitious, capable learners who are confident, creative and healthy individuals, ready to contribute to the future of Wales and the wider world.

### **Leadership & Governance**

- Our acting headteacher Mrs Gould has over 40 years of teaching experience and is recognised as a specialist in early years provision dedicating almost half of her working life to this age group.
- Mrs Gould’s approach has been instrumental in instigating ‘in the moment’ planning and teaching policies whilst preparing for the implementation of the Curriculum for Wales in the context of nursery age children. She is a progressive early years leader.
- There is a strong emphasis on continuous improvement; specifically focused on the unique needs of the target age group. Staff are well versed in a wide range of pedagogical approaches and use their experience, knowledge and research to inform decisions. They engage in action research and networking to ensure that the ethos and values of the school are constantly questioned, challenged and progressive. The child is at the heart of everything the school does.
- The Governing Body is made up of a strong set of individuals who are greatly invested in the continuation of the standards of education at the nursery school. It is worth noting that five members also have children at Evenlode Primary School and are equally invested in standards of education at Evenlode Primary School.

### **Teaching Staff**

- Teaching staff have an average of over 20 years teaching experience each, with the majority of those years being dedicated to early years provision. They have close to 200 years teaching experience between them, with over 150 years being dedicated to early years education.
- Teachers at Bute Cottage Nursery School have chosen to specialise in early years provision because they share a passion and total commitment to teaching 3-4 year olds. The teaching staff consider it a privilege to work with, and teach, the children everyday. We are acutely aware that not every primary school teacher would be as delighted to work with this age group.
- The staff also cite the high levels of job satisfaction and pride in excellent standards that they experience from being part of such a well established, high performing team.
- Bute Cottage Nursery School is excellently positioned to deliver the new Curriculum for Wales because of the significant investment in staff to date including welsh language development, outdoor learning and child led in the moment learning through play. This professional development has resulted in Bute Cottage Nursery School being used as a showcase by the central south consortium to assist other schools in developing similar pedagogies. The school has recently achieved the Siarter Iaith Bronze Award and is the first Nursery to do so across the five Local Authorities of the CSC. It is currently working towards gaining the Silver Award. Bute Cottage Nursery School is a 'United Nations Rights Respecting School' (UNRRS) and proudly holds the Silver Award (July 2021). The school is working with other schools to share its work on its 'In the Moment' approach to teaching and learning, having been recognised by its Improvement Partner and the CSC Early Years Adviser. It has also been promoted as an exemplar to other schools in relation to its work on Forest School and outdoor learning.
- The school's setting and highly trained staff enable children with complex needs to enjoy an accessible mainstream school environment alongside the in-house delivery of more common developmental supports at nursery age, such as speech and language and emotional programmes. Staff work closely with a wide range of agencies to ensure that all pupils, including those with additional learning needs, receive appropriate support. The school has created bespoke programmes for children who need specific support. SPARKLES is a nurture programme, GAMERS helps children to learn how to play appropriately with a range of provision on offer across the learning environment, and CWTCH provides support for children who need support with well-being. More Able and Talented children attend the Thinking Group and lead the school's work on UNRRS. Maths Monsters support children with numerical reasoning and mathematical skills.
- SPARKLES has been identified by an Improvement Partner as something to celebrate and share with other schools/settings.

## **Budget**

- Bute Cottage Nursery School is currently provided with adequate funds to deliver excellent standards of provision to 3-4 year olds at the nursery.
- The leadership of the nursery is empowered to direct the use of the funding in the best interests of its children.

- The stated pupil funding level is the Government allocated level of funding that all 3 to 4 year olds in Wales should receive regardless of whether they are in a stand-alone nursery or an amalgamated setting.

### **Independence & Autonomy**

- Being an independent school with our own site, budget, leader, staff and governing body allows us to create complete focus on the 3-4 year old children we teach. In the same way as all other nurseries in Wales, we focus on delivering excellent learning provision and establishing the new Learning for Wales curriculum. But we do not have to compete for limited resources to deliver our aims and ambition. Our independence is one of the main factors in enabling our standards.

### **Site location**

- Bute Cottage Nursery School, with the help of the local community, has invested significant time and effort in its current site; and it is a critical component of the learning offer and experience. In particular, the emphasis on learning through outdoor play and the associated emphasis on the environment and sustainability has a lasting impact on attendees.

### **Transition**

- The nursery school recognises the critical transition from home to Nursery and exemplifies the approach recommended by Donaldson of working hand in hand with families and carers in managing this transition. Examples include Stay and Play sessions through which parents and carers can observe and contribute to their child's learning experience.
- The nursery school also currently invests significant time and effort in ensuring children and their families are supported with smooth transition to primary school. The Governing Body is not aware of any concerns raised about the quality of those transition relationships and links.

## **II Future Impact of Proposed Changes**

**If the proposed changes were to be made the Governing Body believe that a number of factors that are fundamental to enabling current standards of provision are highly likely to be adversely affected. The interdependency and relationship between these factors could be critically compromised, leading to the current standards of provision worsening.**

### **Culture**

- There is little assurance provided in the consultation of the intent to understand and maintain the unique culture currently benefitting the children and families of Bute Cottage Nursery School. Overall the Governing Body consider there to be a significant risk that all the benefits of the long established culture at Bute Cottage Nursery School could be lost and subsumed to the culture at Evenlode.

## **Leadership & Governance**

- The Head Teacher at Evenlode has a broad scope of responsibility with children currently ranging between 4-11 years of age.
- Progressive teaching methods specific to 3 to 4 year olds may not be as well supported under one leadership and management team responsible for a wider age range.
- Amalgamating with Evenlode could mean that the unique focus given to 3-4 year old pupil experience could be diluted among the competing priorities of the school.

## **Teaching Staff**

- The consultation states greater professional development is a benefit of the merger, however this fails to recognise the early years specialism of the staff by choice, nor of the ongoing professional development undertaken by all staff. The Governing Body has been long assured of the current emphasis on staff development.
- If the proposals were to go ahead, Bute Cottage Nursery School teaching staff would become part of the Evenlode teaching staff. The Council cannot guarantee that the current Bute Cottage Nursery School teaching body would not be redeployed within a broader integrated model. They could be moved to other areas of teaching and we could lose the benefit of all their years of experience and expertise for 3-4 year olds
- The consultation does not rule out future redundancies under the new proposals, nor guarantee that after the 12month 'sunset' period is over, staff are not at risk of detrimental changes to their current Grade, and/or, terms and conditions through contractual change in line with the future staffing needs of Evenlode Primary School.

## **Budget**

- The most substantive argument put forward in the case for change is considered to be financial: to attract a financial premium per pupil and benefit from efficiencies through amalgamation.
- There is little detail on how the stated savings will be achieved.
- The amalgamation will not fully address the funding deficit at Evenlode Primary School.
- The poor funding of Evenlode Primary School is a very real and ongoing issue that should be considered separately by the Local Authority as pupils at Evenlode receive far less funding than other pupils within the Vale of Glamorgan.
- Adding a further 48 full time equivalent (FTE) children's money along with 48 FTE children to teach will make no difference and the proposed £70,000 reduction in funding is likely to adversely affect all children. Newly added nursery children would then be part of the lowest funded age 3 – 11 primary school in the Vale.
- It is inconceivable that decreasing the total budget between the two schools by £70,000 while expecting the organisations to also absorb the costs involved



in reorganisation, will not adversely impact the educational standards for all pupils.

- There is no assurance provided that investment in nursery provision will be maintained at current levels in the amalgamated model.
- Given the above, the Governing Body's view is that there is a significant risk that investment in nursery provision could be diluted over time. Furthermore, the predicated efficiencies may dilute the unique focus on early years provision currently provided by Bute Cottage Nursery School leading to a significant adverse impact on current standards of education and experience provided by the Nursery.

### **Independence & Autonomy**

- The consultation document does not provide a strong commitment to recognise and maintain the unique elements of Bute Cottage Nursery School's culture and autonomy that has resulted in it securing such a highly valued status among the families of current and past attendees, and within the Vale of Glamorgan and Central South Consortium.
- There is a significant risk that the nursery age provision would lose all independence and autonomy and all the benefits this currently brings in terms of focus on delivering excellence for 3-4 year olds. It would simply become part of Evenlode Primary School.
- The consultation document references the benefit of a single set of policies across all year groups highlighting a lack of understanding that nursery children require a specialist approach. Having a single set of policies should be seen as a disadvantage to any merger as again, it would be detrimental to any nursery age children.

### **Site Location**

- We understand that the location of nursery provision for our catchment area would, in the short term, remain located at the current Bute Cottage Nursery School site. The report does then however go on to say: *'should the proposals be approved, the Council would prioritise relocating nursery provision at Evenlode Primary School on to a single site'*. Moreover, the potential for co-location is cited as a potential benefit on multiple occasions.
- Some of the perceived benefits of the merger are predicated on a future relocation of the Bute Cottage Nursery School site. However, we are concerned that the splitting of the consultation process into a two staged approach fails to recognise this. Moreover, we are concerned that the strength of feeling in relation to the benefits of Bute Cottage Nursery School's site location, including it being a quiet and safe environment uniquely designed for 3 to 4 years olds, and the potential negative impacts of co-location including additional traffic and congestion, which are already a significant problem on the Evenlode site, are not going to be taken into account in this first phase.

### **Transition**

- As noted above, significant efforts are already made in ensuring a smooth transition between Bute Cottage Nursery School and relevant primary schools. The transition between Nursery and Reception will always be significant, not

least with the move from a part time to a full time school day, and transition to be part of a larger school environment. This will not change if the two schools are amalgamated: children would still need to adapt and acclimatise to the Evenlode setting and to a full school day. The Governing Body is not of the view that the transition arrangements would be significantly improved under the merger, and are of the view that any perceived benefits would be outweighed by the risks of the loss to the dedicated early years focus cited above.


### **III The Case for Change**

The report states that provision for 3 to 11 year olds under one management and leadership team is desirable, but provides no evidence that this will benefit Bute Cottage Nursery School pupils.

We understand that the council has a stated aim to 'move towards a primary school model for 3 to 11 years education'. The consultation lacks a strong rationale or compelling vision for this model and does little to recognise the benefits offered by a plurality of provision. It does little to recognise the unique offer provided by Bute Cottage Nursery School, and to the attachment of local families to Bute Cottage Nursery School as a crucial part of their community fabric.

Both Evenlode Primary School and Bute Cottage Nursery School are currently recognised as exemplary organisations, and rightly so. They have strong organisational cultures, standards and attributes, again recognised and valued by the local community. However, they are different organisations. In the absence of a compelling vision for an amalgamated organisation, it is therefore the view of Bute Cottage's Governing Body that the proposals are not in the best interests of current and future children of Bute Cottage Nursery School. We fear that, if the proposals were to go ahead, there would be a significant detrimental effect on the education, and wider experience, of our early years pupils.

The Governing Body of Bute Cottage is committed to seeing both organisations, and the relationship between them, go from strength to strength.

 20/10/21

Richard Disley, on behalf of the Governing Body of Bute Cottage Nursery School.

**From the Chair of Governors**  
Evenlode Primary School  
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Vale of Glamorgan  
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*Always being our best,  
for ourselves  
and for each other*

3<sup>rd</sup> November 2021

### **Re: Evenlode Primary School and Bute Cottage Nursery School Amalgamation**

**Dear 21st Century Schools,**

I am writing this letter on behalf of the Governing Body at Evenlode Primary School. This is the school's formal response to the Vale of Glamorgan Council's Consultation on its plans to amalgamate our school with Bute Cottage Nursery School.

We believe that the needs of children are best met when schools and teachers collaborate and are able to maintain close links with the communities they serve, and that we can build on the already strong collaboration between both schools for the benefit of all the children in the two communities. We are aware that each setting has its own unique identity, and we strongly believe that this can be maintained with a shared ethos. The proposed amalgamation would enable the transition between Nursery and Reception to be seamless, and impact positively on the wellbeing and emotional development of all our learners.

We would like to start by highlighting the excellent work that already goes on between staff at both schools to ensure the transition of pupils between nursery and primary school is as smooth as possible. This collaborative approach enables staff at both schools to prepare children in the best possible way to enrol at Evenlode each year.

As we understand it, the current proposals, if implemented, include the nursery remaining on its current site at Bute Cottage and with its current capacity. Although this would become part of Evenlode Primary School, there are no plans for any staff redundancies, or to change any personnel between sites. The governors at Evenlode recognise the specialist provision and expertise of the staff at Bute Cottage Nursery.

### **Educational benefits**

It is our view that the amalgamation of Bute Cottage Nursery and Evenlode Primary School would have the following educational benefits:

- By being part of the same school community from the day they start Nursery provision, learners will benefit from an even stronger transition process and

allow nursery pupils to build bonds with staff and other children. The amalgamation would provide more strategic opportunities for joint working to support the transition from the nursery site into the reception classrooms on the primary site. Staff knowing children from the start of their learning journey will enhance understanding of each child and their individual strengths and needs.

- Enhancing professional development of staff - deeper collaboration and the sharing of specialist expertise and knowledge of early years provision. This will enhance even further the early years provision, and opportunities for learning and development for the children in these communities.
- With the statutory implementation of the Curriculum for Wales in September 2022, the proposed amalgamation would be timely in ensuring the curriculum approaches of both settings dovetail and complement each other to ensure that all learners have a firm and consistent grounding at the start of their academic journey.
- Partnership with Parents will be strengthened further. By being part of the same community from the day children start Nursery provision, Parents and Carers will be able to build relationships with staff across both settings more easily.
- Governance of both settings will be strengthened, with the amalgamated governing bodies working together to ensure the best provision for children from Nursery to Year Six.

### **Wider community benefits**

We strongly believe there are many opportunities for community improvement under the proposals.

These include:

- Better communication with members of both school communities, which naturally have a large crossover of membership between the two schools given their close geographical proximity and shared parent members.
- Better coordination surrounding school drop off and collection arrangements with parents, carers, and wrap-around care facilities.
- Development of wrap around care facilities for Parents, for example access to 'Saplings' out of hours club.
- Increased use of school facilities across a wider community membership
- Improved opportunities for professional development across all phases of primary education for staff looking to develop their careers further.
- Although not expected to be significant we even believe that local business links and transport will be improved with a larger coordinated approach to these areas.

## **Relocating nursery provision**

As governors we recognise the unique setting that is offered at Bute Cottage Nursery School. There are many strengths and important features that have been developed over the years on site that make it the ideal teaching and learning environment.

A very public campaign to “Save Bute Cottage” has drawn on the emotions of the local community and garnered lots of support publicly. We also recognise that this is misleading the public because there are no plans under this consultation process or plans to change any of these buildings, locations or features that are so loved by so many.

At this stage, we just want to add that it is our intention, under any subsequent plan to relocate the nursery provision onto the Evenlode site, that we will do everything we can to transfer all these strengths onto our site. We truly believe that Evenlode has its own unique setting within our extensive, peaceful grounds and that there is plenty of space to accommodate everything currently on offer to the nursery children when the time comes to move home in the future. By supporting this proposed amalgamation we believe we are truly “Saving Bute Cottage.”

## **Financial observations**

It is our general view that by amalgamating our schools there will be general efficiencies and shared purchasing that will result in some financial savings. However, we are not sure that many of these will be realised with the school operating across a split site.

As there are no plans to make any redundancies and we are expected to continue to operate the Bute Cottage site as it currently exists, we cannot see where the council can find the identified £70,000.00 savings from within the existing school budgets, without putting pressure on already limited classroom resources.

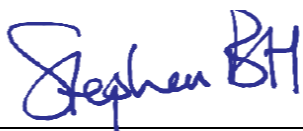
Savings identified in the consultation document for site maintenance for example are unlikely to be able to be procured as one contract due to the different locations for works needing to be carried out across the two sites. Site maintenance contracts are also more likely to be procured by the Council from other capital maintenance or environmental development budgets and it may be that it is planned that the savings will be made from these areas and not as identified from the existing school budgets.

We believe the savings will be much smaller initially until the resulting school is embedded and administration systems are established and efficient. In fact we would ask the council to consider maintaining the budgets allocated to both schools initially at their current levels at least until the amalgamation has been established and we become more aware of the costs involved in the running of the nursery site. This will ensure that at this time we are able to allocate additional resources needed to embed the new curriculum and to put additional resources in place to counter any pandemic gaps that may have emerged over the past two years.

We certainly support the principal that savings can be identified as part of this process and that they may be realised as part of any longer-term strategic aim to co-locate the nursery onto the Evenlode site in any future process.

As a governing body we commend this proposal and ask members of the council to support its progress. We are prepared to work together with the council and governors of Bute Cottage Nursery School to develop a comprehensive transition plan. As Governors, we also promise to exercise our responsibility to challenge and support this process fully and fairly as it is developed in the coming year. As always, our decisions are made in the best interests of the children and staff in our school community.

Yours sincerely,



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**Stephen Burkitt-Harrington**

Cadeirydd y Llywodraethwyr

Chair of Governors



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Ysgol Gynradd Cogan Primary School  
'Encourage Effort: Celebrate Success'

From the Chair of Governors

October 2021

## **Open Letter**

### **Re: Cogan Primary School and Cogan Nursery School Amalgamation**

Dear Cogan School Community,

We are writing this letter on behalf of the Governing Body at Cogan Primary School. It is our intention to set out our position on how we intend to respond to the Vale of Glamorgan Council's Consultation on its plans to amalgamate our school with Cogan Nursery School.

We believe that the needs of children are best met when schools and teachers collaborate and are able to maintain close links with the communities they serve, and that we can build on the already strong collaboration between both schools for the benefit of all the children in the two communities. We are aware that each setting has its own unique identity, and we strongly believe that this can be maintained with a shared ethos. The proposed amalgamation would enable the transition between Nursery and Reception to be seamless, and impact positively on the wellbeing and emotional development of all our learners.

We would like to start by highlighting the excellent work that already goes on between staff at both schools to ensure the transition of pupils between nursery and primary school is as smooth as possible. This collaborative approach enables staff at both schools to prepare children in the best possible way to enrol at Cogan each year.

The current proposals, if implemented, include the nursery remaining on its current site at Cogan Nursery and with its current capacity. Although this would become part of Cogan Primary School, there are no plans for any staff redundancies. The governors at Cogan recognise the specialist provision and expertise of the staff at Cogan Nursery.

### **Educational benefits**

It is our view that the amalgamation of Cogan Nursery and Cogan Primary School would have the following educational benefits:

- By being part of the same school community from the day they start Nursery provision, learners will benefit from an even stronger transition process and allow nursery pupils to build bonds with staff and other children. The amalgamation would provide more strategic opportunities for joint working to support the transition from the nursery site into the reception classrooms on the primary site. Staff knowing children from the start of their learning journey will enhance understanding of each child and their individual strengths and needs.
- Enhancing professional development of staff - deeper collaboration and the sharing of specialist expertise and knowledge of early years provision. This will enhance even further the early years provision, and opportunities for learning and development for the children in these communities.
- With the statutory implementation of the Curriculum for Wales in September 2022, the proposed amalgamation would be timely in ensuring the curriculum approaches of both settings dovetail and complement each other to ensure that all learners have a firm and consistent grounding at the start of their academic journey.
- Partnership with Parents will be strengthened further. By being part of the same community from the day children start Nursery provision, Parents and Carers will be able to build relationships with staff across both settings more easily.
- Governance of both settings will be strengthened, with the amalgamated governing bodies working together to ensure the best provision for children from Nursery to Year Six.

### **Wider community benefit**

We strongly believe there are many opportunities for community improvement under the proposals. These include:

- Better communication with members of both school communities, which naturally have a large crossover of membership between the two schools given their very close geographical proximity and shared parent members.
- Better coordination surrounding school drop off and collection arrangements with parents, carers, and wrap-around care facilities.
- Increased use of school facilities across a wider community membership.
- Improved opportunities for professional development across all phases of primary education for staff looking to develop their careers further.

As a governing body we commend this proposal and ask members of our school community to respond to the consultation process after consideration of this open letter. We want to ensure that all views are represented and can be considered by the council fully when the time comes. As Governors, we also promise to exercise our responsibility to support this current consultation process fully and fairly.

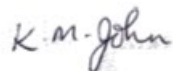
**The consultation documents and response form are available at:**  
[www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)



The closing date for responses to this consultation is the 5th November 2021.

If you have any questions, or would like a hardcopy then please contact a member of the 21st Century Schools Team on 01446 709828 or email [21stcenturyschools@valeofglamorgan.gov.uk](mailto:21stcenturyschools@valeofglamorgan.gov.uk)

Yours sincerely,



Kath John  
Cadeirydd y Llywodraethwyr  
Chair of Governors

*Headteacher / Pennaeth: Susan Sibert BA Ed (Hons), MA Ed, NPQH, NNEB*

*Pill Street, Cogan, Penarth, Vale of Glamorgan CF64 2JS Tel: 029 20708497 email: [coganps@valeofglamorgan.gov.uk](mailto:coganps@valeofglamorgan.gov.uk)*

*Website: [coganprimary.ik.org](http://coganprimary.ik.org) Twitter: @CoganPrimary Founded 1884*



DIRECTORATE OF LEARNING AND SKILLS

# Community Impact Assessment

**Consultation on the proposal to reconfigure nursery provision in Penarth from September 2022 by:**

- **Amalgamating Bute Cottage Nursery School and Evenlode Primary School; and**
- **Amalgamating Cogan Nursery School and Cogan Primary School.**



This document can be made available in other formats and languages as needed.  
Please contact us on 01446 700111 to arrange this.

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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 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.

The proposals to reconfigure nursery provision in Penarth from September 2022:

### **Proposal 1: To amalgamate Bute Cottage Nursery School and Evenlode Primary School by:**

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

### **Proposal 2: To amalgamate Cogan Nursery School and Cogan Primary School by:**

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan School from September 2022.

Nursery provision would continue to be provided from the existing buildings with both proposals.

These proposals are considered under section 2.1 and 2.3 of the School Organisation Code (2018). Section 2.1 refers to the closing of a maintained school. Section 2.3 refers to Regulated Alterations of a school, which includes changing the age range of a school by a year or more.

## National Context

The key statutory guidance for local authorities in developing statutory proposals for changes for school organisation is in accordance with section 42 of the School Standards and Organisation (Wales) Act 2013 and the School Organisation Code 2018. When considering proposals, the Council must consider the impact on the local community, particularly in rural areas and in areas designated for communities' first programmes or successor programmes.

## Local Policy Context

Echoing national policy outlined in the Well-Being of Future Generations (Wales) Act 2015, the Council has committed as part of the Corporate Plan 2020-25 to achieving a vision of – **'Working together for a brighter future'**.

The Vale of Glamorgan is committed to achieving the objective of 'supporting learning, employment and sustainable economic growth' raising overall standards of achievement by modernising education in the Vale to ensure children and young people receive a first class education.

We believe that in order to achieve this it is important that we support teaching and learning outcomes by providing modern and fit for purpose buildings that meet the needs of modern day education. Schools need to be able to provide the best possible learning experience to make sure that children and young people have the best opportunities available to them and that they are able to reach their full potential.

## Current Challenges

The proposal would address a number of challenges and would provide:

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy and ethos across all phases.
- Generates revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into

the overall schools' funding formula.

- Opportunities to make efficiency savings through economies of scale and joined up procurement.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.

## Community Profile

The four educational settings affected by the proposals are within the area of Penarth. Penarth is a wealthy seaside town and retains extensive Victorian and Edwardian architecture in many traditional parts of the town.

There are currently 11 primary schools and nurseries in the Penarth and nearby area:

School	Type	Language	Primary Capacity	Nursery Capacity (Part-Time Places)
<b>Albert Primary</b>	Community	English	385	72
<b>Bute Cottage Nursery</b>	Community	English	N/A	96
<b>Cogan Nursery</b>	Community	English	N/A	100
<b>Cogan Primary</b>	Community	English	210	N/A
<b>Evenlode Primary</b>	Community	English	420	N/A
<b>Fairfield Primary</b>	Community	English	315	60
<b>Llandough Primary</b>	Community	English	210	30
<b>Ysgol Pen Y Garth</b>	Community	Welsh	420	114
<b>St Joseph's RC Primary</b>	Voluntary Aided	English	210	48
<b>Sully Primary</b>	Community	English	350	64
<b>Victoria Primary</b>	Community	English	420	64

Bute Cottage Nursery School is located within the St Augustine's 3 ward in Penarth. The overall St Augustine's ward has a population of 7,351 (Office of National Statistics, 2019).

Evenlode Primary School is located within the Plymouth 2 ward in Penarth. The overall Plymouth ward has a population of 5,786 (Office of National

Statistics, 2019).

Cogan Nursery School and Cogan Primary School are located within the Cornerswell 2 ward in Penarth. The overall Cornerswell ward has a population of 5,366 (Office of National Statistics, 2019).

Vale of Glamorgan Constituency Area	LSOA Code	Overall Wales Rank (of 1909)		Employment Rank (of 1909)		Access to Services Rank (of 1909)	
		Rank	% (Least / Most Deprived)	Rank	% (LD / MD)	Rank	% (LD / MD)
St Augustine's 3	W01001125	1643	50% LD	1501	50% LD	1909	50% LD
Plymouth 2	W01001115	1715	50% LD	1506	50% LD	1076	50% LD
Cornerswell 3	W01001076	1189	50% LD	1296	50% LD	1065	50% LD

(Data from [Welsh Index of Multiple Deprivation \(WIMD\)](#))

As the table above shows, the wards have low levels of deprivation. Overall, they are within 50% least deprived wards within Wales.

## Impact Assessment

This section of the Community Impact Assessment assesses the potential impact this proposal could have on the local community. The information analysed in this process represents a snapshot of the current situation. The impact assessment is an evolving document that will continue to be developed throughout the statutory process. Feedback received during the consultation period will be used to further inform the Community Impact Assessment, which will be presented to Cabinet as part of the Consultation Report.

Eight key measures have been identified:

Ref.	Measure
CI1	Children living in the catchment are attending their local school
CI2	Services provided by the school for the local community, including extra-curricular activities
CI3	Community facilities used regularly by the school
CI4	Community facilities provided by and activity undertaken within the school premises
CI5	Impact on local businesses
CI6	Impact on local employment
CI7	Impact on local infrastructure
CI8	Transport arrangements

The eight measures were assessed to identify any negative or positive impacts on the local community, and a score was applied ranging from -3 to +3 based on the balance of the evidence available.

<b>Measure Score</b>	<b>Measure Assessment</b>
-3	Large deterioration
-2	Moderate deterioration
-1	Slight deterioration
0	No overall change
1	Slight Improvement
2	Moderate Improvement
3	Large Improvement



## Impacts upon the Local Community

Ref.	Measure	Score	Impact of Proposals
CI1	Children living in the catchment are attending their local school	0	<p>Cogan Nursery School provides nursery provision for the catchment area of Cogan Primary School.</p> <p>Bute Cottage Nursery School provides nursery provision for Evenlode Primary School.</p> <p>This would not change if the proposals are implemented.</p>
CI2	Services provided by the school for the local community, including extra-curricular activities	0	<p>It is proposed that any community services currently provided by the educational settings would continue.</p> <p>Example services provided for the community:</p> <ul style="list-style-type: none"> <li>• Bute Cottage Nursery School works with local private nurseries to provide 'wrap-around-care'</li> <li>• Cogan Nursery School has provided adult education classes, such as first aid and jewellery making</li> </ul>
CI3	Community facilities used regularly by the school	0	<p>As the nurseries would remain on their current sites, this would not change if the proposals are implemented.</p> <p>Example community facilities used by the schools:</p> <ul style="list-style-type: none"> <li>• Bute Cottage Nursery School utilises a community garden adjacent to the site</li> <li>• Cogan Primary School utilises a large field adjacent to the site and Penarth Leisure Centre</li> </ul>

CI4	Community facilities provided by and activity undertaken within the school premises	0	<p>As the nurseries would remain on their current sites, this would not change if the proposals are implemented.</p> <p>Example community facilities provided on the sites:</p> <ul style="list-style-type: none"> <li>• Evenlode Primary School hires out its school hall for childcare, exercise, cooking and art classes</li> </ul>
CI5	Impact on local businesses	0	As the nurseries would remain on their current sites, this would not change if the proposals are implemented.
CI6	Impact on local employment	0	As the nurseries would remain around their current capacity, this would not change if the proposals are implemented. However, there may be opportunities for improved professional development across all phases of primary education.
CI7	Impact on local infrastructure	0	<p>As the nurseries would remain on their current sites and around their current capacity, this would not change if the proposals are implemented.</p> <p>The Council has allocated £1.362m as part of the 21<sup>st</sup> Century Schools Programme to support reconfiguration of nursery provision in Penarth. Should the proposals be approved, the Council would prioritise relocating nursery provision at Evenlode Primary School onto a single site. The Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.</p>
CI8	Transport arrangements	0	<p>As the nurseries would remain on their current sites and around their current capacity, this would not change if the proposals are implemented.</p> <p>The Council has allocated £1.362m as part of the 21<sup>st</sup> Century Schools Programme to support reconfiguration of nursery provision in Penarth. Should the proposals be</p>

		<p>approved, the Council would prioritise relocating nursery provision at Evenlode Primary School onto a single site. The Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.</p> <p>A full transport assessment would be undertaken as part of the design process for the new school building. This would assess the impact on the local infrastructure and include a swept path analysis to ensure compliance with current legislation on accessibility for all emergency services. This would also include assessment of safe walking routes. The transport assessment would be used as part of the design process to mitigate against any negative impacts identified.</p>
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## Scoring Summary

Ref.	Local Community
CI1	0
CI2	0
CI3	0
CI4	0
CI5	0
CI6	0
CI7	0
CI8	0
Average Score	0

## Conclusions

The proposal would likely have a neutral impact on the local community across 8 of the 8 measures assessed. Overall, the proposal would likely have a neutral impact on the local community.

# Equality Impact Assessment

## 1. What are you assessing?

Proposal to reconfigure nursery provision in Penarth from September 2022.

### **Proposal 1: To amalgamate Bute Cottage Nursery School and Evenlode Primary School by:**

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

### **Proposal 2: To amalgamate Cogan Nursery School and Cogan Primary School by:**

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan School from September 2022.

## 2. Who is responsible?

<b>Name</b>	Nathan Slater	<b>Job Title</b>	Project Manager
<b>Team</b>	21 <sup>st</sup> Century Schools	<b>Directorate</b>	Learning & Skills

## 3. When is the assessment being carried out?

<b>Date of start of assessment</b>	November 2021
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## 4. Describe the proposal?

### **What is the purpose of the proposal?**

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 the local community and are equipped with the best possible learning environments.

# Equality Impact Assessment

The Managing Director authorised the Director of Learning & Skills to undertake a consultation from **20 September 2021** to **5 November 2021**, on a proposal to reconfigure nursery provision in Penarth from September 2022.

## **Proposal 1: To amalgamate Bute Cottage Nursery School and Evenlode Primary School by:**

- Changing the lowest age range of pupils at Evenlode Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Evenlode Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Bute Cottage Nursery School and transferring all staff and pupils of the nursery phase under the governance of Evenlode Primary School from September 2022.

## **Proposal 2: To amalgamate Cogan Nursery School and Cogan Primary School by:**

- Changing the lowest age range of pupils at Cogan Primary School from 4 to 3, to include 96 part time nursery places;
- Increasing the capacity of Cogan Primary School to accommodate the 96 part time nursery places; and
- Discontinuing Cogan Nursery School and transferring all staff and pupils of the nursery phase under the governance of Cogan School from September 2022.

The proposals would mean that Bute Cottage Nursery School and Cogan Nursery School would be discontinued and all staff and pupils from the nursery phases would be transferred under the governance of Evenlode Primary School and Cogan Primary School respectively. However, nursery provision would continue to be provided from the existing buildings with both proposals.

The feedback and views expressed in the consultation are being considered together in the publication of a consultation report on the proposal and this Equality Impact Assessment. A Community Impact Assessment has also been undertaken.

## **Why do you need to put it in place?**

Over the past 10 years the Council has sought to move towards a primary school model for 3 to 11 years education.

Evenlode Primary School and Cogan Primary School are two of four primary schools that do not currently provide nursery provision. The other primary schools that do not have a nursery provision are subject to separate proposals which will involve creating nursery provision.

Bute Cottage Nursery School and Cogan Nursery School are the only two stand-alone nursery schools within the Vale; i.e. separate entities with their own governing bodies and a delegated budget.

Bute Cottage Nursery School prioritises pupils living in the Evenlode Primary School

## Equality Impact Assessment

catchment area and Cogan Nursery School priorities pupils living in the Cogan Primary School catchment area.

It is proposed that Evenlode Primary School and Bute Cottage Nursery School are amalgamated, resulting in 96 part time nursery places being provided at Evenlode Primary School (on the existing Bute Cottage Nursery School site). It is also proposed that Cogan Primary School and Cogan Nursery School are amalgamated, resulting in 96 part time nursery places being provided at Cogan Primary School (on the existing Cogan Nursery School site). This would 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) and minimise the potential for disruption during transition from nursery to primary school.

The introduction of consistent policies, strategies and pedagogy across all ages would result in clear expectations and a shared ethos which is understood by children, parents and carers throughout all phases of primary education. The proposal would also support a coordinated approach to planning for the needs of vulnerable pupils across the foundation phase.

A single leadership team and governing body across each school would result in the removal of duplication of management and governance functions. Parents would only need to familiarise themselves with one set of policies and one set of communications.

### **Do we need to commit significant resources to it (such as money or staff time)?**

#### **Human Resources**

The Vale of Glamorgan Council would fully support 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.

Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.

The governing bodies of Evenlode Primary School and Cogan Primary School would be responsible for amending their staffing structures to reflect the addition of the nursery phase. It is not anticipated that there would be any compulsory redundancies as a result of these proposals. However, any proposed changes to staffing would be subject to full consultation with staff and the relevant trade unions where necessary.

Officer time has been addressed via the creation of a 21<sup>st</sup> Century Schools Team.

# Equality Impact Assessment

## Capital Funding

There would be no capital implications as a result of the two proposals.

However, £1.362m is included within the Capital Programme as part of the 21<sup>st</sup> Century Schools Programme to support reconfiguration of nursery provision in Penarth. Should the proposals be approved, the Council would prioritise relocating nursery provision at Evenlode Primary School onto a single site. The Council would undertake a full feasibility assessment and any plans would be subject to a separate consultation exercise as part of the planning process.

## Revenue Funding

The 2021/22 budget for Bute Cottage Nursery School is £286,292, which equates to £6,983 per pupil (FTE). Cogan Nursery School received a budget totalling £280,829 which equates to £7,590 per pupil (FTE). The amount of funding per pupil is significantly higher than the average funding per pupil across all primary schools which was £3,804 in 2021/22. Funding per pupil is generally higher in standalone nursery schools due to the costs of the headteacher and other fixed costs absorbed over a low number of pupils.

Evenlode Primary School currently receives the lowest level of funding per pupil across all Vale schools (£3,252 in 2021/22). This is partly due to the lack of nursery provision. In 2021/22 Cogan Primary School received £4,071 per pupil funding.

Should the proposals be implemented, Evenlode Primary School and Cogan Primary School would each receive an individual budget including allocations for the nursery phase. As the majority of school funding is based on the number of pupils on roll, the proposals would improve the overall budget position for Evenlode Primary School and Cogan Primary School.

The funding formula is driven by per pupil funding and a number of lump sum allocations per school. On that basis the formula saving from amalgamating Bute Cottage Nursery School and Evenlode Primary School would be £70,000 based on the removal of lump sum allowances. The 2021/22 Evenlode Primary School budget is £1,346,511 and the Bute Cottage Nursery School budget is £286,292 (totalling £1,632,803). The combined budget generated by amalgamating Bute Cottage Nursery School with Evenlode Primary School would be £1,562,803 at the 2021/22 funding rates.

The funding formula saving from amalgamating Cogan Nursery School and Cogan Primary School would be £70,000 based on the removal of lump sum allowances. The 2021/22 Cogan Primary School budget is £838,705 and the Cogan Nursery School budget is £280,829 (totalling £1,119,534). The combined budget generated by amalgamating Cogan Nursery School and Cogan Primary School would be £1,049,934 at the 2021/22 funding rates.

The proposals would result in a more efficient use of financial resources across all schools. Larger schools are also generally able to secure better value for money through economies of scale and a single budget may be easier to manage, e.g., accounting for



# Equality Impact Assessment

spend on site maintenance which would benefit both nursery and primary phases compared with administering two different contracts.

## What are the intended outcomes of the proposal?

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy and ethos across all phases.
- Generates revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula.
- Opportunities to make efficiency savings through economies of scale and joined up procurement.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.

## Who does the proposal affect?

Staff, pupils, parents of pupils, governors at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School, and Cogan Primary School.

## Will the proposal affect how other organisations work?

The proposals are 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 Evenlode Primary School or Cogan Primary School. Children can access nursery provision at other nursery units of schools or at a registered provider.

## Will the proposal affect how you deliver services?

The Council must ensure that schools serve their local communities and are reflective of demand. There is a need to meet future demand for nursery places within the Vale.

## Equality Impact Assessment

A great deal of information is available with relation to the population within the Vale of Glamorgan. This can be accessed from the following sources.

Household projections by local authority <https://gov.wales/docs/statistics/2017/170323-household-projections-local-authorities-2014-based-en.pdf>

Future population trends <https://www.slideshare.net/StatisticsWales/welsh-government-future-trends-report-2017-population>

ONS 2016 population estimates (row 392 code W06000014)  
<https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland/mid2017/ukmidyearestimates2017finalversion.xls>

Protected characteristic data from 2011 Census (data from the 2021 census has not yet been published)  
<https://gov.wales/statistics-and-research/census-population/?lang=en>

### **Will the proposal impact on other policies or practices?**

The proposal is part of the council's overall strategic outline programme for Band B of the 21<sup>st</sup> Century Schools Programme. The operation of the school will continue to be supported by many policies and procedures. The governing body will be required to continue to comply with all policies, including the Council and schools Equality Policies. All schools will have their part to play in meeting the equality objectives that the Learning and Skills Directorate is responsible for delivering and support the performance reported on in the annual equality monitoring report where appropriate.

### **Can you change the proposal so that it further promotes equality of opportunity and fosters good relations?**

The proposals being put forward are to reconfigure nursery provision within Penarth to provide the best educational outcomes.

Our formal consultation process follows Welsh Government guidelines outlined in the School Organisation Code 2018. A range of individuals and groups were asked for their views about these proposals during the consultation period. All responses received as part of the consultation are reflected in the Consultation Report.

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.

# Equality Impact Assessment

The Council consulted with the following groups:

List of groups consulted as part of the consultation process	
Staff (teaching and non-teaching) at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School	Governing Body of Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School
Parents/Carers and Guardians of children at Bute Cottage Nursery School, Evenlode Primary School, Cogan Nursery School and Cogan Primary School	Diocesan Directors of Education
Penarth Town Council and Sully and Lavernock Community Council	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Vale of Glamorgan Children and Young People's Programme Board	Local Councillors
Members of the Senedd (MS's) / Members of Parliament (MP's)	Welsh Language Commissioner
Rhieni dros Addysg Gymraeg (RHAG)	Primary schools in the Vale of Glamorgan
Estyn	Central South Consortium Joint Education Service
Welsh Government Ministers	Trade Unions
Local Police and Crime Commissioner	Directors of Education – All Neighbouring Authorities
Council's Transportation Department	

## How will you achieve the proposed changes?

The consultation period for the proposals started on 20 September and ended on 5 November 2021.

Within 13 weeks of the closing date, 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 Council 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 December 2021 Cabinet will consider the consultation report and decide whether or not to proceed with the proposals.

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

The proposal would mean nursery provision in Penarth is reconfigured. Bute Cottage Nursery School would be discontinued and amalgamated with Evenlode Primary School. Cogan Nursery School would be discontinued and amalgamated with Cogan Primary School. Both Nursery Schools would remain on their current sites but under the management of the respective primary schools and their governing bodies.

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## Who will deliver the proposal?

Subject to the approval of this proposal, the Council would manage the process and the governing body, staff, parents and pupils of the affected schools will be fully engaged in the development of the plans.

## How will you know whether you have achieved the proposal's purpose?

The Council would have determined the proposal and would have reconfigured nursery provision in Penarth.

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

## 5. What evidence are you using?

### Engagement (with internal and external stakeholders)

The consultation processes followed Welsh Government guidelines, in compliance with the Schools Standards and Organisation (Wales) Act 2013 and School Organisation Code 2018. The Council consulted with a range of statutory consultees outlined in and required by the Code.

Formal consultations were conducted through a consultation document and response form distributed electronically to prescribed consultees and published on the Vale of Glamorgan website on the 20 September 2021.

The bilingual consultation documents were distributed online; through social media and on the Vale of Glamorgan Council's website. Consultees were provided with an electronic copy of the documents and a link to the Vale of Glamorgan website. Hard copies were available from the Council on request.

During the consultation period, the Council received 238 responses by the closing date of 5 November 2021. Consultees were asked to indicate whether they 'support', 'do not support' or have 'no opinion' on the three individual elements of the proposal.

- Proposal 1 - Amalgamating Bute Cottage Nursery School and Evenlode Primary School : Out of 238 individual responses, 48 consultees were in support of the proposal, 169 were opposed and 21 offered no opinion either way.
- Proposal 2 - Amalgamating Cogan Nursery School and Cogan Primary School: Out of 238 individual responses, 47 consultees were in support of the proposal, 73 were opposed and 118 offered no opinion either way.

Consultees were asked for their opinion on a key question to each proposal:

**1) Do you support the proposal to amalgamate Bute Cottage Nursery School and Evenlode Primary School?**

## Equality Impact Assessment

### 2) Do you support the proposal to amalgamate Cogan Nursery School and Cogan Primary School?

Consultees were able to respond to either or both questions with Yes, No or No opinion either way.

Consultees were also offered the opportunity to comment further.

As the tables below show, most responses were **not** in favour of Proposal 1.

Breakdown of consultation responses (Proposal 1)						
Total (individual) responses:	Total support		Total not support		Total no opinion	
No.	No.	%	No.	%	No.	%
238	48	20%	169	71%	21	9%

Breakdown of consultation responses (Proposal 2)						
Total (individual) responses (A):	Total support		Total not support		Total no opinion	
No.	No.	%	No.	%	No.	%
238	47	20%	73	31%	118	50%

Respondents were provided with the option of answering equality monitoring questions. Respondents did not have to answer as the questions were optional and a prefer not to say option was provided. Results are summarised in the table below.

What is your gender?							
Male	42	Female	171	Non-binary	N/A	Prefer not to say	15
How old are you?*							
25-34	41	35-44	100	45-54	50	55-74	30
Are your day-to-day activities limited because of a physical or mental health condition, illness or disability?							
Yes – limited a lot	2	Yes – limited a bit	4	No	203	Prefer not to say	16
How would you describe your ethnic group?*							
White	194	Mixed	5	Asian	6	Prefer not to say	18
Which of the following options best describes how you think of yourself?*							
Heterosexual / straight	195	Gay or lesbian	0	Bisexual or pansexual	4	Prefer not to say	20
What is your legal marital status?*							

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Single	27	Married	161	Divorced or widowed	12	Prefer not to say	20
<b>Are you currently pregnant or have you been pregnant within the last year?</b>							
Yes	19	No	179			Prefer not to say	23

\*table just displays options with responses, further options were available to select.

Consultation was undertaken at a formative stage and allowed for intelligent consideration and response. The timescales for consultation comply with the School Organisation Code and allowed 7 weeks for consultees to consider and prepare a response.

A number of themes received in as part of the process will be addressed and contained within a consultation report to be reported to Cabinet on the proposal. The Council has a statutory duty to publish a consultation report on the proposal.

The consultation processes gave a range of consultees and local people the opportunity to learn about the proposal and for the Council to hear the views of all those with an interest so that they can be taken into account before any decisions are made. The number of respondents and characteristics thereof are detailed in the consultation response report.

### Consultation (with internal and external stakeholders)

Please see response above (engagement)

### National data and research

A great deal of information is available with relation to the population within the Vale of Glamorgan. This can be accessed from the following sources.

Household projections by local authority <https://gov.wales/docs/statistics/2017/170323-household-projections-local-authorities-2014-based-en.pdf>

Future population trends <https://www.slideshare.net/StatisticsWales/welsh-government-future-trends-report-2017-population>

ONS 2016 population estimates (row 392 code W06000014)  
<https://www.ons.gov.uk/file?uri=/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland/mid2017/ukmidyearestimates2017finalversion.xls>

Protected characteristic data from 2011 Census (data from the 2021 census has not yet been published)  
<https://gov.wales/statistics-and-research/census-population/?lang=en>

Changes to school provision, in the form of statutory school organisation proposals, are often necessary as part of local authority plans within the 21st Century Schools and Education Capital Programme.

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The School Standards and Organisation (Wales) Act 2013 requires that the Welsh Ministers issue a School Organisation Code. The School Organisation Code 2018 sets out requirements for consultation upon and publication of, statutory proposals for change and local authorities are required to follow the Code. The Code sets out requirements and provides guidance in respect of school reorganisation proposals brought forward to reconfigure school provision and for those responsible for determining proposals. The consultation process follows Welsh Government guidelines outlined in the School Organisation Code.

## Local data and research

The Council is using current demographic, school and pupil data to inform the proposal. A strategic review of data was used to inform the process.

The four educational settings affected by the proposals are within the area of Penarth. Penarth is a wealthy seaside town and retains extensive Victorian and Edwardian architecture in many traditional parts of the town.

Bute Cottage Nursery School was established in 1974 to provide for 40 full-time places. The school is situated near the centre of the town of Penarth and provides nursery provision for the Evenlode Primary School catchment area.

Evenlode Primary School was established in 1969 as the first open-plan Primary School in South East Wales.

Cogan Nursery School was established in the 1970s to provide for nursery education in the Penarth area.

Cogan Primary School was established in 1884 and is situated in Cogan.

A community impact assessment was undertaken in preparation for the consultation. This assessment included information about local population and material deprivation levels. All comments received relating to the community impact assessment have been included within the consultation response report.

The community impact assessment is available here:

[www.valeofglamorgan.gov.uk/nurseryprovisionpenarth](http://www.valeofglamorgan.gov.uk/nurseryprovisionpenarth)

## 6. How robust is the evidence?

### Does it show what the impact will be (positive and negative)?

This proposal pays due regard to the need to eliminate discrimination, advance equality, and foster good relations as an integral part of the decision making process. The impact

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of the proposal will be positive in terms of managing the demand for nursery provision in Penarth.

## **What are the gaps?**

There is limited information held within the Directorate of the protected characteristics of the staff and governing body / management committee of the affected schools, however the proposal is designed to have a positive or neutral impact on those with protected characteristics accessing the new building. As the staff and governing body are small in number, this data may also serve to identify individuals and personal information held about them. However as part of the consultation several opportunities via a variety of confidential methods were given to staff and governing body to express concerns with relation to their personal circumstances as well as any wider concerns. No issues were raised during the consultation or subsequently that were considered to have an adverse impact on the protected characteristics of staff or governing body. As a result this is not included in this assessment.

The council would ensure that the governing bodies of the affected schools were supported to ensure that all staff and governors would not be adversely impacted as a result of their protected characteristic as a result of this proposal.

## **What will you do about this?**

Consideration of the protected characteristics of the pupils, staff and governing body would be reflected in the development of the governance structure.

Information is provided to the school by the parents and professionals on the child's enrolment at the school. This allows the school to ensure that the school can meet their needs.

## **What monitoring data will you collect?**

The Pupil Level Annual School Census (PLASC) data is collected on an annual basis, protected characteristics are captured through this process.

## **How often will you analyse and report on this?**

The pupils Level Annual School Census (PLASC) is completed annually. The Council and schools use the data to develop and monitor policy and performance in the Vale of Glamorgan. The effectiveness of this proposal will be monitored via the school's governing body, the Council, the Central South Consortium and Estyn.



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## Where will you publish monitoring data and reports?

School Census School is published by Welsh Government on the STATS Wales website for each local authority area.

There would be continued monitoring of school standards across all year groups by the governing body, the Local Authority and the Central South Consortium and via Estyn.

Standards in schools are monitored on an annual basis by the Consortium and reported back to the Local Authority. Standards for children who have been identified with additional learning needs, along with those children identified as school action and school action plus will also be part of the Annual National Categorisation School Report carried out by the Central South Consortium in partnership with the school.

## 7. [Impact](#)

### Is there an impact?

There has been no perceived negative impact on the protected characteristics identified.

The impacts are outlined below in the relevant section.

### If there is no impact, what is the justification for thinking this? Provide evidence.

Evidence is assessed through the consultation process and through school and pupil data.

### If there is likely to be an impact, what is it?

#### Age

According to the Pupil Level Annual School Census (PLASC) carried out in January 2021 there were 84 part-time pupils on roll at Bute Cottage Nursery School, 62 part-time pupils on roll at Cogan Nursery School, 414 pupils on roll at Evenlode Primary School, and 206 pupils on roll at Cogan Primary School.

It is proposed that Evenlode Primary School and Bute Cottage Nursery School are amalgamated, resulting in 96 part time nursery places being provided at Evenlode Primary School (on the existing Bute Cottage Nursery School site). It is also proposed that Cogan Primary School and Cogan Nursery School are amalgamated, resulting in 96 part time nursery places being provided at Cogan Primary School (on the existing Cogan Nursery School site). This would 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) and minimise the potential for

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disruption during transition from nursery to primary school.

If approved, these proposals would ensure the schools are able to continue providing high quality education. Amalgamation would enable the strengths present in the existing separate nursery and primary schools to be combined to deliver high quality provision operating across separate sites. This would allow a shared vision and leadership fully embedding a consistent and coherent curriculum across the primary phase.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

For the reasons stated above, including shared policies and vision for early years education, the proposals would provide a **positive** impact for children.

However, it is noted that section 149, so far as relating to age, does not apply to the exercise of a function relating to the provision of education to pupils in schools (see paragraph 1 of Schedule 18 to the 2010 Act).

## Disability

The data held on pupils is characterised by Special Educational Needs (SEN) not disability.

The following table provides information about the needs of pupils from January 2021 PLASC.

Outline of ALN needs for pupils at the schools and nurseries and comparison against regional (primary) and national level						
Type	Evenlode Primary School	Bute Cottage Nursery	Cogan Primary School	Cogan Nursery	Vale of Glamorgan (primary)	Wales (all*)
School Action	0%	0%	12%	3%	6%	12%
School Action Plus	3%	1%	8%	6%	5%	7.4%
Statemented	0%	0%	1%	2%	1%	2.8%

As the table above shows, Cogan Primary School has above the average of School Action and School Action Plus pupils on roll, Cogan Nursery School has above the Vale average of School Action Plus pupils on roll, and Bute Cottage Nursery School and Evenlode Primary School have below the average across all measures.

Bute Cottage Nursery School, Evenlode Primary School and Cogan Nursery School do not have an attached specialist resource base (SRB); specialist support is provided for children who have identified needs in an inclusive setting within the school.

Cogan Primary School provides additional support to pupils with hearing difficulties via a Hearing Resource Base. The team is made up of a specialist teacher and support staff who help children with moderate to profound deafness. The children have specialist support and are fully integrated into the daily routines of the school. As noted in their most recent Estyn inspection, *'Pupils from the resource base flourish alongside other pupils.*

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*They make good and often excellent progress from their individual starting points. Specialist staff work highly effectively with their mainstream colleagues and with a range of specialist services to ensure exceptional provision for these pupils.'*

The educational settings provide 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.

Current ALN provision would not be changed as a result of these proposals. However, needs could be identified at an earlier age and pupil needs monitored within a single data setting to ensure continuity.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

The proposals will therefore provide a **positive** impact for pupils, staff, governors and the wider community visiting the school who have been identified within this protected group as they will continue to have access to specialist provision, and this would not be negatively impacted upon by either of these proposals.

### **Gender reassignment, including gender identity**

There are no plans to change any policies relating to gender reassignment or identity based on these proposals.

None of the respondents indicated that this proposal would have an adverse impact on their gender identity.

Based on current evidence these proposals would have a **neutral** impact on this protected group.

### **Marriage and civil partnership (discrimination only)**

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard.

This information is not held at a directorate level for staff and governors however the proposal is designed to have a positive or neutral impact on those with protected characteristics accessing the new building. Pupils at the School are below the legal marriage age. Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

Based on the policies in place that would not change as a result of either proposals, these proposals would have a **neutral** impact on this protected group.

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## Pregnancy and Maternity

It is considered that there will not be a negative impact on pupils in this protected group as there is a minimal likelihood of pupils falling within this protected group due to the age range of the school. The provision of education for any pupil who were within this protected group would remain unaltered by the proposal.

Staff who are currently on maternity leave or are pregnant at the point of the proposed move would be protected under the Equalities Act 2010.

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard however reference to the impact, both positive and negative, on future children was made in a small number of responses.

Based on the policies in place that would not change as a result of these proposals, these proposals would have a **neutral** impact on people in this protected group.

## Race

The predominant ethnicity at the educational settings is currently White – Welsh/English/Scottish/Northern Irish British (see table). The percentage is lower in all the settings, apart from Bute Cottage Nursery, than the average (90% White British) across the wider Vale school population.

Schools	Total pupils	Total pupils identifying as White (Welsh/English/Scottish/Northern Irish British)		Total pupils identifying as Ethnic Minority	
Bute Cottage Nursery School	82	74	90.2%	8	9.7%
Evenlode Primary School	421	361	85.7%	60	14.2%
Cogan Nursery School	63	45	71.4%	18	28.5%
Cogan Primary School	209	168	80.3%	41	19.6%

It is unlikely that the proposals would change the ethnic profile of the schools as there are no changes to the catchment areas.

All staff, pupils and governors would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

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None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

Based on the policies in place that would not change as a result of the proposals and the very small number of pupils in this category, these proposals would have a **neutral** impact on people in this protected group.

### Religion and belief

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

Respect for all religious and non-religious beliefs would not change due to this proposal. This school is a community school and the aspect of the curriculum relating to religion and belief would not change as a result of this proposal.

None of the respondents indicated that this proposal would have an adverse impact on their status in this regard.

Based on the policies in place that would not change as a result of the proposals, these proposals would have a **neutral** impact on people in this protected group.

### Sex

The latest data containing pupil gender information is from My Local School, 2021 (see table below).

Schools	Total pupils	Total female pupils		Total male pupils	
Bute Cottage Nursery School	82	47	57.3%	35	42.6%
Evenlode Primary School	421	205	48.6%	216	51.3%
Cogan Nursery School	63	29	46%	34	54%
Cogan Primary School	209	111	53.1%	98	46.8%

Children of both sexes would be treated and taught equally in the schools. There would be no different methods of teaching or curricula for either sex. The school would aim to reduce - as far as possible - segregating pupils and students by gender. Pupils would continue to be supported to enable equal access to PE and where lessons are segregated by sex/gender they would be enabled to participate in the activity which corresponds to their gender identity if this is what they request. The aspect of the

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curriculum management relating to any identified gender-based attainment gap would not change as a result of this proposal.

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools. This proposal would lead to an increase in employment opportunities at the schools as additional training would be required to meet the specialist needs of pupils. This may lead to more employment opportunities for people of either sex.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

Based on the policies in place that would not change as a result of the proposals, these proposals would have a **neutral** impact on people in this protected group.

## Sexual orientation

Inclusivity and respect of others is an intrinsic element of the national curriculum. The principles of school inspection as described in the 'Framework for School Inspection', September 2015 states that the inspection will focus on the needs of pupils and parents by evaluating the extent to which schools provide an inclusive environment which meets the needs of all pupils irrespective of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation. The Estyn School Inspection Handbook also details how inspection will evaluate how well individual pupils benefit from the school and states it may be relevant to pay particular attention to those with protected characteristics, therefore including transgender pupils. Under spiritual, moral, social and cultural development Estyn will look for evidence where pupils develop awareness and respect for diversity in relation to, for example gender, race, religion and belief, sexual orientation and disability.

Inspectors will also consider types, rates and patterns of bullying and the effectiveness of the school's actions to prevent and tackle all forms of bullying and harassment – this includes cyber bullying and prejudice-based bullying related to special education need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

Based on the policies in place that would not change as a result of the proposals, these proposals would have a **neutral** impact on people in this protected group.

## 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. It is in line with Welsh Government's

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National Cymraeg 2050 strategy and contributing to its ambitious target of 1 million Welsh speakers by 2050.

Ysgol Pen-Y-Garth serves as the Welsh medium primary provision for the Penarth area. The school has capacity for 420 primary pupils and 76 part-time nursery places.

Bute Cottage Nursery School is committed to helping pupils develop their Welsh language education from an early age. This includes through a Welsh mascot called Dewi Draig who helps the children to understand and use Welsh words and phrases. Dewi also helps pupils to learn about the Welsh culture and what it means to be a citizen of Wales. The nursery has Helpu'r Heddiw T-shirts that pupils are given to wear as a reward when they are heard using Welsh words in nursery. The nursery is working towards gaining the "Siarter Iaith" Welsh Charter Bronze Award.

Cogan Nursery School is committed to helping pupils develop their Welsh language education from an early age. Skills are developed through communicating in a range of enjoyable, practical planned activities and using a range of stimuli that build on and increase children's previous knowledge and experiences. Pupils listen to a range of stimuli, including audio visual material and ICT interactive software.

Although Evenlode Primary School and Cogan Primary School teach predominantly through the medium of English, the high standards achieved in Welsh language contribute to the Council's commitment to encouraging bilingual speakers.

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the schools.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard.

Based on current evidence, these proposals would have a **neutral** impact on people in this protected group.

## Human rights

Consideration of the UNICEF document, A Human Rights-Based Approach to Education For All was given as part of the development of this consultation. This document advises that Chapter 2 introduces a conceptual framework for the rights-based approach to education that embodies three interlinked and interdependent dimensions. It contends that human rights related to education cannot be realized unless and until all three are addressed:

- The right of access to education – the right of every child to education on the basis of equality of opportunity and without discrimination on any grounds. To achieve this goal, education must be available for, accessible to and inclusive of all children.
- The right to quality education – the right of every child to a quality education that enables him or her to fulfil his or her potential, realize opportunities for

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employment and develop life skills. To achieve this goal, education needs to be child-centred, relevant and embrace a broad curriculum, and be appropriately resourced and monitored.

- The right to respect within the learning environment – the right of every child to respect for her or his inherent dignity and to have her or his universal human rights respected within the education system. To achieve this goal, education must be provided in a way that is consistent with human rights, including equal respect for every child, opportunities for meaningful participation, freedom from all forms of violence, and respect for language, culture and religion.

This proposal has been presented in order to address the right of access to education, the right to quality education and the right to respect within the learning environment for all pupils within the Vale of Glamorgan.

The intended benefits of this proposal would provide:

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy and ethos across all phases.
- Generates revenue savings associated with increased running costs for standalone nursery schools which would release additional funding into the overall schools' funding formula.
- Opportunities to make efficiency savings through economies of scale and joined up procurement.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.

None of the respondents indicated that these proposals would have an adverse impact on their status in this regard. Based on current evidence, these proposals would have a **positive** impact on people in this protected group.

### **Socio-economic duty**

The overall aim of the duty is to deliver better outcomes for those who experience socio-economic disadvantage. The duty, which applies to strategic decisions, commenced 31 March 2021. Socio-economic considerations have subsequently been assessed and the



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results are documented below. For the purposes of this assessment, socio-economic indicators include education, economic, employment, health and wellbeing, and accessible transport.

## Education

It is determined that if implemented the proposals would have the following benefits related to improving educational outcomes:

- A single governance and accountability regime with a single headteacher and governing body with responsibility for all phases of education at each primary school.
- Opportunities for greater professional development opportunities by being part of a primary school teaching across all phases of primary education.
- A single set of policies across all year groups, incorporating areas of best practice from the individual schools.
- A single vision, strategy and ethos across all phases.
- Streamlined communication between parents and staff with a single point of contact throughout all phases of primary education.

The proposals are 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 Evenlode Primary School or Cogan Primary School. Children can access nursery provision at other nursery units of schools or at a registered provider.

**Proposal 1** would result in 96 part time English-medium nursery places in Evenlode Primary School. This is the same as currently available at Bute Cottage Nursery School. Bute Cottage Nursery works with local private nurseries (St Aubin Nursery and Hazelhurst Nursery) to provide 'wrap-around-care'. This arrangement would not be impacted by this proposal.

**Proposal 2** would result in 96 part time English-medium nursery places in Cogan Primary School. This is 4 fewer part time places than currently available at Cogan Nursery School. However, this is sufficient to meet demand within the local area (see table 2 in admissions section below).

Any local registered providers were able to respond to the consultation. This consultation document was made available to other childcare and early years institutions, including private and third sector providers. Any feedback was considered as part of the consultation report.

## Economic

The four educational settings affected by the proposals are within the area of Penarth. Penarth is a wealthy seaside town and retains extensive Victorian and Edwardian architecture in many traditional parts of the town.

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Bute Cottage Nursery School is located within the St Augustine's 3 ward in Penarth. The overall St Augustine's ward has a population of 7,351 (Office of National Statistics, 2019).  
6

Evenlode Primary School is located within the Plymouth 2 ward in Penarth. The overall Plymouth ward has a population of 5,786 (Office of National Statistics, 2019).

Cogan Nursery School and Cogan Primary School are located within the Cornerswell 2 ward in Penarth. The overall Cornerswell ward has a population of 5,366 (Office of National Statistics, 2019).

The wards have low levels of deprivation, overall they are within 50% least deprived wards within Wales.

The schools do take in pupils from wider areas with more varied socio-economic status, this would not change as a result of these proposals.

## Employment

The Vale of Glamorgan Council would fully support 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.

Bute Cottage Nursery School and Cogan Nursery School staff would transfer under the management of the governing bodies of Evenlode Primary School and Cogan Primary School respectively.

The governing bodies of Evenlode Primary School and Cogan Primary School would be responsible for amending their staffing structures to reflect the addition of the nursery phase. It is not anticipated that there would be any compulsory redundancies as a result of these proposals. However, any proposed changes to staffing would be subject to full consultation with staff and the relevant trade unions where necessary.

## Health and Wellbeing

The schools have a highly positive and inclusive ethos, which helps pupils to develop self-esteem and grow in confidence.

## Accessible transport

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. In accordance with 'The Learner Travel (Wales) Measure 2008'. 24

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

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(SEN). Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools. As the nursery phases would remain on their current sites with their current capacity, there are no envisaged implications for transport and learner travel arrangements.

None of the respondents indicated that these proposals would have an adverse impact on their socio-economic status in this regard. Based on current evidence noted above, these proposals would have a **neutral** impact on pupils from families which are socio-economically disadvantaged.

### How do you know?

**Explain this for each of the relevant protected characteristics as identified above.**

Data is provided and analysed through the Pupil Level Annual School Census data collected in the January of each year. The Council also uses current demographic, school and pupil data to inform the proposal. The staff would also continue to receive protection under the Equalities Act 2010 which would be referred to by the governing body and Council in order to support the staff at the school.

### What can be done to promote a positive impact?

**Explain this for each of the relevant protected characteristics as identified above.**

The availability of the school, its benefits and the facilities available will be published on the Council's website and through the Council's Parental Guide to School Admissions for parents to consider when making a decision on where to express a preference for a pupil place. Having due regard to the need to advance equality of opportunity includes having due regard to the need to remove or minimize disadvantages suffered by them. Due regard would therefore be paid to the need to take steps to meet the needs of such persons where those needs are different from persons who do not have that characteristic, and to encourage those who have a protected characteristic to participate in public life. The steps involved in meeting the needs of disabled persons include steps to take account of the persons' disabilities would be key to the design of the new building. Having due regard to 'fostering good relations' involves having due regard to the need to tackle prejudice and promote understanding. This is an important aspect to curriculum delivery and would not change as a result of this proposal.

It is acknowledged that complying with the duty may involve treating some people better than others, as far as that is allowed by the discrimination law.

#### Age

As the school would continue to provide sufficient places for nursery pupils under a shared and consistent set of policies, the proposals would provide a **positive** impact on

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this criteria.

## **Disability**

Current ALN provision would not be changed as a result of these proposals. However, needs could be identified at an earlier age and pupil needs monitored within a single data setting to ensure continuity. The proposals would provide a **positive** impact on this criteria.

## **Gender reassignment, including gender identity**

All children would be supported to receive a high quality education if the proposal were to be successfully implemented regardless of gender identity. Inclusivity and respect of others is an intrinsic element of the national curriculum.

## **Marriage and civil partnership**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Pregnancy and Maternity**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Race**

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Religion and belief**

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

## **Sex**

Children of both sexes would continue to be treated and taught equally in the new school building. There would be no different methods of teaching or curricula for either sex.

## Equality Impact Assessment

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

### **Sexual orientation**

Staff would continue to receive protection under the Equalities Act 2010 which would be referred to by the Governing Body and Council in order to support the staff at the school.

Inclusivity and respect of others is an intrinsic element of the national curriculum. The Council will ensure that the school promotes this requirement through its monitoring and challenge carried out by the school improvement service and Human Resources.

### **What can be done to lessen the risk of a negative impact?**

**Explain this for each of the relevant protected characteristics as identified above.**

N/A – no negative impacts identified

### **Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)**

N/A

### **Will the impact be positive, negative or neutral?**

**Explain this for each of the relevant protected characteristics as identified above.**

**Age – Positive**

**Disability – Positive**

**Gender reassignment, including gender identity – Neutral**

**Marriage and civil partnership – Neutral**

**Pregnancy and Maternity – Neutral**

**Race – Neutral**

**Religion and belief – Neutral**

**Sex – Neutral**

**Sexual orientation – Neutral**

**(Welsh language – Neutral**

**Human rights – Positive**

**Socio-economic duty - Neutral)**

# Equality Impact Assessment

Please see reasons outlined in the previous sections. In conclusion, there is no real risk of direct or indirect discrimination as the Council is pursuing a legitimate aim (namely, improving the capacity and efficiency of education) and the decision to publish the proposals to make regulated alterations is a proportionate means of achieving that aim.

## 8. Monitoring on-going impact

### **Date you will monitor progress**

PLASC data is annual and if approved by cabinet a project plan for this proposal will be initiated. This will include reference to this document. Any changes in outcomes resulting from this ongoing analysis will be used to update this Equality Impact Assessment, including any mitigating actions which may be required.

### **Measures that you will monitor**

PLASC data for all pupils will be broken down and monitored by Age, Disability, Race, Religion and belief and Welsh language. The Equalities Team monitors service data and provides information in the annual equality monitoring report. The measures identified for the education of pupils are a matter for the governing body in their School Improvement Plan.

### **Date you will review implemented proposal and its impact**

Subject to cabinet approval, the school will receive enhanced support and challenge in the year following its move as is the practice following all school re-organisations. This will be provided by the Central South Consortium and the Council. Thereafter, the school will be subject to routine monitoring and challenge from the Central South Consortium, Estyn, and the Council.

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.

## Equality Impact Assessment

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).

In September 2017 a new Estyn School Common Inspection Framework was introduced for all schools across Wales.

Bute Cottage Nursery was last inspected by Estyn in October 2013 (under the previous framework). The inspection report for Bute Cottage Nursery School can be found at: <https://www.estyn.gov.wales/provider/6731013>

Evenlode Primary was last inspected by Estyn in March 2015 (under the previous framework). The inspection report for Evenlode Primary School can be found at: <https://www.estyn.gov.wales/provider/6732148>

Cogan Nursery was last inspected by Estyn in November 2019. The inspection report for Cogan Nursery School can be found at: <https://www.estyn.gov.wales/provider/6731011>

Cogan Primary was last inspected by Estyn in May 2018. The inspection report for Cogan Primary School can be found at: <https://www.estyn.gov.wales/provider/6732114>

### 9. [Further action as a result of this equality impact assessment](#)

Possible Outcomes	Say which applies
No major change	Yes
Adjust the policy	
Continue the policy	
Stop and remove the policy	

### 10. [Outcomes and Actions](#)

<b>Recommend actions to senior management team</b>
<b>Outcome following formal consideration of proposal by senior management team</b>

# Equality Impact Assessment

## 11. [Important Note](#)

Where you have identified impacts, you must detail this in your Cabinet report when seeking approval for your proposal.

## 12. [Publication](#)

Where will you publish your approved proposal and equality impact assessment?

Vale of Glamorgan Website

In addition to anywhere you intend to publish your approved proposal and equality impact assessment, you must send a copy to Tim Greaves, Equality Co-ordinator, to publish on the equality pages of the Vale of Glamorgan website.

## 13. [Authorisation](#)

Approved by (name)	Paula Ham
Job Title (senior manager)	Director of Learning and Skills
Date of approval	
Date of review	