



RHONDDA CYNON TAF COUNTY BOROUGH COUNCIL

**CONSULTATION ON A PROPOSAL TO CONSTRUCT A
NEW SCHOOL BUILDING FOR HIRWAUN PRIMARY
SCHOOL AND THE PROPOSED CHANGE OF LANGUAGE
MEDIUM STATUS OF PENDERYN COMMUNITY
PRIMARY SCHOOL, FROM 1ST SEPTEMBER 2021**

Table of Contents

Introduction to the Proposal

Who will we consult with?	3
What will the consultation process entail?	4
What do you have to consider?	4
How do you make your views known?	5

Background to the Proposal

Information on the schools – Penderyn Community Primary School	6
Information on the schools – Hirwaun Primary School	9
What is the basis for this proposal?	12
The Welsh in Education Strategic Plan (WESP)	12
What is the educational case for changing the language medium of Penderyn Community Primary School and increasing pupil capacity at Hirwaun Primary School?	13
What will this proposal mean for the schools’ pupils?	13
Catchment changes	14
Transport policy	15
What is the likely impact of the proposal on the staff of the schools?	17
What is the likely impact of the proposal on the communities of Penderyn and Hirwaun?	17
What are the financial implications of the proposal?	17
What are the disadvantages of this proposal?	18
What alternative options have been considered?	18
Governance	19
The new proposed school building	19
What is the statutory process?	20
Catchment maps	21
Consultation Response pro-forma	23

Introduction to the Proposal

Rhondda Cynon Taf County Borough Council wishes to seek the views of a wide range of stakeholders on the proposal to change the language medium of Penderyn Community Primary School and extend the capacity of Hirwaun Primary School. The change will be achieved by the construction of a new school building on the site of the current Hirwaun Primary School, to replace the current building, with Penderyn Community Primary School becoming a completely Welsh medium community primary school. As part of the proposal to change the language medium of Penderyn Community Primary School to completely Welsh medium, it is also proposed to extend the catchment area of Penderyn Community Primary School to include the communities of Trenant and Penywaun (currently in the Welsh medium catchment for Ysgol Gynradd Gymraeg Aberdar). It is proposed that this catchment change will take effect from 1st September 2020. It is proposed that pupils attending the English medium stream of Penderyn Community Primary School would (subject to parental preference), transfer to the new Hirwaun Primary School building on 1 September 2021. From 1st September 2019, no new pupils wishing to be educated through the medium of English will be admitted to Penderyn Community Primary School.

Who will we consult with?

We are seeking the views of the following stakeholders:

- The governing bodies of Hirwaun Primary School, Penderyn Community Primary School and Ysgol Gynradd Gymraeg Aberdar
- Pupils of Hirwaun Primary School, Penderyn Community Primary School and Ysgol Gynradd Gymraeg Aberdar
- Parents, carers and staff members of Hirwaun Primary School, Penderyn Community Primary School and Ysgol Gynradd Gymraeg Aberdar
- Other governing bodies of neighbouring schools
- The Church in Wales and Roman Catholic Diocesan Authorities
- Welsh Minister for Education & Skills
- Assembly Members for the Rhondda Cynon Taf constituencies and regional Assembly Members for the area
- Members of Parliament for the Rhondda Cynon Taf constituencies
- Estyn
- Teaching and staff trade unions
- Central South Consortium – Joint Education Service
- South East Wales Transport Association
- South Wales Police and Crime Commissioner
- Communities for Work Plus Employment Support Programme
- Cwm Taf Local Health Board
- The Early Years and Childcare Partnership
- Hirwaun and Penderyn Community Council
- The Welsh Language Commissioner
- Menter Iaith
- Mudiad Meithrin

- Neighbouring local authorities

What will the consultation process entail?

The consultation will start on the 1st October 2018 and will be completed at 5pm on 31st December 2018. The feedback from the consultation will be collated and summarised, and a report presented to the Council's Cabinet in January 2019. This consultation report will be available for all persons to view on the Council's internet site and copies can be obtained on request from the addresses detailed on page 5 of this document.

The Council's Cabinet will consider the report and will decide, based on the feedback, whether to proceed with the proposal, make changes to the proposal or not proceed with the proposal. If the Cabinet decides not to proceed, that will be the end of this proposal.

If the Cabinet decides to proceed with the proposal a statutory notice is published providing a 28 day notice period for objections. The School Standards and Organisation (Wales) Act 2013 requires that anyone wishing to make objections to a school organisation proposal has the opportunity to do so. To be considered as statutory objections, objections **must** be made in writing or by email, and sent to the Council within 28 days of the date on which the proposal was published.

The Council's Cabinet will consider the outcome of the statutory notice at the next available Cabinet meeting and determine whether to implement the proposal.

If there are objections, the Council's Director of Education and Inclusion Services will publish an objection report providing a summary of the objections and their response to them within 7 days of the day of the determination of the proposal. This report will also be available for all persons to view on the Council's internet site and copies can be obtained on request from the addresses detailed on page 6 of this document.

If the Council's Cabinet approve the proposal, the proposal will be implemented in accordance with the date given in the statutory notice or any subsequently modified date. In the case of this proposal the implementation date is 1st September 2020 for the Welsh medium catchment change and 1st September 2021 for the provision of the new school building at Hirwaun.

What do you have to consider?

The remainder of the consultation document sets out the rationale for the proposed change to primary education provision in Hirwaun and Penderyn. We would like you to consider the information contained within this document and to hear your views as to whether or not you support the proposal to change the language medium of Penderyn Community Primary School and its extended catchment area proposal, and extend the capacity of Hirwaun Primary School. The change will be achieved by the construction of a new school building on the site of the current Hirwaun Primary School, to replace the building, with Penderyn Community Primary School becoming a completely Welsh medium community primary school with a larger catchment area encompassing the communities of Trenant and Penywaun. It is proposed that pupils attending the English medium stream of

Penderyn Community Primary School would (subject to parental preference), transfer to the new Hirwaun Primary School building on 1 September 2021.

The proposal is to replace the current Hirwaun Primary School buildings with a newly constructed 21st Century Schools standard building, on the existing site of the current school with a capacity of 390 pupils (plus nursery) all of which will be English medium, and to amend the language category of Penderyn Community Primary School from its current dual language status to a 3-11 Welsh medium community primary school with a capacity of 231 pupils (plus nursery) all of which will be Welsh medium.

How do you make your views known?

Consultation events will be held and you are welcome to attend the appropriate meeting.

School Affected	Group	Date / Time	Venue
Penderyn Community Primary School	Governing Body and Staff Meeting	Thursday 11 th October 2018 / 4pm	Penderyn Community Primary School
Hirwaun Primary School	Governing Body and Staff Meeting	Thursday 11 th October 2018 / 4pm	Hirwaun Primary School
Penderyn Community Primary School	School Council	Thursday 11 th October 2018 / 2:30pm	Penderyn Community Primary School
Hirwaun Primary School	School Council	Thursday 11 th October 2018 / 2:30pm	Hirwaun Primary School
Both Schools and members of the local community	Parents and public drop in session and exhibition	Tuesday 27 th November 2018 / 3pm-6pm	Hirwaun Primary School

A consultation questionnaire is attached, it will also be available at the drop-in session detailed above and on the Council's internet site at www.rctcbc.gov.uk/schoolconsultations

The questionnaire also enables consultees to register their wish to be notified of the publication of the consultation report to the Council's Cabinet.

You are also welcome to put your views, comments and any questions you may have in writing to:

Director of Education and Inclusion Services
 21st Century Schools Team
 Ty Trevithick
 Abercynon CF45 4UQ Telephone (01443) 744227 Fax (01443) 744224

E-mail schoolplanning@rctcbc.gov.uk

All correspondence should be received **no later than 5pm Monday, 31st December 2018.**

Please note that responses to the consultation will not be counted as objections to the proposal. Objections can only be forwarded following the publication of the statutory notice.

Background to the proposal

Information on the schools – Penderyn Community Primary School

Penderyn Community Primary School is a dual language community primary school situated at Pontprenllwyd, Penderyn, which is a few miles from the town of Aberdare. The school site consists of a new building which was opened in 2006 and the school benefits from a Multi-Use Games Area and woodland area. Based on the results of the Welsh Government commissioned building survey of all schools Penderyn Community Primary School is graded a B for condition and A for suitability, where A is the highest and D is the lowest performing building respectively. The current figure for the maintenance work that would be desirable to undertake at this school is £165,995.

The school is organised into two language streams. Parents choose for their children to study most of their lessons either through the medium of Welsh or through the medium of English. In recent years the number of pupils (including nursery) in the Welsh language stream has increased to 179, whilst numbers have fallen to just 54 in the English stream. Of the 54 pupils attending the English medium stream of Penderyn Community Primary School, only 22 pupils actually live within the Penderyn catchment area. The majority of pupils (27 pupils) live within the Hirwaun catchment area. There are 9 classes in the school, 6 of which are taught in Welsh and 3 which are taught in English.

The pupil numbers in Penderyn Community Primary School over the past four years are shown below and are obtained from the statutory pupil level annual school census (PLASC) which is undertaken in January each year. The numbers shown exclude nursery age pupils, as we are required to exclude these from the table by the Welsh Government’s statutory School Organisation Code, however we have shown the nursery numbers separately. All data is split between the respective Welsh (W) and English (E) streams of the school:

School	Age Range of whole school	Jan 2014	Jan 2015	Jan 2016	Jan 2017	Jan 2018
Penderyn Primary (W)	3 - 11	138	146	150	159	162
Penderyn Primary (E)	3 - 11	58	59	57	56	51

Note: The pupil capacity of the school is 231 (excluding nursery) – this capacity covers the Welsh and English streams.

Nursery numbers (total numbers of pupils attending):

School	Jan 2014	Jan 2015	Jan 2016	Jan 2017	Jan 2018
Penderyn Primary (W)	28	23	24	23	17
Penderyn Primary (E)	12	2	4	4	3

Over the next five years the pupil forecasts for Penderyn Community Primary School, which are calculated in accordance with guidance issued by Welsh Government, are as follows:

School	Jan 2019	Jan 2020	Jan 2021	Jan 2022	Jan 2023
Penderyn Primary (W)	167	160	162	152	150
Penderyn Primary (E)	46	47	41	36	38

Primary School Standards

The following tables set out the performance of the Welsh (W) and English (E) streams of Penderyn Community Primary School for the key measures of educational performance over the past three years and compare the school to similar schools across Wales based on the numbers of pupils in receipt of free school meals.

Foundation Phase Outcomes						
Subjects	2015 %		2016 %		2017 %	
	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)
Foundation Phase Indicator	92 (2)	100 (1)	95.2 (1)	90 (3)	96.4 (1)	100 (1)
Personal and social development wellbeing and cultural diversity	100 (1)	100 (1)	100 (1)	90 (4)	100 (1)	100 (1)
Language literacy and communication skills English/Welsh	96 (2)	100 (1)	95.2 (2)	90 (3)	96.4 (2)	100 (1)
Mathematical development	96 (1)	100 (1)	100 (1)	90 (3)	100 (1)	100 (1)

The figures in brackets in the table above, compare the schools to similar schools across Wales based on free school meals. The performance is compared using benchmarked quartiles, with 1 being the highest and 4 the lowest.

Key Stage Two Outcomes						
	2015 %		2016 %		2017 %	
Subjects	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)
English	88.2 (3)	100 (1)	94.4 (2)	100 (1)	96.8 (2)	88.9 (4)
Welsh 1st	88.2 (3)	N/A	94.2 (2)	N/A	95.5 (2)	N/A
Maths	88.2 (3)	100 (1)	100 (1)	100 (1)	96.8 (2)	88.9 (4)
Science	88.2 (3)	100 (1)	100 (1)	100 (1)	96.8 (3)	88.9 (4)
Core Subject Indicator (CSI)	88.2 (3)	100 (1)	94.2 (2)	100 (1)	96.8 (2)	88.9 (4)

The figures in brackets in the table overleaf, compare the schools to similar schools across Wales based on free school meals. The performance is compared using benchmarked quartiles, with 1 being the highest and 4 the lowest.

The attendance of the pupils of the school over the past three years is set out below:

Percentage of half-day sessions attended by pupils of statutory school age during the academic year						
School	2015	2015 Benchmark Quartile	2016	2016 Benchmark Quartile	2017	2017 Benchmark Quartile
Penderyn Primary (whole school)	94.2	4	94.6	3	94.6	4
Penderyn Primary (W)	94.7	3	94.8	3	94.8	4
Penderyn Primary (E)	93	4	94	4	94.5	4

Penderyn Community Primary School was inspected by Estyn in April 2018 and the outcomes were as follows:-

<u>Inspection area</u>	<u>Judgement</u>
Standards	Good
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Adequate and needs improvement
Care, support and guidance	Good
Leadership and management	Good

Estyn also set out that, in order to build upon the current work, the school should:

- R1** Refine monitoring and self-evaluation procedures and ensure that reports identify the school's qualities and areas for development clearly

- R2** Make sure that planning procedures ensure appropriate achievement of the curriculum over time, and that they are useful to teachers in sessions on the classroom floor
- R3** Ensure that the school implements all of the principles of the foundation phase consistently

The Council’s School Improvement Services are provided by the Central South Consortium, a regional school improvement services for the five local authorities of Bridgend, Cardiff, Merthyr Tydfil, Rhondda Cynon Taf and the Vale of Glamorgan. Schools are categorised as either Green, Yellow, Amber or Red in respect of their standards. The categorisation colour shows the level of support a school needs (with the schools in the green category needing the least support and those in the red category needing the most intensive support). Each school will receive a tailored programme of support, challenge and intervention based on this category. The Consortium categorises the performance of each school in the region and Penderyn Community Primary School has recently been categorised as a ‘Yellow’ school.

Information on the schools – Hirwaun Primary School

Hirwaun Primary School is an English medium Community School located at Glannant Street, Hirwaun, Aberdare and the school site consists of two separate single storey prefabricated buildings, consisting of concrete sections built around a steel frame with flat felt roof, constructed in 1969. Based on the results of the Welsh Government commissioned building survey of all schools Hirwaun Primary School is graded a C minus for condition and a B for suitability, where A is the highest and D is the lowest performing building respectively. The current figure for the maintenance work that would be desirable to undertake at this school is £1,931,226.00.

The pupil numbers in Hirwaun Primary School over the past four years are shown below and are obtained from the statutory pupil level annual school census (PLASC) which must be undertaken in January each year. The numbers shown exclude nursery age pupils, as we are required to exclude these from the table by the Welsh Government’s statutory School Organisation Code, however we have shown the nursery numbers separately:

School	Age Range of whole school	Jan 2014	Jan 2015	Jan 2016	Jan 2017	Jan 2018
Hirwaun Primary	3 - 11	195	201	201	211	208

Note: The pupil capacity of the school is 265 (excluding nursery).

Nursery numbers (total numbers of pupils attending):

School	Jan 2014	Jan 2015	Jan 2016	Jan 2017	Jan 2018
Hirwaun Primary	38	33	32	36	41

Over the next five years the pupil forecasts for Hirwaun Primary School, which are calculated in accordance with guidance issued by Welsh Government, are as follows:

School	Jan 2019	Jan 2020	Jan 2021	Jan 2022	Jan 2023
Hirwaun Primary	214	218	220	222	228

It should also be noted that there are currently 102 'in catchment' children resident in Hirwaun attending schools outside of the Hirwaun Primary catchment area (excluding those attending faith schools). If demand from in catchment children should rise due to the provision of a new school building, the growth in pupil numbers would be able to be accommodated within the new building.

Primary School Standards

The following tables set out the performance of Hirwaun Primary School for the key measures of educational performance over the past three years and compare the school to similar schools across Wales based on the numbers of pupils in receipt of free school meals.

Foundation Phase Outcomes			
	2015 %	2016 %	2017 %
Subjects	Hirwaun Primary	Hirwaun Primary	Hirwaun Primary
Foundation Phase Indicator	86.2 (2)	86.2 (2)	89.3 (1)
Personal and social development wellbeing and cultural diversity	93.1 (3)	100 (1)	96.4 (2)
Language literacy and communication skills English/welsh	86.2 (2)	86.2 (2)	92.9 (1)
Mathematical development	89.7 (2)	93.1 (1)	92.9 (1)

The figures in brackets in the table above, compare the schools to similar schools across Wales based on free school meals. The performance is compared using benchmarked quartiles, with 1 being the highest and 4 the lowest.

Key Stage Two Outcomes			
Subjects	2015 %	2016 %	2017 %
English	83.3 (3)	90.9 (1)	94.6 (1)
Maths	91.7 (1)	95.5 (1)	97.3 (1)
Science	91.7 (2)	95.5 (1)	94.6 (1)
Core Subject Indicator (CSI)	83.31 (2)	90.9 (1)	91.9 (1)

The figures in brackets in the table above, compare the schools to similar schools across Wales based on free school meals. The performance is compared using benchmarked quartiles, with 1 being the highest and 4 the lowest.

The attendance of the pupils of the school over the past three years is set out below:

Percentage of half-day sessions attended by pupils of statutory school age during the academic year						
School	2015	2015 Benchmark Quartile	2016	2016 Benchmark Quartile	2017	2017 Benchmark Quartile
Hirwaun Primary	94.2	2	93	4	93.6	3

Hirwaun Primary School was last inspected by Estyn in February 2018 and the outcomes were as follows:-

<u>Inspection area</u>	<u>Judgement</u>
Standards	Adequate and needs improvement
Wellbeing and attitudes to learning	Adequate and needs improvement
Teaching and learning experiences	Unsatisfactory and needs urgent improvement
Care, support and guidance	Good
Leadership and management	Adequate and needs improvement

Estyn also set out several recommendations for the school to implement, namely, that the school should:

- R1** Improve the quality of teaching and feedback to pupils
- R2** Improve standards of pupils' reading, writing and presentation of work
- R3** Improve pupils' standards in information and communication technology (ICT)
- R4** Ensure that the curriculum meets requirements and develops pupils' skills progressively
- R5** Improve pupils' independent learning skills
- R6** Correctly identify and address important areas of teaching and learning that need to improve and hold all members of staff to account robustly

Following this inspection, a detailed action plan was drawn up to address the recommendations. The school will be fully supported to implement the improvements needed by officers from the local authority's School Improvement Service and the Central South Consortium. Estyn will visit to re-inspect the school in the next academic year, to determine whether the necessary measures to effect the required improvements have been put in place.

As indicated previously, the Council's School Improvement Services are provided by the Central South Consortium. Schools are rated as either Green, Yellow, Amber or Red in respect of their standards. Hirwaun Primary School has recently been categorised as a 'Red' school, as a consequence of the outcome of its Estyn inspection, as outlined above.

The Council has commissioned its school improvement service (the Central South Consortium Joint Education Service) to ensure that strong progress is made against each recommendation in the Estyn inspection report and regular feedback is provided to the Director of Education and Inclusion Services, the Senior Challenge Adviser, the Headteacher and the chair of the governing body.

What is the basis for this proposal?

The change in language medium status to totally Welsh medium and the growth of Welsh medium places at Penderyn Community Primary School supports the Welsh Government Cymraeg 2050: Welsh Language Strategy of one million Welsh speakers by 2050 and Rhondda Cynon Taf County Borough Council's (RCT's) Welsh in Education Strategic Plan (WESP) 2017-2020.

The Welsh in Education Strategic Plan (WESP)

All local authorities in Wales now have to produce a Welsh in Education Strategic Plan (WESP). This document indicates how the local authority intends to promote the teaching of the Welsh Language, how it intends working towards increasing the number of children taught through the medium of Welsh and how it can assist achieving the Welsh Government's target of having one million people in Wales speaking Welsh by 2050. The WESP for RCT can be viewed and downloaded from the Council website via <https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/WelshinEducationStrategicPlan201720.pdf>.

Included among the list of actions and outcomes that the Council will undertake to help achieve the targets set out in the WESP by increasing the number of seven year-old children being taught through the medium of Welsh are the following:

- New and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas;
- Consideration of making dual language Primary schools into full Welsh medium schools

This proposal, to change Penderyn Community Primary School from a dual language school to a totally Welsh medium school and in doing so to also increase the number of Welsh medium primary school places will work towards the achievement of these targets in this area of the County Borough.

What is the educational case for changing the language medium of Penderyn Community Primary School and increasing pupil capacity at Hirwaun Primary School?

School organisational change should point to the educational benefits that any change will offer, particularly in relation to overall improvements in standards, but also in terms of the social and emotional development of children, which would usually impact beneficially on their overall achievement and outcomes.

It is the Council's view that changing the language medium of Penderyn Community Primary School from dual language to Welsh medium and constructing a new school building with a larger pupil capacity for the communities of Hirwaun and Penderyn to replace the current Hirwaun Primary School will improve educational outcomes and provision.

A larger, new, purpose built English medium primary school at Hirwaun could offer:

- Greater flexibility and opportunity for pupils due to an extended, more enhanced educational environment in which to learn and grow;
- Potential for financial savings in terms of services, which accrue to a larger school which can be reinvested for the benefit of all pupils;
- The future capital investment benefits that would arise from the construction of a modern, state of the art purpose built school that meets all the required standards of a 21st Century learning environment;
- More opportunities for the teaching and support staff which are provided by a larger school;
- Pupils being taught, in the main, with their year group. All classes in the Penderyn English medium stream are currently mixed year groups.

A completely Welsh medium primary school at Penderyn could:

- Provide total immersion in the Welsh language for all pupils at the school;
- Enable total immersion in the Welsh language to be offered to a larger number of pupils from the youngest possible age;
- Offer more opportunities for the teaching and support staff which could be provided by a larger wholly Welsh medium school;
- Create a critical mass of Welsh-medium learners;
- Enable the development of increased Welsh-medium provision at secondary level;
- Provide more opportunity for pupils to take part in extra-curricular activities through the medium of Welsh;
- Improve recruitment and retention of staff

What will this proposal mean for the schools' pupils?

In making the proposed changes, in addition to the points above, there are several further perceived benefits that can be realised:

- There will be more competition for pupils in and outside the classroom in a larger school at Hirwaun which is what children require if they are to achieve good educational outcomes;
- Being part of a larger school creates opportunity to engage in a wider range of curricular and extra-curricular activities;
- A larger team of staff at Hirwaun Primary School to share expertise and experience;
- More pupils being taught in a new, state of the art, purpose built school buildings, which will be fit for the purpose of providing education in the 21st Century.

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

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

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

Catchment changes

Penderyn Community Primary School

Pupils living in Hirwaun who require Welsh medium education will still attend Penderyn Community Primary School (subject to parental preference).

The Welsh medium catchment area of Penderyn Community Primary School will also be extended to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar).

These adjustments are being made to the catchment area to match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough.

In the case of oversubscription at any school, published admissions criteria are applied to all applications received for places, to determine which pupils are successful in obtaining the places available. These criteria, which are outlined in our school admission policy booklet entitled 'Starting School' and listed in priority order are:

- Category 1 – ‘Looked after’ children (children in public care) and previously ‘looked after’ children.
- Category 2 – Children whose home is inside the school’s catchment area and have an older sibling attending the school from the same address, who will continue to attend that school on the expected date of admission of the younger child.
- Category 3 – Children whose home is inside the school’s catchment area who do not have an older sibling attending the school.
- Category 4 – Children whose home is outside the school’s catchment area and have an older sibling attending the school from the same address, who will continue to attend that school on the expected date of admission of the younger child.
- Category 5 – Children whose home is outside the school’s catchment area who do not have an older sibling attending the school.

The term ‘home’ in the categories above refers to the actual location of the residential dwelling in which the child lives.

Children will be admitted up to the published Admission Number in the order of priority as outlined above. If within any one of the priority categories listed all of the applicants cannot be offered a place, preference will be given to children living nearest to the school. Distance will be measured using the shortest, safe walking route between the home address and the nearest open school gate. In areas where no safe walking route has been identified, the shortest driving route between the home address and the nearest open school gate will be used. This distance will be measured using the Mapinfo System only, measurements calculated by any other system will not be considered. The home address in instances where parents have shared responsibility for children, will be the address to which Child Benefit is paid.

For the purpose of applying admissions criteria, any child living in the areas to be transferred from the Ysgol Gynradd Gymraeg Aberdar (YGG Aberdar) catchment area, as detailed on the map enclosed in this document and who has an older sibling still attending YGG Aberdar in September 2020 will have their application considered as if they still resided in the YGG Aberdar catchment area, i.e. their application will fall in to Category 2 of the aforementioned criteria and not Category 4. This protection will continue until all older siblings have left the school. This will only cover siblings attending Reception to Year 6 in September 2020, any attending the Nursery class will not be eligible (as this is non-statutory education).

Hirwaun Primary School

The catchment area of the new Hirwaun Primary School will extend to incorporate the current catchment area of the English medium stream of Penderyn Community Primary School. Any pupils attending the English medium stream of Penderyn Community Primary School will simply transfer to the new school building in Hirwaun when it opens in September 2021 (subject to parental preference). They will not need to complete admission applications unless they are applying for Nursery or Reception places.

Transport policy

There is a statutory duty placed upon the local authority (LA) to provide learners with free transport to their nearest suitable school if they reside beyond safe “walking distance” to that school. The term suitable school applies to the catchment area English, Welsh or dual language mainstream school or special school/class as appropriate. The law relating to safe “walking distance” is defined as two miles for learners of compulsory school age receiving primary education and three miles for learners of compulsory school age receiving secondary education.

Rhondda Cynon Taf County Borough Council has exercised the discretionary powers afforded to it under the provisions of the Learner Travel (Wales) Measure 2008 to make a more generous provision to learners as set out below:

- The eligibility criterion for walking distance for learners receiving compulsory primary education at their nearest suitable school has been set at 1½ miles, instead of 2 miles as required by the Measure;
- Free transport to their nearest suitable school, where places are available, is provided to children who meet the 1½ mile eligibility criterion from the start of the Foundation Phase (the start of the school term after their third birthday), rather than from the start of compulsory education (the start of the school term after their fifth birthday) as required by the Measure.
- The eligibility criterion for walking distance for learners receiving compulsory secondary education at their nearest suitable school has been set at 2 miles instead of 3 miles as required by the Measure.
- Free transport is provided to post 16 learners who meet the 2 mile eligibility criterion for two years after the end of compulsory education, rather than until the end of compulsory education as required by the Measure. This provision applies to full time attendance at the nearest school or college to the learner’s home at which the approved course of study that they wish to pursue is offered.
- Free transport to their nearest suitable school is provided to learners (as set out above) in accordance with their preferred religious denomination.
- The term suitable school applies to the catchment area English, Welsh, dual language or voluntary aided (faith) mainstream school or special school/class as appropriate.

Pupils living in the communities of Trenant and Penywaun whose home addresses will be within the extended Penderyn Community Primary School catchment area will receive free transport to Penderyn Primary School for Welsh medium education as they reside more than 1½ miles safe “walking distance” from their nearest suitable school.

In catchment pupils (resident in the village of Penderyn and Rhondda Cynon Taf) attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be ‘unavailable’. This provision will not be available to any English Medium pupils who

currently attend Penderyn but do not reside in the designated catchment area, as they are attending this school as a result of parental preference.

What is the likely impact of the proposal on the staff of the schools?

It is our intention to recommend to the governing body of Hirwaun Primary School that they ringfence any additional positions they need to appoint as a result of increased pupil numbers, below senior leadership level, to the existing staff currently employed in the English medium stream of Penderyn Community Primary School in the first instance. This process means that the Penderyn Community Primary School staff will be given the first opportunity to apply for additional posts in the extended Hirwaun Primary School prior to any being advertised externally. If they are successful, they will then simply transfer to the new school when it opens. The Council has well established Human Resource policies and procedures that give reassurance to staff and employers about the management of organisational change.

The creation of a larger primary school at Hirwaun and the provision of additional Welsh medium pupil places at Penderyn Community Primary School would provide staff with the opportunity to specialise in specific areas of the curriculum. Larger schools with more staff allows for such specialism with the ability to share workload more effectively and therefore gives staff more opportunities to progress their careers.

What will be the likely impact of the proposal on the communities of Penderyn and Hirwaun?

Part of the Hirwaun electoral ward is within a Communities for Work area and is also a Flying Start Area.

A community impact assessment, equality impact assessment and Welsh-medium impact assessment have been completed for this proposal. These will be updated after the consultation has been completed to ensure that they include pertinent issues that have arisen and need to be taken into account. The community impact assessment and equality impact assessment will be presented to the Council's Cabinet in the report that sets out the consultation feedback received in respect of this proposal. A copy of the community impact assessment, equality impact assessment and Welsh-medium impact assessment are available from the contact details at the start of this document and are also available on the Council website, using the web link provided on page 5. It is considered that the overall impact on the local communities of these proposals, with improved and extended school facilities will be a positive, beneficial one.

What are the financial implications of the proposal?

As this proposal involves the change of language medium status of Penderyn Community Primary School to Welsh medium and the construction of a new, larger English medium building at Hirwaun, there will only be minor financial savings – these are associated with the change of Penderyn Community Primary School from dual language to solely Welsh

medium school; plus there is potential for future financial savings largely relating to economies of scale achievable by the provision of services in a larger school.

The capital costs of the new Hirwaun Primary School building will be funded as part of Rhondda Cynon Taf Council and Welsh Government's 21st Century Schools Programme. The estimated cost of the new building is £10.4m which will be funded from the 21st Century Schools and Education Programme, 50% of which will be funded by the Welsh Government and 50% from the Council.

What are the disadvantages of this proposal?

Some parents and pupils may feel that a smaller English medium stream is better for pupils rather than one larger school – in other words there could be a view that smaller schools may be more personal and less daunting, particularly for new entrants. Hirwaun Primary School will be larger, but will be able to offer many advantages over the smaller English medium stream in the dual language school, for example, fewer mixed year groups; and more opportunities to engage in a wider range of curricular and extra-curricular activities as afforded by a larger school.

Some pupils may have further to travel to school, however, as set out at pages 15 and 16, the Council's policy regarding home to school transport provision will apply to both schools whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to school transport.

Pupils living in the communities of Trenant and Penywaun whose home addresses will be within the amended Penderyn Community Primary School catchment area will receive free transport to Penderyn Primary School for Welsh medium education as they reside more than 1½ miles safe "walking distance" from their nearest suitable school.

In catchment pupils attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be 'unavailable'.

The Council considers that the educational advantages of the proposal outweigh the short-term impact of the changes for pupils and parents.

What alternative options have been considered?

The current position is that we have a relatively new dual language school at Penderyn with a continually decreasing English medium stream which is becoming unviable, with difficulties in recruiting and retaining high quality staff, and an English medium primary school at Hirwaun which is in a very poor condition. There is demand for Welsh medium education in the wider Aberdare area, further driven by additional housing developments - planning consent has recently been granted for 93 properties immediately adjacent to Ysgol Gyfun Rhydywaun (Pentwyn Cynon Farm). The opportunity exists to create a purely Welsh medium primary school which, along with associated catchment changes would cater for this demand. There would also be other associated benefits for some pupils,

including total immersion in the Welsh language. The construction of a new, larger replacement school building for Hirwaun could comfortably accommodate demand for English medium places and would provide pupils with 21st century schools education facilities. This is therefore the preferred option.

Further, Hirwaun village has been identified as one of the key settlements in the Council's Local Development Plan 2011-2021 and land to the south of Hirwaun (former Tower Colliery site) has been identified as a strategic site for development, thus, the demand for school places (English and Welsh medium) in this immediate area is likely to grow further in the future.

The only other feasible option considered by the Council was for Penderyn Community Primary School to remain as a dual language school and poor condition accommodation at Hirwaun Primary School to be demolished and simply replaced 'like for like', i.e. maintain the status quo in respect of education provision. This option would not address the Welsh medium demand in the area, or provide the benefits associated with a purely Welsh medium school and the issues associated with a continually decreasing English medium stream. In addition, this option would not change the current position of the two schools at all and projections are that the pupil numbers in the English medium stream at Penderyn Community Primary School will continue to fall. It would also not deliver one of the key aims outlined in our WESP to increase the number of places available to learners wishing to be educated in Welsh by making our dual language schools in to full Welsh Medium provision.

Governance

As this proposal does not involve the creation of any new school provisions, the current governing bodies of the schools will remain in place and their membership will not change. There will be opportunities in the future for other parents and community members to apply for positions on the governing bodies as and when posts become vacant.

The new proposed school building

It is being proposed that a new school building for Hirwaun Primary School will be constructed on the site of the current Hirwaun Primary School. The school will be a replacement for the existing school building and will cater for children aged between 3 and 11 years of age requiring English-medium education. It will have a proposed admissions number of 55 pupils per year group, and an overall pupil capacity of 390 (plus nursery). In addition it will have 60 nursery places available; there will however be flexibility to increase the number of nursery places, if there is evidenced demand, by utilising spare capacity that will exist within the building. The accommodation will consist of a nursery, 13 general teaching areas and ancillary accommodation that will be appropriate for the numbers of pupils, including a multi-purpose hall, kitchen, offices, resource areas, rooms for use by the local community and of course toilet provision. The new building will be accessible and fully compliant with the Equality Act 2010. Admissions to the school will be administered by the local authority and all pupils currently attending the English medium stream at Penderyn Community Primary School will automatically transfer to the new

Hirwaun Primary School building school when it is completed (subject to parental preference).

Any risks that may be associated with these proposals, such as construction delays will be mitigated by the detailed and thorough project management arrangements that will be put in place.

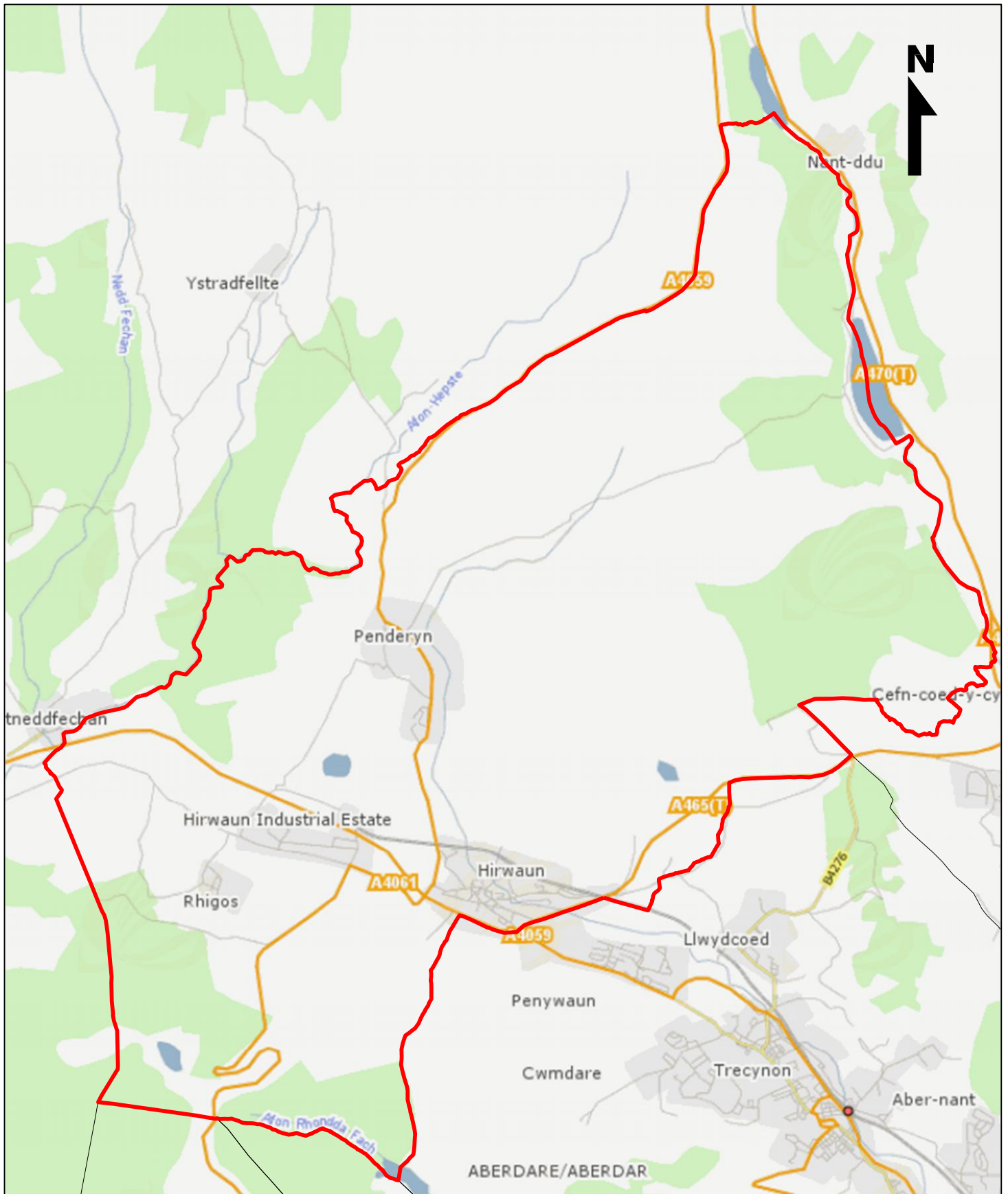
Penderyn Community Primary School will be able to offer Welsh medium provision to 231 pupils (plus nursery), with an admission number of 33 pupils per year group. Admissions to the school will be administered by the local authority.

What is the statutory process?

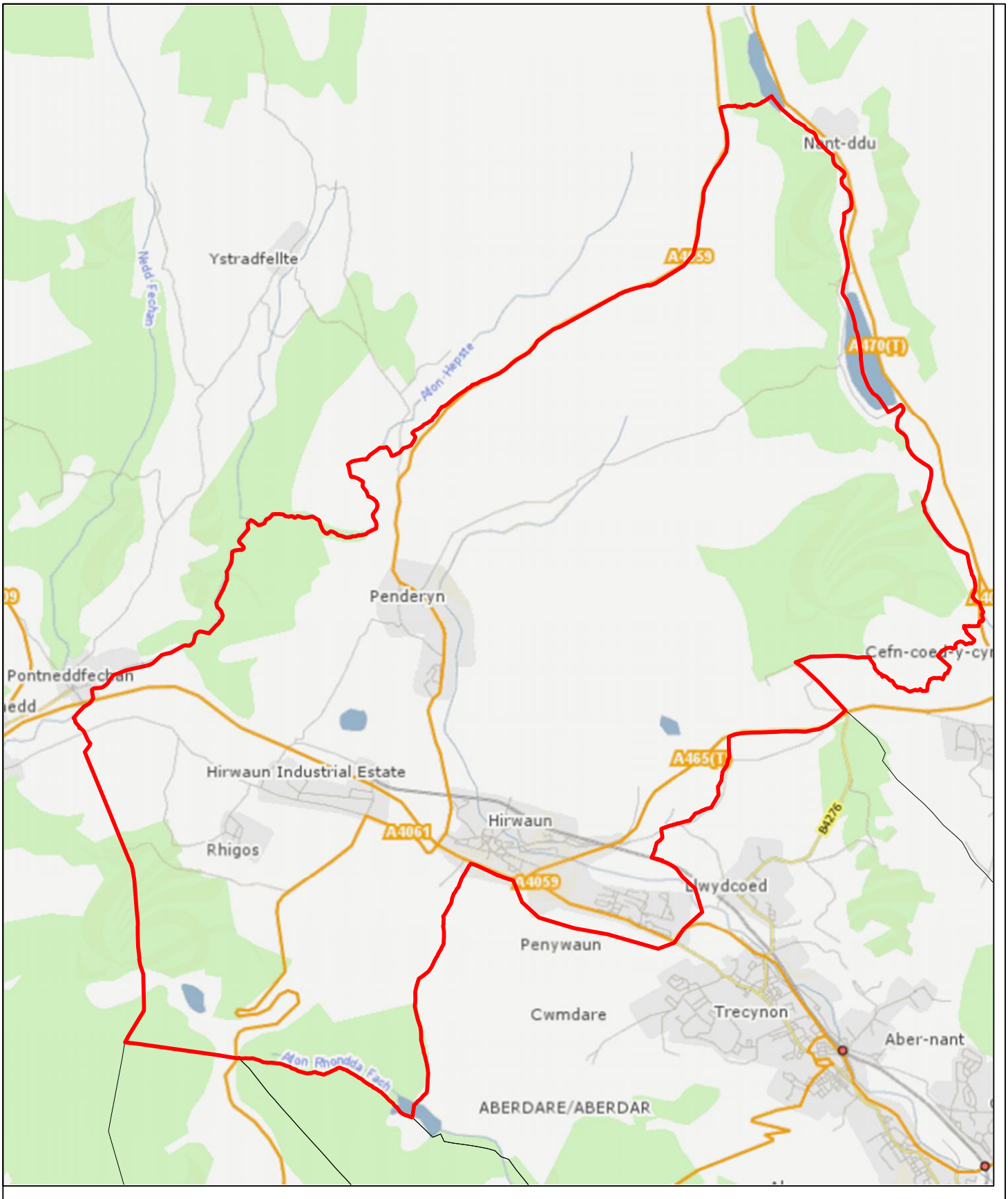
The Code on School Organisation (“The Code”) is made under Sections 38 and 39 of the School Standards and Organisation (Wales) Act 2013. The Code came into force on 1 October 2013 and applies in respect of all school proposals published by way of a statutory notice after that date. The current Code is due to be revised on 1st November 2018 and the process we will undertake will follow the guidance contained within this updated document. Proposals to make any regulated alterations to schools have to follow the following process:

1. The Council’s Cabinet considers the Code and authorises a consultation on the changes to the schools;
2. At the start of the consultation period the Council **must** provide consultees with a consultation document and give them at least 42 days in which to respond, with at least 20 of these days being school days. If the Council considers it appropriate meetings are held with stakeholders during the consultation period;
3. Consultation comments are collated and summarised by the Council. This summary together with the Council’s officers own responses is published in a consultation report within 13 weeks of the end of the consultation period and presented to the Council’s Cabinet for consideration;
4. The Council’s Cabinet decide whether to proceed with the changes within 26 weeks of the end of the consultation period. If the decision is to proceed, Step 5 is taken. If a new option emerges during the consultation which the Council’s Cabinet wish to consider, then Steps 1-3 are repeated;
5. Statutory notice is published providing a 28 day notice period for objections. The notice **must** be published on a school day and with 15 school days (not including the day of publication) in the notice period;
6. If objections are received, the Council **must** publish an objection report providing a summary of the objections and their responses to them before the end of 7 days beginning with the day of the local authority’s determination as to whether to proceed with the proposals;
7. The Council’s Cabinet must decide to issue its decision on the proposals within 16 weeks of the end of the objection period;
8. If the proposals receive approval they should be implemented in accordance with the date given in the statutory notice, or any subsequent modified date.

The existing Penderyn Primary Welsh Medium catchment area



The proposed Penderyn Welsh Medium catchment area



Consultation Response Pro-forma

In order to comply with its legal duty under the School Standards and Organisation (Wales) Act 2013 and help the Council reach a decision on the proposal below, it would be very helpful if you could answer the following questions. Please note, any personal information given by you will not be shared and only used to provide you with feedback, should you request it. Any comments that could identify you will be anonymised in the consultation report produced. Completed questionnaires should be returned to:

Director of Education and Inclusion Services

21st Century Schools Team

Ty Trevithick

Abercynon

CF45 4UQ

or by fax to 01443 744224, or e-mail schoolplanning@rctcbc.gov.uk

The proposal

The proposal is to change the language medium status of Penderyn Community Primary School from dual language to Welsh medium and extend its catchment area; and to increase the pupil capacity of Hirwaun Primary School, in a new, purpose built school building.

All changes will be implemented by 1st September 2021.

1. Do you agree with the proposal? Yes No Not sure

Please let us know the reasons for your choice

2. Please state any additional views or points which you would like to be taken into account (attach additional sheets if necessary)

3. Please indicate who you are (eg parent of a pupil at named school, governor at named school, member of the community etc.)

4. Name (optional)

5. Please provide contact details if you wish to be notified of publication of the consultation report

Thank you for taking the time to complete this questionnaire

Please forward completed questionnaires to the above address no later than 31st December 2018.

The Council is committed to keeping your personal information safe and secure and keeping you informed about how we use your information. To learn about how your privacy is protected and how and why we use your personal information to provide you with services, please visit our Consultation privacy notice here:

www.rctcbc.gov.uk/serviceprivacynotice

and the Council's **data protection** pages here:

www.rctcbc.gov.uk/dataprotection.

Community Impact Assessment

Proposal to change the language medium status of Penderyn Community Primary School, amend the catchment area of Penderyn Community Primary School and increase the pupil capacity of Hirwaun Primary School

This assessment is prepared in accordance with guidance contained within the Welsh Government's School Organisation Code.

This proposal is to be consulted on between 1st October and 31st December 2018. A detailed consultation document has been circulated to all prescribed consultees. This Impact Assessment is not included in the consultation document as we are mindful that the document needs to be as concise and informative as possible, whilst at the same time being readable and 'user-friendly'. The free availability of this document is however stressed; in addition, it is available for any person to view or download from the Council website.

The proposal

The proposal is to change the language medium of Penderyn Community Primary School from dual language to wholly Welsh medium, with an amended catchment area encompassing the communities of Trenant and Penywaun; and extend the capacity of Hirwaun Primary School by the construction of a new, larger building on the current Hirwaun Primary School site. Both schools will offer provision for pupils between the ages of 3 and 11 years, with Penderyn Community Primary School offering places through the medium of Welsh and Hirwaun Primary School offering places through the medium of English. Penderyn Community Primary School will have Welsh medium capacity for 231 pupils (plus nursery) and Hirwaun Primary School will have English medium capacity for 390 pupils (plus nursery). The Council, in partnership with Welsh Government, will invest £10.4m in constructing a new primary building at Hirwaun to ensure pupils have a high quality, viable and sustainable 21st Century learning environment.

Community impact

It has to be stressed at this point that the community impact of these proposals is negligible. The proposal does not involve the physical closure of any school buildings or facilities. If anything, community access will actually be improved. Hirwaun Primary School is proposed to be replaced by a new, state of the art purpose built English medium primary school for the villages of Hirwaun and Penderyn. The new building will be built on the site of the existing Hirwaun Primary School and will have brand new community rooms that can be used by existing community groups and will be able to accommodate further community usage. The facilities can be used by groups such as Flying Start parenting groups, parent and toddler groups, health visitors and adult learning. The whole school will be accessible and fully compliant with the requirements of the Equality Act 2010. Also included in the new facilities at Hirwaun will be external grass playing field provision and

Multi-Use-Games-Area (MUGA) facilities that will be for the exclusive use of the pupils during the school day, but will be available to the community outside of school hours. Penderyn Community Primary School is a new building which was opened in 2006 and already benefits from MUGA facilities, as well as a woodland area.

The existence of other schools and other community facilities within a short distance means that it is not deemed necessary to consider the enhancement of other community facilities that may exist in the local area, especially as no existing facilities will be lost under these proposals.

Pupils within and outside current catchments

The percentage of pupils attending Penderyn Community Primary School and Hirwaun Primary School that reside within and outside of their current respective catchment areas are as follows:-

School	Pupil numbers – January 2018 (including nursery)	% pupils in current catchment	% pupils from outside current catchment
Penderyn Community Primary School (whole school)	233	72.1%	27.9%
Penderyn Community Primary School (Welsh)	179	81.5%	18.5%
Penderyn Community Primary School (English)	54	40.1%	59.9%
Hirwaun Primary School	249	93.9%	6.1%

It can be noted that of the 54 pupils attending the English medium stream of Penderyn Community Primary School, only 22 pupils live within the Penderyn catchment area. The majority of pupils (27 pupils) live within the Hirwaun catchment area.

Catchment changes

This proposal seeks to enhance the accommodation and facilities available to pupils from within the catchment areas requiring Welsh-medium and English-medium education. It is proposed to extend the catchment area of Hirwaun Primary School to incorporate the current catchment area of the English medium stream of Penderyn Community Primary School.

Pupils living in Hirwaun who require Welsh medium education will still attend Penderyn Community Primary School (subject to parental preference). It is also proposed to extend the Welsh medium catchment area of Penderyn Community Primary School to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar). This adjustment is being made to the Welsh medium catchment areas to match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough. Proposals to increase the capacity of Ysgol Gynradd Gymraeg Aberdar by 60 pupil places and proposals to increase the capacity of Ysgol Gyfun Rhydywaun by 162 pupil places also seek to address the Welsh medium demand in this part of the County Borough.

Travel implications

Some pupils may have further to travel to school, however, the Council's policy regarding home to school transport provision will apply to both schools whereby pupils of compulsory school age attending primary school who live one and a half miles or further safe "walking distance" from their nearest suitable school will be provided with free home to school transport.

Pupils living in the communities of Trenant and Penywaun whose home addresses will be within the extended Penderyn Community Primary School catchment area will receive free transport to Penderyn Primary School for Welsh medium education as they reside more than 1½ miles safe "walking distance" from their nearest suitable school.

In catchment pupils (resident in the village of Penderyn and Rhondda Cynon Taf) attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be 'unavailable'. This provision will not be available to any English Medium pupils who currently attend Penderyn but do not reside in the designated catchment area, as they are attending this school as a result of parental preference.

Hirwaun Primary School and Penderyn Community Primary School are 2.6 miles apart and the journey time between both schools by bus is not expected to exceed 15 minutes.

There will be no changes whatsoever to distances travelled by pupils currently attending Penderyn Community Primary School for Welsh-medium education - they will remain in the same school, consequently there will be no changes or any other implications for home to school transport provision for these pupils.

Current 'out of school hours' usage

Should these proposals proceed, all current before and after school activities in both schools will continue. The breakfast clubs currently offered by both schools would continue. Also, all after school clubs would continue to be offered. Current after school activities comprise:-

Penderyn Community Primary School

Urdd After School Club
Sports Club

Hirwaun Primary School

Athletics
Netball
Tennis
Girls' football
Cricket

The construction of the new, larger building at Hirwaun will allow for expansion of such activities. Also, the change in language medium at Penderyn Community School from dual language to Welsh medium could also offer further opportunities for the development of further after school activities through the medium of Welsh.

Community and third party use of the schools' facilities will be encouraged. Also, any usage by groups affiliated to the schools, such as the PTA for functions, would continue to be offered by both schools should these proposals proceed.

RHONDDA CYNON TAF COUNCIL

EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

Directorate: Education & Lifelong Learning

Service Area: 21st Century Schools

Responsible officer: Julie Hadley

Date: 30th September 2018

1. Name of policy/procedure/practice/project:

Change of language medium of Penderyn Community Primary School; amendment to catchment area of Penderyn Community Primary School; and extension of capacity of Hirwaun Primary School

The Project is to:

Change the language medium of Penderyn Community Primary School from dual language to wholly Welsh medium, with an amended catchment area encompassing the communities of Trenant and Penywaun; and extend the capacity of Hirwaun Primary School by the construction of a new, larger building on the current Hirwaun Primary School site. Both schools will offer provision for pupils between the ages of 3 and 11 years, with Penderyn Community Primary School offering places through the medium of Welsh and Hirwaun Primary School offering places through the medium of English. The Council, in partnership with Welsh Government, will invest £10.4m in constructing a new primary building at Hirwaun to ensure pupils have a high quality, viable and sustainable 21st Century learning environment.

2. Policy Aims, you need to consider why is the policy needed? What does the Council hope to achieve by it?

How will the Council ensure it works as intended?

This proposal is fully outlined in a detailed consultation document that has been distributed to all interested parties and stakeholders, it is also available on the Council's website for any person to view or download.

This proposal does not involve the physical closure or relocation of any school buildings or facilities; the larger English medium primary school at Hirwaun will utilise the site of the existing school, and the proposed changes will enhance the facility by replacing very poor condition buildings with a brand new school and associated external play facilities fit for 21st century learning needs and fully compliant with the Equality Act 2010.

The change in language medium status to totally Welsh medium and the growth of Welsh medium places at Penderyn Community Primary School supports the Welsh Government Cymraeg 2050: Welsh Language Strategy of one million Welsh speakers by 2050 and Rhondda Cynon Taf County Borough Council's (RCT's) Welsh in Education Strategic Plan (WESP) 2017-2020.

The proposal also addresses the following actions and outcomes identified in the WESP to increase the number of seven year-old children being taught through the medium of Welsh by:

- Providing new and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas;
- Consideration of making dual language Primary schools into full Welsh medium schools.

Rhondda Cynon Taf Council's WESP can be viewed and downloaded from the Council's website via this link - <https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/WelshinEducationStrategicPlan201720.pdf>.

Amending the Welsh medium catchment area of Penderyn Community Primary School to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar) will match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough.

Educational considerations -

School organisational change should point to the educational benefits that any change will offer, particularly in relation to overall improvements in standards, but also in terms of the social and emotional development of children, which would usually impact beneficially on their overall achievement and outcomes.

It is the Council's view that changing the language medium of Penderyn Community Primary School from dual language to Welsh medium and constructing a new school building with a larger pupil capacity for the communities of Hirwaun and Penderyn to replace the current Hirwaun Primary School will improve educational outcomes and provision.

A larger, new, purpose built English medium primary school at Hirwaun could offer:

- **Greater flexibility and opportunity for pupils due to an extended, more enhanced educational environment in which to learn and grow;**
- Potential for financial savings in terms of services, which accrue to a larger school which can be reinvested for the benefit of all pupils;
- The future capital investment benefits that would arise from the construction of a modern, state of the art purpose built school that meets all the required standards of a 21st Century learning environment;
- More opportunities for the teaching and support staff which are provided by a larger school;
- Pupils being taught, in the main, with their year group. All classes in the Penderyn English medium stream are currently mixed year groups.

A completely Welsh medium primary school at Penderyn could:

- Provide total immersion in the Welsh language for all pupils at the school;
- Enable total immersion in the Welsh language to be offered to a larger number of pupils from the youngest possible age;
- Offer more opportunities for the teaching and support staff which could be provided by a larger wholly Welsh medium school;
- Create a critical mass of Welsh-medium learners;
- Enable the development of increased Welsh-medium provision at secondary level;
- Provide more opportunity for pupils to take part in extra-curricular activities through the medium of Welsh.

Implications for staff -

- **The creation of a larger primary school at Hirwaun and the provision of additional Welsh medium pupil places at Penderyn Community Primary School would provide staff with the opportunity to specialise in specific areas of the curriculum. Larger schools with more staff allows for such specialism with the ability to share workload more effectively and therefore gives staff more opportunities to progress their careers.**
- **It is our intention to recommend to the governing body of Hirwaun Primary School that they ring-fence any additional positions they need to appoint as a result of increased pupil numbers, below senior leadership level, to the existing staff currently employed in the English medium stream of Penderyn Community Primary School in the first instance. This process means that the Penderyn Community Primary School staff will be given the first opportunity to apply for additional posts in the extended Hirwaun Primary School prior to any being advertised externally. If they are successful, they will then simply transfer to the new school when it opens. The Council has well established Human Resource policies and procedures that give reassurance to staff and employers about the management of organisational change.**

Implications for pupils –

In making the proposed changes, in addition to the points above, there are several further perceived benefits that can be realised:

- There will be more competition for pupils in and outside the classroom in a larger school at Hirwaun which is what children require if they are to achieve good educational outcomes;
- Being part of a larger school creates opportunity to engage in a wider range of curricular and extra-curricular activities;
- A larger team of staff at Hirwaun Primary School to share expertise and experience;
- More pupils being taught in a new, state of the art, purpose built school buildings, which will be fit for the purpose of providing education in the 21st Century;

The principal change will be an improvement in the quality of the educational provision, and this should have a significant impact on educational performance of the pupils. This will bring about improvements for all pupils, irrespective of gender, ethnicity or disability. It should be noted that of the 897 pupils (including nursery) attending Penderyn Community Primary School, Hirwaun Primary School and Ysgol Gynradd Gymrage Aberdar, none are indicated as being Gypsy or Traveller children (per January 2018 PLASC). To reiterate, these proposals are not seen as being detrimental to any particular group of pupils, they are intended to improve educational provision for all.

Although some pupils may have further to travel to school, the Council's policy regarding home to school transport provision will to apply whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to school transport.

Pupils living in the communities of Trenant and Penywaun whose home addresses will be within the amended Penderyn Community Primary School catchment area will receive free transport to Penderyn Primary School for Welsh medium education as they reside more than 1½ miles safe "walking distance" from their nearest suitable school.

In catchment pupils (resident in the village of Penderyn and Rhondda Cynon Taf) attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be 'unavailable'. This provision will not be available to English medium pupils who currently attend Penderyn but do not reside in the designated catchment area, as they are attending this school as a result of parental preference.

Penderyn Community Primary School and Hirwaun Primary School are 2.6 miles apart and the journey time between both schools by bus is not expected to exceed 15 minutes.

The Council considers that the educational advantages of the proposal outweigh the short-term impact of the changes for pupils and parents.

Catchment changes –

Pupils living in Hirwaun who require Welsh medium education will still attend Penderyn Community Primary School (subject to parental preference).

The Welsh medium catchment area of Penderyn Community Primary School will also be extended to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar). These adjustments are being made to the catchment area to match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough. Transport will be provided to pupils living in the communities of Trenant and Penywaun whose home addresses will be within the amended Penderyn Community Primary School catchment area, as outlined above.

The catchment area of the new Hirwaun Primary School will extend to incorporate the current catchment area of the English medium stream of Penderyn Community Primary School. Any pupils attending the English medium stream of Penderyn Community Primary School will simply transfer to the new school building in Hirwaun when it opens (subject to parental preference). They will not need to complete admission applications unless they are applying for Nursery or Reception places.

As outlined earlier, in catchment pupils (resident in the village of Penderyn and Rhondda Cynon Taf) attending the English medium stream of Penderyn Community Primary School will receive free transport to the new Hirwaun Primary School building as the walking route is deemed to be 'unavailable'. This provision will not be available to any English Medium pupils who currently attend Penderyn but do not reside in the designated catchment area, as they are attending this school as a result of parental preference.

Financial implications –

As this proposal involves the change of language medium status of Penderyn Community Primary School to Welsh medium and the construction of a new, larger English medium building at Hirwaun, there will only be minor financial savings – these are associated with the change of Penderyn Community Primary School from dual language to solely Welsh medium school; plus there is potential for future financial savings largely relating to economies of scale achievable by the provision of services in a larger school.

3. Who does it apply to? Please indicate by highlighting or deleting as appropriate

Members of the public School Staff Both Other Please state: children aged 3-11 years resident in the catchment areas of Penderyn Community Primary School and Hirwaun Primary School; and children in the communities of Trenant and Penywaun; the parents and carers of these children.

4. Indicate whether this is a new proposal, a review or a proposed cessation:

Review and Proposed cessation

5. Identifying Impacts – Please choose whether the policy/practice will have a positive, negative or neutral effect on **each** issue below: Think about the key questions included in the manager's guidelines.

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
Age (young and old)	Yes	Yes		<p>Creating a larger English medium primary school in a brand new building offering state of the art accommodation and facilities for 21st century teaching and learning on the current Hirwaun Primary School site and changing the language medium of Penderyn Community Primary School to totally Welsh-medium with an amended catchment area will:-</p> <ul style="list-style-type: none"> • Provide comfortable and attractive learning environments for all children who access the schools; • Offer 21st century facilities to enable all pupils in the local communities to access learning and cultural activities which can help develop relationships within communities; • Facilitate delivery of the changing curriculum and enable the further use of ICT to provide the opportunity for all learners to reach their potential; • Enable the demand for additional places in the Welsh Medium Primary sector to be met by the utilisation of existing resources which is both educationally beneficial and financially efficient; • Mean that some pupils may have further to travel to school; however, the Council's policy regarding home to school transport provision will to apply whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
				school transport.
Disability (remember to consider the different types of disability)	Yes			The new building at Hirwaun will be fully accessible to all persons and will comply with all current legislation in this regard.
Gender			Yes	
Gender Reassignment			Yes	
Race			Yes	
Religion or Belief			Yes	
Sexual Orientation			Yes	
Welsh Language	Yes			The change in language medium status to totally Welsh medium and the growth of Welsh medium places at Penderyn Community Primary School supports the Welsh Government Cymraeg 2050: Welsh Language Strategy of one million Welsh speakers by 2050

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
				<p>and Rhondda Cynon Taf County Borough Council's (RCT's) Welsh in Education Strategic Plan (WESP) 2017-2020.</p> <p>The proposal also addresses the following actions and outcomes identified in the WESP to increase the number of seven year-old children being taught through the medium of Welsh by:</p> <ul style="list-style-type: none"> • Providing new and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas; • Consideration of making dual language Primary schools into full Welsh medium schools <p>This proposal, to change Penderyn Community Primary School from a dual language school to a totally Welsh medium school and in doing so to also increase the number of Welsh medium primary school places will work towards the achievement of these targets in this area of the County Borough.</p> <p>The amendment to Penderyn's catchment area to encompass the communities of Trenant and Penywaun will also cater for Welsh medium primary school demand associated with additional housing developments in the area.</p>

People / issues to consider	Impact policy / practice will have			If a positive or negative impact is identified, explain why:
	Positive	Negative	Neutral (No impact)	
Carers			Yes	

EVIDENCE

6. What evidence is there to support your conclusions? Please indicate below

Report of the Chief Executive to Cabinet - 20th September 2018
Public Consultation Document on the Proposal

7. In areas where a negative impact has been identified are there any ways that the negative effect could be reduced or removed? Please indicate below and include the evidence on which you have based your conclusion.

The only negative impact identified is that some pupils will have longer travel times / distances to school; however, the Council's policy regarding home to school transport provision will to apply whereby pupils of compulsory school age attending primary school who live 1½ miles or further safe "walking distance" from their nearest suitable school will be provided with free home to school transport. Further detail regarding transport provision is contained at pages 5 and 6.

INVOLVEMENT & CONSULTATION

9. What involvement and consultation has been done in relation to this (or similar) policy and what are the results?

The following consultation meetings/ open events are to be held:

School Affected	Group	Date / Time	Venue
Penderyn Community Primary School	Governing Body and Staff Meeting	Thursday 11 th October 2018 / 4pm	Penderyn Community Primary School
Hirwaun Primary School	Governing Body and Staff Meeting	Thursday 11 th October 2018 / 4pm	Hirwaun Primary School
Penderyn Community Primary School	School Council	Thursday 11 th October 2018 / 2:30pm	Penderyn Community Primary School
Hirwaun Primary School	School Council	Thursday 11 th October 2018 / 2:30pm	Hirwaun Primary School
Both Schools and members of the local community	Parents and public drop in session and exhibition	Tuesday 27 th November 2018 / 3pm-6pm	Hirwaun Primary School

Schools are also being offered opportunities for consultation with pupils, via meetings of their School Councils as detailed in the table above.

Interested parties are also welcome to put their views in writing to:

Director of Education and Inclusion Services

Rhondda Cynon Taf County Borough Council

Ty Trevithick

Abercynon

CF45 4UQ

or by fax to 01443 744224, or e-mail schoolplanning@rctcbc.gov.uk

MONITORING AND REVIEW

10. What arrangements have you put in place to review the actual impact of the policy once it has been implemented?

The Council's HR teams will be fully engaged in supporting the governing body of Hirwaun Primary School in the appointment of staff to any additional positions they need to appoint as a result of increased pupil numbers. It is the intention of the Council to recommend to the governing body of Hirwaun Primary School that such posts, below senior leadership level, be ring-fenced to the existing staff currently employed in the English medium stream of Penderyn Community Primary School in the first instance. This process means that these Penderyn Community Primary School staff will be given the first opportunity to apply for additional posts in the extended Hirwaun Primary School prior to any being advertised externally. If they are successful, they will then simply transfer to the new school when it opens. The Council has well established Human Resource policies and procedures that give reassurance to staff and employers about the management of organisational change.

ADDRESSING THE IMPACT

11. What option have you chosen as a result of your impact assessment?

- Continue the Policy

Please indicate and provide reasons for your decision.

The evidence outlined in our consultation document clearly recommends that this is the right approach.

12. ACTION PLAN

You now need to complete the EIA action plan to outline how you will act on any impacts identified. You may need to prioritise in terms of what actions you choose to take and the timescales to complete them in. In general terms, you should try to act on all negative impacts unless there is a clear reason as to why this is not possible. You could also identify actions for positive or neutral impacts where appropriate i.e. to outline and further promote a positive impact or to outline how to make something have a positive impact instead of a neutral one.

Action	Responsible Officers	Timescale for Actions	Timescale and actions for Review	Measures to be taken to evaluate effects of actions
If the proposals proceed, undertake the statutory consultation process to implement the proposals	21 st Century Schools Team	By March 2019		
If the proposals proceed, finalise the plans for the construction of the new school	David Powell, Service Director, Corporate Design and Maintenance	By September 2019		
If the proposals proceed, provide assistance and support to the governing body of Hirwaun Primary School, as required, regarding the appointment of staff to any additional positions	HR Officers	By September 2019		

13. Please outline below any negative impacts that have been identified in the EIA questionnaire but not addressed in the action plan. You will need to explain your reasons for not addressing them.

None.

Please keep a copy of the questionnaire and action plan and send copies to:

Equality, Diversity & Social Justice Team
The Pavilions
Cambrian Park
Clydach
CF40 2XX
Email: equality@rhondda-cynon- Taf.gov.uk
Tel: 01443 424075

Signed: Gaynor Davies Date: 30/09/18
Job Title: Director of Education and Inclusion Services

Welsh Language Impact Assessment

Proposal to change the language medium status of Penderyn Community Primary School, amend the catchment area of Penderyn Community Primary School and increase the pupil capacity of Hirwaun Primary School

This assessment is prepared in accordance with guidance contained within the Welsh Government's School Organisation Code.

As part of our proposals in respect of the above, we are planning to undertake some reorganisation of Welsh Medium Primary education provision in this area of Rhondda Cynon Taf, which will increase Welsh Medium pupil capacity.

Language category of school

We are proposing that Penderyn Community Primary School, which is currently a dual language school, becomes a wholly Welsh medium school which will be able to offer all of its available capacity of 231 pupils (plus nursery) to pupils requiring a Welsh medium education. It is proposed that pupils attending the English medium stream of Penderyn Community Primary School would (subject to parental preference), transfer to Hirwaun Primary School which is to be rebuilt with an extended capacity, should these proposals proceed. The catchment area of the new Hirwaun Primary School will extend to incorporate the current catchment area of the English medium stream of Penderyn Community Primary School.

Penderyn Community Primary School is currently organised into two language streams and parents choose for their children to study most of their lessons either through the medium of Welsh or through the medium of English. In recent years the number of pupils (including nursery) in the Welsh language stream has increased to 179, whilst numbers have fallen to just 54 in the English stream. There are 9 classes in the school, 6 of which are taught in Welsh and 3 which are taught in English. *(Figures from January 2018 PLASC).*

We are also proposing to amend the catchment area of Penderyn Community Primary School to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar). These adjustments are being made to the catchment area to match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough and will increase the number of Welsh medium school places available in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough. Admissions to the schools will be administered by the local authority.

Performance standards

The following tables set out the performance of the Welsh (W) and English (E) streams of Penderyn Community Primary School for the key measures of educational performance over the past three years and compare the school to similar schools across Wales based on the numbers of pupils in receipt of free school meals:

Foundation Phase Outcomes						
Subjects	2015 %		2016 %		2017 %	
	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)
Foundation Phase Indicator	92 (2)	100 (1)	95.2 (1)	90 (3)	96.4 (1)	100 (1)
Personal and social development wellbeing and cultural diversity	100 (1)	100 (1)	100 (1)	90 (4)	100 (1)	100 (1)
Language literacy and communication skills English/Welsh	96 (2)	100 (1)	95.2 (2)	90 (3)	96.4 (2)	100 (1)
Mathematical development	96 (1)	100 (1)	100 (1)	90 (3)	100 (1)	100 (1)

Key Stage Two Outcomes						
Subjects	2015 %		2016 %		2017 %	
	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)	Penderyn Primary (W)	Penderyn Primary (E)
English	88.2 (3)	100 (1)	94.4 (2)	100 (1)	96.8 (2)	88.9 (4)
Welsh 1st	88.2 (3)	N/A	94.2 (2)	N/A	95.5 (2)	N/A
Maths	88.2 (3)	100 (1)	100 (1)	100 (1)	96.8 (2)	88.9 (4)
Science	88.2 (3)	100 (1)	100 (1)	100 (1)	96.8 (3)	88.9 (4)
Core Subject Indicator (CSI)	88.2 (3)	100 (1)	94.2 (2)	100 (1)	96.8 (2)	88.9 (4)

The figures in brackets in the tables above, compare the schools to similar schools across Wales based on free school meals. The performance is compared using benchmarked quartiles, with 1 being the highest and 4 the lowest.

Welsh medium growth

If these proposals are agreed Penderyn Community Primary School will become a wholly Welsh medium school and will be able to offer all of its available capacity to pupils requiring a Welsh medium education. The school will be able to offer Welsh medium provision to 231 pupils (plus nursery), with an admission number of 33 pupils per year group. This will increase the number of Welsh medium school places available in this part of the County Borough. Admissions to the school will be administered by the local authority.

Pupils living in Hirwaun who require Welsh medium education will still attend Penderyn Community Primary School (subject to parental preference). The Welsh medium catchment area of Penderyn Community Primary School will also be extended to encompass the communities of Trenant and Penywaun (which are currently in the catchment area of Ysgol Gynradd Gymraeg Aberdar). These adjustments are being made to the catchment area to match the demand for Welsh medium places with the available supply across the Welsh medium primary school sector in this part of the County Borough. Additional demand for places is also being driven by housing development in this part of the County Borough.

Other proposals within this area of the County Borough seek to further ensure the demand for Welsh medium places is matched with the available supply and will increase the number of Welsh medium school places available in this part of the County Borough, namely:-

- The proposed increase in capacity of Ysgol Gynradd Gymraeg Aberdar by 60 pupil places by the construction of a new classroom extension block and improvements to parking and external play facilities;
- The proposed increase in capacity of Ysgol Gyfun Rhydywaun by 162 pupil places by the construction of a new classroom extension block and a separate sports hall containing classrooms for the PE curriculum.

Welsh in Education Strategic Plan (WESP) 2017-2020

The change in language medium status to totally Welsh medium and the growth of Welsh medium places at Penderyn Community Primary School supports the Welsh Government Cymraeg 2050: Welsh Language Strategy of one million Welsh speakers by 2050 and Rhondda Cynon Taf County Borough Council's (RCT's) Welsh in Education Strategic Plan (WESP) 2017-2020.

The Council's WESP document indicates how the local authority intends to promote the teaching of the Welsh Language, how it intends working towards increasing the number of children taught through the medium of Welsh and how it can assist achieving the Welsh Government's target of having one million people in Wales speaking Welsh by 2050. The WESP for RCT can be viewed and downloaded from the Council website via <https://www.rctcbc.gov.uk/EN/Council/WelshServices/Relateddocs/WelshinEducationStrategicPlan201720.pdf>.

Included among the list of actions and outcomes that the Council will undertake to help achieve the targets set out in the WESP by increasing the number of seven year-old children being taught through the medium of Welsh are the following:

- New and improved school buildings with appropriate capacity levels to fully meet forecasted demand for Welsh medium provision in their catchment areas;
- Consideration of making dual language Primary schools into full Welsh medium schools

This proposal, to change Penderyn Community Primary School from a dual language school to a totally Welsh medium school and in doing so to also increase the number of Welsh

medium primary school places will work towards the achievement of these targets in this part of the County Borough.

Further advantages

A completely Welsh medium primary school at Penderyn could also:

- Provide total immersion in the Welsh language for all pupils at the school;
- Enable total immersion in the Welsh language to be offered to a larger number of pupils from the youngest possible age;
- Offer more opportunities for the teaching and support staff which could be provided by a larger wholly Welsh medium school;
- Create a critical mass of Welsh-medium learners;
- Enable the development of increased Welsh-medium provision at secondary level;
- Provide more opportunity for pupils to take part in extra-curricular activities through the medium of Welsh;
- Improve recruitment and retention of staff.

Before and after school activities

At present Penderyn Community Primary School offers a breakfast club each morning before school. After school activities comprise - an Urdd after school club two evenings per week, plus a sports club. These activities will be unaffected by these proposals.

These proposals could provide Penderyn Community Primary School with the possibility of enhancing and extending their extra-curricular provision, particularly through the medium of Welsh.