

Meeting of:	Cabinet
Date of Meeting:	Thursday, 25 May 2023
Relevant Scrutiny Committee:	Learning and Culture
Report Title:	Update on the Consultation on the Proposal to Increase the Capacity for Welsh Medium Education by Expanding Ysgol Iolo Morganwg from 210 Places to 420 Places from September 2025.
Purpose of Report:	To advise Cabinet of the outcome of the consultation exercise undertaken on the proposal to increase the capacity for Welsh Medium Education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.
Report Owner:	Cabinet Member for Education, Arts & the Welsh Language
Responsible Officer:	Paula Ham, Director of Learning and Skills
Elected Member and Officer Consultation:	<p>Trevor Baker: Head of Strategy, Community Learning & Resources Committee Reports</p> <p>Lisa Lewis: Operational Manager, Strategy & Resources</p> <p>Natasha Burton: Sustainable Community for Learning Project Manager</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 proposal to increase the capacity for Welsh medium education by expanding Ysgol Iolo Morgannwg from 210 places to 420 places from September 2025.
- During the consultation period, the Council received 91 responses by the closing date of 11th April, 2023. Consultees were asked to indicate whether they 'support', 'do not support' or have 'no opinion' on the proposals. 86 indicated they supported the consultation and 5 respondents indicated they were not in support of the consultation.
- 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 to the next stage via the publication of a statutory notice.

Recommendations

- 1.** That Cabinet considers this report, the consultation document (Appendix A), the Consultation Response report (Appendix B) and other appendices included as part of this report, including the Community and Equality Impact Assessments at Appendix C & D respectively to increase the capacity for Welsh medium education in the Western Vale by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.
- 2.** That Cabinet approves the proposal to increase the capacity for Welsh medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025 through the publication of the proposals in the form of a statutory notice.
- 3.** That Cabinet notes that the major investment towards a new school building set out in the proposal is subject to the necessary funding being approved by Welsh Government.

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 that there is sufficient capacity for Welsh medium primary education in the Western Vale and to reflect the Council's commitments in its 10-year Welsh in Education Strategic Plan (WESP) and Welsh Government's Cymraeg 2050 strategy.
- 3.** To ensure Cabinet is aware that the full investment in the school building described in the consultation documents is dependent on Welsh Government funding.

1. Background

- 1.1** On 2nd February, 2023, Cabinet authorised the Director of Learning & Skills to undertake a consultation on the expansion of Ysgol Iolo Morganwg from 210 places to 420 primary school places from September 2025.
- 1.2** As part of the proposal, the school would move into a new school building to accommodate this increased capacity within the 'Land to the north and west of Darren Close' housing development.
- 1.3** The proposal also includes increasing nursery provision to 96 part time places and an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as additional provision to offer Adult and Community Learning Programs after school hours.
- 1.4** This would support growth in Welsh medium primary education, supporting the Council's WESP and Welsh Governments 'Cymraeg 2050' strategy.
- 1.5** Although the transferring of the school to a new building is included as part of the consultation document, this is not subject to the statutory process as the transfer would be within 1 mile.

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

2. Key Issues for Consideration

Consultation

- 2.1 On 27th February, 2023, the Director of Learning and Skills launched the consultation on the proposals to increase the capacity for Welsh medium Education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.
- 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 proposal to increase the capacity for Welsh medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.
- 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 increases the capacity for Welsh medium Education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.
- 2.5 A series of consultation events were held at Ysgol Iolo Morganwg. These sessions included staff meetings, governor meetings, parents and community drop in events and pupil engagement sessions. The rationale behind the proposal was highlighted at each event and an explanation of the statutory process and the timescales involved was provided with the opportunity for open dialogue between all in attendance. These sessions were open to all stakeholders in the consultation process. A report outlining the points raised at the pupil engagement session 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 91 responses by the closing date of 11th April, 2023. 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 Most responses (94.5%) were in favour of the Proposal as outlined in the table below.

Total (individual) responses:	Total in support		Total not in support	
No.	No.	%	No.	%
91	86	94.5%	5	5.5%

2.9 A number of themes emerged following the consultation process which are outlined below and include the Council’s response to each theme. Themes 1 -7 relate to responses which did not support the proposal or concerns raised by respondents who did support the proposal. Themes 8 – 11 relate to responses in support of the proposal. Further details on each theme can be found within the Consultation Report.

THEME 1 - English Medium education should be prioritised over Welsh Medium

Some respondents contended that we should focus on the English medium language over Welsh Medium language.

Council’s response to the concerns raised

'Cymraeg 2050 – A million Welsh speakers' is a Welsh Government strategy which introduces a long-term vision for a Wales where the Welsh language thrives. Welsh Governments ambition is to increase the number of Welsh speakers by 1 million by 2050. The School Standards and Organisation (Wales) Act 2013 places a duty on all Local Authorities in Wales to consult on, produce and review a Welsh in Education Strategic Plan (WESP) that provides the strategic direction for the planning and delivery of Welsh medium and Welsh language education in their locality. The Councils WESP aims to support access to Welsh medium provision, and to increase demand for Welsh Medium education.

Plans are already underway to increase English medium primary provision in Cowbridge, with a new 210 place primary provision at Cowbridge School due to open in September 2023.

THEME 2 - Losing the feeling of a close Community

Respondents emphasised the school has a strong community feel where all of the children know each other regardless of year group and the parents know each other as well. Doubling the size of the school would in time, lose this.

Council’s response to the concerns raised

The school community is not formed by its building but by the pupils, staff and parents as well as the wider community it serves. The Council would work closely with the school leadership, staff, governing body, parents, pupils and the community to ensure that the spirit of the school transfers with its pupils and staff. The school community will be fully involved with developing the plans for the new build to ensure the building meets their needs. This will ensure the new building forms part of the local and wider community by enhancing the facilities that would be available to the community. The

proposal would enable the school to continue its success while catering for a greater pupil population. It would provide innovative and creative learning environments which are adaptable to change and would challenge and support children to reach their full potential.

THEME 3 - Concerns over new travel arrangements

Respondents were concerned that the location of the proposed new school building is on the outskirts of Cowbridge with poor active travel links to Cowbridge & Llanblethian.

Council's response to the concerns raised

The new location would improve access from across the Western Vale with improved transport links being developed. Whilst this part of the consultation focuses on the education merits of the proposal, if approved, the Council will be working with the school to form an amended school travel plan and will encourage as many pupils as possible to walk, cycle or scoot to school. Routes within Cowbridge have been identified for walking/cycling improvement on our Active Travel Network Map and higher priority is given on routes to school.

THEME 4 - Early years issues

Respondents raised concerns around closures of Early Years Welsh medium education and Mudiad Meithrin settings in the local area and how this proposal to increase WM capacity will be affected if there is lack of early years settings. Estyn commented that the consultation document does not take into account the effect of the proposal on other institutions, including private and third sector providers or the extent it will integrate early years education with childcare services.

Council's response to the concerns raised

The Council works closely with Mudiad Meithrin to identify areas for growth and as part of the commitments made in its WESP, the Council will ensure ongoing dialog with Mudiad Meithrin and childcare providers in the area continues to be a high priority.

The Council has committed, as part of its WESP, to ensuring that the benefits of bilingualism and multilingualism in relation to academic success and future careers are highlighted to parents of pre-nursery age children. The opportunity to increase the Adult and Community Learning provision in the area as part of this proposal will support opportunities for a 'whole family approach' to learning the language, which we anticipate will help with engagement and compliment work being done with our early years partners in the area.

THEME 5 - Funding

Funding is not yet secured from Welsh Government.

Council's response to the concerns raised

The Vale of Glamorgan Council has an excellent track record for delivering education infrastructure projects as part of the Sustainable Communities for Learning (SCfL) Programme. Welsh Government have been in discussion with the Council regarding their plans to proceed with their rolling programme of funding which includes reference

to this proposal. Welsh Government are also engaged and supportive of our commitments in the WESP.

The Vale of Glamorgan Council has submitted multiple Business Cases throughout Band A and Band B of the SCfL Programme and have been successful in securing funding.

THEME 6 - Disruption

A respondent raised concerns that management of staff and resources may be disrupted during the transition to the increased capacity and that there is potential for disruption for pupils and staff as they become accustomed to their new environment. Nevertheless, the proposal does not consider how the local authority will minimise these disruptions for learners.

Council's response to the concerns raised

One of the advantages of this proposal is the construction works are located on a separate site which will result in no impact or disruption to pupils and staff prior to their move to the new building due to building works. The Council has a strong track record in successfully transitioning staff and pupils to new sites. Our road map to decant the existing school buildings will commence approximately three months prior to the moving date. Staff will be provided with guidance and assistance in order to start organising their current resources. Pupils will be shown their spaces virtually until safe to do so on site, to allow all parties to familiarise themselves, thereby reducing the impact of relocating and change.

THEME 7 - Drop in sessions

A respondent welcomed the use of community drop-in sessions but felt they could have been better publicised and signposted, with greater use of display boards highlighting the proposed site for the new school, the likely layout of the building and photographs of the facilities to be provided based on other new schools.

Council's response to the concerns raised

The Vale of Glamorgan Council ensured that all prescribed consultees were contacted directly on the first day of the consultation and the school ensured that all parents received direct notification of the drop in sessions. A sign advertising the consultation was also displayed in the school grounds. In addition, the consultation was widely promoted on social media. A number of parents and community members attended the sessions on both days.

It is however relevant to note that this consultation focusses on the education merits of the proposal. Although slides showing recent builds, the proposed site and other items of interest were displayed in the hall for the duration of the drop in sessions, if the proposal progresses to the next stage, there will be other opportunities as part of the planning process and consultation to view potential designs and other planning considerations.

The following section provides the key themes raised during the formal consultation period in support of the proposal.

THEME 8 - Capacity issue

Respondents noted that the school has been at capacity for some time and historically has had to refuse catchment applications for families moving into the area.

Council's response

The new school would provide a 2-form entry with capacity for 420 pupils achieved via a phased year group approach, plus 96 nursery places. The Council must ensure that schools serve their local communities, support emerging demand and reflect the Council's ambitions in growing Welsh medium education. There is a need to meet future demand from the new housing developments in Cowbridge and the wider catchment area for the school, as well as the increased demand for Welsh medium education. A new 420 place school building would accommodate the projected increase in pupil numbers from the new development. The increased capacity would also accommodate the projected increase in parents choosing Welsh medium education to meet the Council's WESP targets.

THEME 9 - A modern school with more space and better facilities

Respondents felt that the proposal would benefit the pupils as their current learning environment is not fit for purpose and has limited spaces. A 21st century learning environment will encourage children to thrive whilst learning. Other respondents noted that the children do not have adequate outdoor facilities such as a field for sports day, a large outdoor yard or grass to play on for break times and are having to share outdoor facilities with another school.

Council's response

The current site is small with no opportunities to grow. Transferring Ysgol lolo Morganwg and increasing the number of school places from 210 to 420 offers a more efficient and sustainable model of education in a building designed specifically for a 21st century learning environment. The proposal addresses issues with the existing building, such as the restricted outdoor space and irregular sized classrooms. Pupils would be educated in a high-quality modern building which would be able to support the delivery of a broad and balanced curriculum.

The proposal will ensure that the new building will meet modern building standards to reduce recurrent costs and be net zero carbon in operation. The new building will also meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellence standards.

THEME 10 - Promotion of Welsh Medium education

Respondents support the proposal for increasing the capacity of Ysgol lolo Morganwg to provide more opportunities for children in the area to be taught through the medium of Welsh. Some respondents felt the current school does not allow for an increase in the numbers of pupils opting for Welsh language.

Council's response

Although there is currently sufficient capacity for both English and Welsh medium places within the catchment area, it is projected by 2025/26 that there would be insufficient capacity for the required number of Welsh medium primary school places.

It is noted that providing an increase in the number of places available will not guarantee increased demand. Therefore, a key element of the proposal is to actively encourage parents/carers to opt for Welsh medium education through the inclusion of a Welsh language immersion centre as part of the development of the new school. This would be a self-contained unit within the proposed school which would provide Welsh medium immersion placements for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

THEME 11 - Community facilities

This is an opportunity to create community facilities at both the old and new sites and that the opportunity should be taken to include permanent provision for community facilities at the new site.

Council's response

A key aspect of all Sustainable Community for Learning projects is the development of Community spaces. This proposal would also mean the creation of an adult education and Welsh language immersion centre as well as offering Adult and Community Learning Programs after school hours.

No decision has been made with relation to any potential use of the existing school site should this proposal be approved. Consultation with the community and Town Council would take place prior to any decision being made with regard to the existing site.

2.10 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

2.11 Estyn's most recent inspection of the school took place in June 2022. The overall inspection was positive and provided three recommendations as seen below:

- R1 Ensure that planning to develop pupils' extended writing skills is rigorous enough in all classes
- R2 Provide specific feedback so that pupils know exactly what the next steps are to improve the quality of their work
- R3 Strengthen and sharpen the school development plan to be able to measure the effect of the actions for improvement on provision

2.12 In Estyn’s response to the consultation, they concluded that the proposals are likely to at least maintain the current standards in terms of education, provision, and leadership and management.

Community impact

2.13 A Community Impact Assessment was undertaken and published alongside the consultation document. The impact assessment identifies that the proposal would likely have a neutral impact on the local community across 2 of the 8 measures assessed. The proposal would likely have a positive impact on the local community across 6 of the 8 measures assessed. Overall, the proposal would likely have a positive impact on the local community.

Equality Impact Assessment

2.14 A full equality impact assessment can be found at appendix D to this report. The findings of this assessment are summarised below. full details of the assessment for each protected characteristic can be found at appendix D.

Protective characteristic	Impact
Age	Positive impact
Disability	Positive impact
Gender reassignment, including gender identity	Positive impact
Marriage and civil partnership	Neutral impact
Pregnancy and Maternity	Neutral impact
Race	Neutral impact
Religion and Belief	Neutral impact
Sex	Neutral impact
Sexual orientation	Neutral impact

Travel arrangements

2.15 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’.

2.16 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.

2.17 A number of concerns were raised during the consultation regarding increased travel due to the location of the new school building. Whilst this consultation focuses on the education merits of the proposal, if approved, the Council will be working with the school to form an amended school travel plan and will encourage as many pupils as possible to walk, cycle or scoot to school. Routes

within Cowbridge have also been identified for walking/cycling improvement on our Active Travel Network Map and higher priority is given on routes to school.

Transition

- 2.18** Should the proposals be approved, existing staff would transfer to the new school building ensuring continuity in provision.
- 2.19** The Council would fully support the staff and governing body to ensure the successful implementation of the proposal.

Statutory Process

- 2.20** 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'.
- 2.21** 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).
- 2.22** 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 proposal does 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:
- 3.4** The Sustainable Communities for Learning Programme contributes to achieving the wellbeing goals by:
- 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
- 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
- 3.7** The Sustainable Communities for Learning Programme meets the five ways of working by:
- Committing to support the growth of the Welsh language by ensuring that all pupils within the Vale have every opportunity to attain the best possible outcomes, ensuring that the benefits of Welsh culture and bilingualism are promoted to all parents and all learners have an opportunity to learn Welsh.
 - 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
- 3.8** 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.

3.9 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.

3.10 The Sustainable Communities for Learning 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. Climate Change and Nature Implications

4.1 The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) and be net zero carbon in operation.

5. Resources and Legal Considerations

Financial

5.1 Cowbridge Primary Provision Phase 2 will form part of the Council's rolling programme for the Sustainable Communities for Learning grant. It is estimated that the total cost for the project is £13.764M; the project would benefit from 65% intervention rate from Welsh Government, with the Council funding 35% of

the costs. Subject to the rolling programme guidance being published for the Sustainable Communities for Learning grant a further reduction to the Council's costs may arise if Welsh Government continue to fund 100% net zero carbon costs. The additional provision was included as a pipeline project in the Capital Programme approved by Council in March.

	2022/23 £'000	2023/24 £'000	2024/25 £'000	2025/26 £'000	2026/27 £'000
Cowbridge Primary Phase 2	0	430	2,593	7,419	3,322

- 5.2** Additional revenue funding will be required to meet the operational costs of the new school. The additional revenue costs of the increased pupil numbers will be met through the school funding formula which allocates the majority of funding for schools on the basis of pupil numbers. As part of each budget setting process, a cost pressure is submitted for the demographic increase in mainstream schools, this growth would be used to fund any increase to the schools formula, however a separate cost pressure may be required for further running costs of the school such as rates.
- 5.3** Providing funding for mid and late immersion programmes can be a challenge. Since 2014/15 the provision of courses for latecomers has been dependent on local authorities and regional consortia earmarking funding for the development of the a mid/late immersion programme. One of the main issues facing this provision is its relatively high cost due to the relatively small numbers of pupils receiving the service. The provision of such courses requires revenue investment and Welsh Government has allocated specific grant funding for authorities to bid for in relation to the provision of mid/late immersion provision. There is an expectation that this funding will continue for the near future, but in the long term continued revenue funding would be required. However, where there are available places in the immersion centre these can serve the wider regional area where there is a shortfall which would be funded by the relevant local authority to cover the associated revenue costs.

Employment

- 5.4** Staff would transfer to the new school building under the management of the governing body of Ysgol Iolo Morganwg on the same terms and conditions.
- 5.5** The governing body would be responsible for amending their staffing structure to reflect the additional pupils. As the school would grow in size, it is anticipated that there would not be any compulsory redundancies as a result of this proposal, 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)

- 5.6** 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.
- 5.7** 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.
- 5.8** 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.
- 5.9** 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

- 5.10** 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>
- 5.11** Chapter 2 of Part 3 of the 2013 Act deals with school organisation proposals.
- 5.12** 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.

- 5.13** 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.
- 5.14** 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).
- 5.15** 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.
- 5.16** 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

- 5.17** 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.
- 5.18** 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
- 5.19** 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).
- 5.20** 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

5.21 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.

5.22 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>

5.23 The Act itself is available to view online:

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

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

(4) Equalities Act 2010

5.25 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.

5.26 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

5.27 On 10th and 11th 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.

- 5.28** 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.
- 5.29** 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.
- 5.30** When making a decision or reviewing a previously made strategic decision made after the 31st 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. This would, as appropriate, form part of the full Equality Impact Assessment that was developed as part of the consultation process.

6. Background Papers

None.

DIRECTORATE OF LEARNING AND SKILLS CONSULTATION DOCUMENT

**CONSULTATION ON THE PROPOSAL TO INCREASE
CAPACITY FOR WELSH MEDIUM EDUCATION BY
EXPANDING YSGOL IOLO MORGANWG FROM
210 PLACES TO 420 PLACES FROM
SEPTEMBER 2025.**



This document can be made available in Braille. Information can also be made available in other community languages if needed. Please contact us on 01446 709828 to arrange this.

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EXPLANATION OF TERMS USED IN THIS DOCUMENT

'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.

'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.

'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.

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

'SRB' (Specialist Resource Base) - 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.

'WESP' (Welsh Education Strategic Plan) – the WESP sets out the Council's ten-year plan for further developing the provision of Welsh medium and Welsh language education. It builds on the work of the previous WESP for the period between 2017 to 2022 and sets out a workplan which demonstrates how the Council intends to achieve its ten-year vision.

1. INTRODUCTION

1.1. BACKGROUND

Ysgol Iolo Morganwg is a Welsh medium community school serving 3 to 11 year olds in the North West of the Vale of Glamorgan and is based in Cowbridge. In terms of admissions, there are 30 pupils per year group with a total capacity of 210 pupils. The school also has a 66-place part-time nursery.

Ysgol Iolo Morganwg comprises a main Victorian building built in 1900, a dining block from the same period and three demountable buildings two of which are used for classrooms and one for storage. There are also 3 outbuildings associated with the school which were constructed at a similar time to the main Victoria building which are used for storage. The school is on a confined sloping site with no prospect of substantially increasing the site to meet the Sustainable Communities for Learning programme standards. There are 9 classrooms serving the school which vary in size which causes difficulties maintaining the required pupil capacity of 30 children. It is not possible to replace the school with a new build at its current location due to restricted outside space.

The Sustainable Communities for Learning Programme is a long-term strategic investment in educational estate throughout Wales. It is a unique collaboration between Welsh Government, the Welsh Local Government Association (WLGA), local authorities, colleges, and dioceses. The Vale of Glamorgan Council has a good track record for delivering projects undertaken as part of Band A and B of the Programme on time and within budget. The Council is expected to receive Welsh Government funding through the Sustainable Communities for Learning Programme as part of the rolling programme for new school developments to build the new school on education land allocated on the new residential development at Land to the North West of Darren Farm (known as Clare Gardens).

Cymraeg 2050: A million Welsh speakers was published in July 2017 sets out the long-term vision for the Welsh language. Increasing the number of Welsh speakers is one of the three key themes, and the following key transformational changes will be required within the education sector in order to achieve the vision.

The Council appreciates that in order to contribute effectively to the Welsh Government's target of 1 million Welsh Speakers by 2050, significant investment in provision is required within education to both generate and facilitate demand for Welsh Language education. The Vale of Glamorgan's Welsh in Education Strategic Plan (WESP) 2022-2032 is an integral part of the Council's Welsh Language promotion strategy. The objectives set out in the Council's Welsh in Education Strategic Plan are to;

- Outcome 1: More nursery children/ three-year olds receive their education through the medium of Welsh

- Outcome 2: More reception class children/ five-year olds receive their education through the medium of Welsh
- Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- Outcome 5: More opportunities for learners to use Welsh in different contexts in school
- Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

In order to contribute effectively to the Welsh Government's target of 1 million Welsh Speakers by 2050, the Council's business case submission to the Welsh Government's Sustainable Communities for Learning Programme has the capacity to increase the number of Welsh medium school places across all sectors and to reflect new large-scale housing developments planned over the next 5-10 years. In doing so, this will generate and accommodate additional demand for Welsh Medium education.

The Vale of Glamorgan Local Development Plan (LDP) 2011-2026 provides the local planning policy framework for the Vale of Glamorgan and was adopted by the Council on 28 June 2017. A new school relating to the Land to the north west of Darren Farm residential allocation was included as part of the LDP.

In December 2014, the housing developer Taylor Wimpey submitted an outline application to develop the site for 475 units. In January 2016 planning permission was granted for comprehensive redevelopment of the site subject to conditions and a Section 106 Agreement which included a 2ha site allocated for education purposes. As of October 2022, 135 dwellings have been built and are occupied. 44 dwellings are currently under construction. Approximately 475 dwellings will be built in total by 2026-27. Land at north west Darren Farm would be served by the following schools based on their current catchment areas:

- Y Bont Faen Primary School – English medium
- Ysgol Iolo Morganwg – Welsh medium (Primary)
- St Helens RC Primary School – Denominational
- St David's CiW Primary School - Denominational
- Cowbridge School – English medium (All through)
- Ysgol Gymraeg Bro Morgannwg – Welsh Medium (Secondary)
- St Richard Gwyn RC High School – Denominational
- Ysgol Y Deri – Additional Learning Needs (ALN)

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's Cabinet authorised the Director of Learning & Skills to undertake a **consultation from 27th February 2023 to 11th April 2023** on a proposal to provide additional school places to meet the future demand for Welsh medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.

1.2. THE PROPOSAL

The proposal is to expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.

This proposal is being considered under section 2.3 of the School Organisation Code (2018). This section refers to Regulated Alterations of a school, which includes increasing the capacity of the school by at least 25%. A new 420 place school at Land to the north west of Darren Farm will be included as part of the Council's Sustainable Communities for Learning programme. It is proposed that Ysgol Iolo Morganwg would move into the new building by September 2025 to accommodate the increased capacity. The new school would also result in additional nursery places from 66 to 96 part time places.

Although the transferring of the school to the new building is included as part of this consultation, this is not subject to the statutory process as the transfer would be within 1.609344 kilometres. The new school site is 1.3km from the existing school. The Council must ensure that schools serve their local communities and are reflective of demand. There is a need to meet future demand from the new housing developments in Cowbridge and the wider catchment area for the school, as well as the increased demand for Welsh medium education. A new 420 place school building would accommodate the projected increase in pupil numbers from the new development. The increased capacity would also accommodate the projected increase in parents choosing Welsh medium education to meet the Council's WESP targets.

1.3. RESPONDING TO THE PROPOSAL

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 [Section 7 "Involving stakeholders and responding to the consultation"](#). This section also contains a link to the online survey and a free post address if you would like to submit a response via post. The response form can be found under [Section 8](#).

Under the School Organisation Code (2018), it is vital that any feedback be received by 11th April 2023 in order to be considered as part of this consultation. Any items received after that date cannot be considered.

2. THE PROPOSAL

2.1. SUMMARY

- The proposal is to expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025. Additionally the proposal also includes increasing nursery provision to 96 part time places and an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.
- This proposal is considered under section 2.3 of the School Organisation Code (2018). Section 2.3 of the School Organisation Code refers to Regulated Alterations of a school. The element within this section which is relevant to the proposal is increasing the capacity of the school by at least 25%.

2.2. WHAT WOULD THIS MEAN?

The proposal would mean constructing a new 420 place primary school building on the Section 106 land within the 'Land to the north and west of Darren Close' housing development. Upon completion of the building, Ysgol Iolo Morganwg would transfer to the new site. This would provide an additional 210 Welsh medium primary places and 30 nursery places. This would support growth in Welsh medium primary education, supporting the Council's WESP and Welsh Governments 'Cymraeg 2050' strategy.

The school would be at the heart of the community and would promote Welsh language education, improving accessibility to the Welsh language and promoting bilingualism. The proposal would also provide state of the art facilities for staff and learners of Ysgol Iolo Morganwg. The new location would also improve access from across the Western Vale with improved transport links.

To support Welsh medium expansion within Cowbridge and across the Vale, an additional facility would be established onsite to support adult education and immersion for late learners (primary aged pupils 7+ year olds) to Welsh medium education.

A self-contained unit would provide Welsh medium immersion placements for primary aged pupils aged 7 and above, as well as offering Welsh lessons for adults after school hours, particularly those living within the development. The Council has an existing immersion unit in Barry, however, the proposed unit would be better placed to serve the western Vale reducing travel for learners to attend a centre in the Authority which live in this area. The immersion centre would have capacity for 12 immersion placements.

CATCHMENT AREA

It is not proposed that changes will be made to Ysgol Iolo Morganwg's catchment area as a result of this proposal.

Figure 1: Ysgol Iolo Morganwg Catchment Area



- However, all catchment and feeder arrangements in place within the Vale of Glamorgan are subject to regular review. Any proposed changes would be reflected in a future admission arrangements consultation.

2.3. WHY ARE WE PROPOSING THE CHANGES?

DEMAND FOR WELSH LANGUAGE PROVISION

The Council has made significant investment in Welsh medium education which has seen an increase in bilingual learners and aims to continue this trend to ensure there is sufficient capacity over the long-term. 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.

Welsh medium education is increasing in popularity in the Vale and has seen significant growth over the last 18 years since the opening of Ysgol Gymraeg Bro Morgannwg. This has been evident in the recent completion of the 'Transforming Secondary Education in Barry' project which has seen an increase in the number of Welsh medium secondary places available from 1151 to 1450. The Welsh secondary school serves the whole Authority area

and primary pupils from Ysgol Iolo Morganwg seeking Welsh medium education at secondary level would be accommodated at Ysgol Bro Morgannwg

In addition, Ysgol Dewi Sant is a Welsh medium primary school in Llantwit Major that opened in September 2011. In the first year of opening, the reception intake contained just 3 pupils. 7 years later, the September 2018 intake was oversubscribed with 32 applicants for 30 places. Recently, a private Welsh medium nursery has been moved to a new modular building in 2021 on the Dewi Sant site to provide improved connections to the primary school and ensure continued take-up of Welsh medium places.

The proposal includes an adult learning and immersion centre. The main aim of late intensive immersion education in Wales is to provide opportunities for primary school aged pupils who do not speak Welsh to have a late entry point to Welsh-medium education. In general, across Wales, pupils take advantage of this structured provision after the age of 7+. The inclusion of adult learning within the centre aims to improve take up of Welsh medium education and further promote the Welsh language which would be provided outside of school hours.

BUILDING FIT FOR PURPOSE

Ysgol Iolo Morganwg comprises a main Victorian school building, dining block and 3 storage units constructed between 1900 – 1920. Three demountable units were installed between 2002 – 2010. The two newer demountable units (Blocks 3 and 4) are in satisfactory condition and one of the original storage units is also considered to be satisfactory. However, the remaining buildings including the main school have been categorised as being in poor condition following the recent condition survey undertaken in March 2022. In addition to the poor building condition, the following should also be considered;

- The school is on a very confined sloping site with limited outdoor recreational space and no prospect of substantially increasing the site to meet the Sustainable Communities for Learning standards
- Irregular sized classrooms resulting in different sizes throughout year groups rather than following a standard classroom size.

Transferring Ysgol Iolo Morganwg and increasing the number of school places from 210 to 420 offers a more efficient and sustainable model than opening an additional 210 place school to serve the Western Vale area and Clare Gardens development. The proposal also addresses issues with the existing building, such as the restricted outdoor space and irregular sized classrooms. Pupils would be educated in a high-quality modern building which would be able to support the delivery of a broad and balanced curriculum.

The proposal will ensure that the new building will meet modern building standards to reduce recurrent costs and be net zero carbon in operation. The new building will also meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellence standards.

NEW HOUSING DEVELOPMENTS

Within the existing catchment area for Ysgol Iolo Morganwg there are 5 large scale housing developments (10 dwellings or more). The largest residential development relates to land to the north west of Darren Farm (Clare Gardens) which is being developed for 475 units. The development of the site has already started with 135 dwellings already occupied and any arising pupil demand accommodated in the existing school capacity in the area. However, 44 units are currently under construction and 296 units have not been constructed. It is considered in the next 5 years the site will be complete. In addition, the 4 other developments would result in a further 247 units coming forward in the next 6 years.

In total the planned residential developments in the catchment area for the school has a projected pupil yield of 56 nursery pupils and 154 primary pupils. Based on current trends 13.18% of the pupil population within the school catchment attend Welsh medium education. This would result in 7 new nursery places and 20 new primary places for Welsh medium education.

3. IMPLICATIONS OF PROPOSAL

3.1. SCHOOL INFORMATION

The table below outlines the current capacity information for Ysgol Iolo Morganwg:

Table 1: Ysgol Iolo Morganwg School Information

School	Type of school	Language category	Admission number	School capacity	Number on roll	Age range	No of Part – time nursery places
Ysgol Iolo Morganwg	Community School	Welsh Medium	30	210	186	3 - 11	66

All admission to Ysgol Iolo Morganwg would be via the Local Authority Admissions Panel as a Community type school.

DEMAND FOR SCHOOL PLACES

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

Table 2: Ysgol Iolo Morganwg Projected Pupil Demand

School	Current School	January 2018	January 2019	January 2020	January 2021	January 2022	2023/24 Projection	2024/25 Projection	2025/26 Projection	2026/27 Projection	2028/29 Projection
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Ysgol Iolo Morganwg	210	155	150	140	145	186	204	207	228	223	208
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The tables below indicate the current numbers on roll (NOR) across all English and Welsh medium schools which share the catchment area for Ysgol Iolo Morganwg.

Table 3: Neighbouring Schools' Information

School	AN	School Capacity	Reception	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Total NOR	Total Surplus Capacity
Peterston Super Ely	27	189	18	11	18	22	27	25	28	149	40
St David's	30	210	27	25	30	31	31	30	26	200	10
St Brides Major	30	210	29	29	30	30	30	30	27	205	5
St Nicholas	18	126	18	14	15	20	18	14	17	116	10
Llansannor	30	210	26	29	31	29	30	32	28	205	5
Y Bont Faen	30	210	34	29	31	43	24	31	32	224	-14
Llangan	15	111	14	15	16	16	15	20	10	106	5
Pendoylan	30	210	30	23	25	29	29	30	31	197	13
South Point	30	210	14	6	13	8	11	17	11	80	130
St Athan	30	210	27	29	27	25	20	26	29	183	27
Llanfair	20	140	16	19	19	21	18	20	16	129	11
St Helens	44	308	36	46	43	43	30	43	41	282	26
Total	334	2,344	289	275	298	317	283	318	296	2,076	268
Places available in year groups	-	-	45	59	36	17	51	16	38	-	-

In terms of Welsh medium provision, Ysgol Iolo Morganwg is the only Welsh language school which serves pupils within the catchment area. This means there are 24 Welsh medium places available in the western Vale served within the Ysgol Iolo Morganwg catchment area. In terms of English medium primary places there are 268 places available. Although there is currently sufficient capacity for both English and Welsh medium places within the catchment area it is projected by 2025/26 there would be insufficient capacity for Welsh medium places. It is noted the 2018-based projections anticipate a reduction in demand by 2028/29, however, the Council and Welsh Government have policies in place to improve Welsh medium education take-up which is anticipated to offset this decline. Creation of new demand for Welsh medium education is a legislative requirement for Local Authorities and is a key deliverable of the Council's 10 year Welsh in Education Strategic Plan.

Evidence shows that where the Council has provided additional Welsh medium capacity, the number of Welsh medium learners has increased. An example of this is Ysgol Dewi Sant, a Welsh medium primary school in Llantwit Major that opened in September 2011. In the first year of opening, the reception intake contained 3 pupils. In 7 years, the September 2018 intake was oversubscribed with 32 applicants for 30 places.

However, it is noted that providing an increase in the number of places available will not guarantee increased demand. Therefore, a key element of the proposal is to actively encourage parents/carers to opt for Welsh medium education through the inclusion of a Welsh language immersion centre as part of the development of the new school. This would be a self-contained unit within the proposed school which would provide Welsh medium immersion placements for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

3.2. EDUCATIONAL OUTCOMES

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

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

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

ESTYN REPORT (JUNE 2022)

Ysgol Iolo Morgannwg was last inspected in June 2022. The report summarises:

Ysgol Iolo Morgannwg provides a stimulating and happy learning environment that places a high priority on its pupils' wellbeing. The school has a warm and Welsh ethos. Staff work together effectively and have high expectations for their pupils. This supports pupils to develop as conscientious, confident and bilingual citizens.

Most pupils make very sound progress from their starting points and there is effective provision for pupils with additional learning needs. Pupils have a strong voice in the school and thrive in their roles as learning coaches. They contribute well to their termly themes and persevere exceptionally well during their activities. Pupils enjoy researching when discovering information within their local area, for example when learning about the journey of bananas from the Caribbean to Barry.

The headteacher provides strong leadership and her enthusiasm and guidance in terms of developing the new curriculum are key. The curriculum is designed around the school's new values and shared vision. Staff provide exciting learning experiences that enable pupils to develop the skills that they need to access the whole curriculum and learn effectively. This has a positive effect on pupils' enjoyment of their learning experiences and their strong progress from their starting points. However, there are not enough opportunities for pupils to write at length in all classes. Leaders ensure that staff benefit from professional learning opportunities that have a positive effect on teaching and learning.

Governors know the school well and ask challenging questions about decisions when necessary. They are proud of the pupils' progress as they develop as confident, bilingual learners.

RECOMMENDATIONS

In order to improve, the school needs to:

- R1 Ensure that planning to develop pupils' extended writing skills is rigorous enough in all classes
- R2 Provide specific feedback so that pupils know exactly what the next steps are to improve the quality of their work
- R3 Strengthen and sharpen the school development plan to be able to measure the effect of the actions for improvement on provision.

The inspection report for Ysgol Iolo Morganwg can be found at:

https://www.estyn.gov.wales/system/files/2022-08/Inspection%20report%20Ysgol%20Iolo%20Morganwg%202022_0.pdf

3.3. INTENDED IMPACT ON EDUCATION OUTCOMES

This consultation proposes expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025. The school would move into a new school building to accommodate this increased capacity.

STANDARDS AND PROGRESS

Key points from last Estyn inspection:

- Pupils in the nursery and reception classes listen attentively and interact effectively with adults, developing sound oracy, language and communication skills.

- Most of the school's older pupils develop their oral skills skilfully in Welsh and English. They communicate effectively and contribute purposefully to class discussions, expressing themselves clearly and maturely.
- Most pupils' reading skills are developing well. The youngest pupils use an appropriate range of phonic strategies to read familiar and unfamiliar words
- Many pupils apply their writing skills successfully. They show a good awareness of the importance of the elements of punctuation and accuracy when spelling.
- Most pupils across the school make sound progress in their mathematics and numeracy skills.
- Most pupils apply their digital skills skilfully. The youngest pupils control a programmable device confidently.

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

The DCF was produced in order to ensure the development of digital literacy, competency and skills from an early age. "Digital Competence is the set of skills and knowledge and attitudes that enable the confident, creative and critical use of technologies and systems. It is essential for learners if they are to be informed, capable and have the potential to be successful in today's society." Classroom task ideas will need to "change and develop to reflect new technologies and the increasing experience and expertise within the digital learning field". From September 2022, settings and schools will be delivering digital competence on a cross-curricular basis. They will:

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

Providing the appropriate resources and technologies to ensure we support learners to meet the objectives of the framework is therefore an important consideration in developing our plans for new school buildings as part of our strategy for the Council's Sustainable Communities for Learning programme.

WELLBEING AND ATTITUDES TO LEARNING

Key points from last Estyn inspection:

- Pupils' wellbeing and positive attitudes to learning are an obvious strength.

- Supporting pupils' emotional wellbeing is one of the school's priorities and, as a result, most pupils understand how to respond appropriately to situations that affect their emotional wellbeing
- Most pupils have an understanding of the need to keep fit and eat healthily and use this understanding to make healthy choices in their school life and beyond
- Most pupils develop a sound understanding of the importance of moral citizenship through their awareness of the key values
- Most pupils take their leadership responsibilities seriously and pupils are enthusiastic members of the school council, the eco committee, the ambassadors, *Criw Calon Cymru* and the digital wizards.

As a result of the proposal, the school will be transferred to a new school building on the Clare Gardens site. The new school would have larger and more accessible hard and soft play areas to enhance pupils' wellbeing. The new school would also include breakout areas and ALN learning spaces to help improve wellbeing of pupils and their attitudes to learning.

TEACHING AND LEARNING EXPERIENCES

Key points from last Estyn inspection:

- Most teachers plan thoughtfully for interesting learning experiences that reflect the school's ethos and encourage pupils to develop as ambitious and confident learners.
- Teachers think carefully about the four purposes of the Curriculum for Wales, which have now been embedded in the school's values, and how these can be reflected while planning their curriculum
- There are good relationships between staff and pupils. Teachers and assistants care conscientiously and loyally for their pupils
- On the whole, teachers provide learning experiences that give pupils regular opportunities to develop and apply elements of literacy, numeracy and digital competence skilfully across the curriculum.
- Teachers and learning assistants give pupils constructive feedback so that they understand how to improve their work, particularly orally.

The proposal would result in improved teaching and learning experiences through the provision of modern education facilities. This includes break out spaces and ALN learning areas, improved digital infrastructure throughout the new school building reflecting the digital curriculum standards. Furthermore the design of the building will support effective pedagogy through improved facilities, standardised classroom sizes and through providing a building and outdoor spaces which reflect the space requirements of Building Bulletin 99.

CARE, SUPPORT AND GUIDANCE

Key points from last Estyn inspection:

- All staff contribute successfully to develop a happy, caring and safe ethos at the school.

- The school provides opportunities that contribute well to developing pupils' spiritual and ethical skills and support pupils to investigate issues relating to tolerance and respect towards others
- The school provides effective provision for pupils with additional learning needs, which includes purposeful support programmes
- There are successful procedures in place to track and monitor pupils' progress
- Staff provide beneficial opportunities for pupils to take part in physical wellbeing sessions
- Teachers and learning assistants promote the Welsh language and embed pupils' Welshness successfully
- Leaders monitor pupils' attendance through a robust arrangement, working closely with parents and external agencies.

As a result of the proposal, the school will be transferred to a new school building on the Clare Gardens site. The new school would have larger and more accessible hard and soft play areas to enhance pupils' wellbeing. The new school would also include breakout areas and ALN learning spaces to help improve wellbeing of pupils and their attitudes to learning. Furthermore, the design of the new building includes improved transitions from indoor to outdoor learning for the infant year groups.

LEADERSHIP AND MANAGEMENT

Key points from last Estyn inspection:

- The headteacher's effective and robust leadership sets a clear strategic direction for the development of the school
- The school's self-evaluation arrangements are effective
- Regular staff meetings are held to organise and implement activities to achieve the shared priorities.
- Governors have a good understanding of their responsibilities
- The school's governors and leaders manage their budget well
- Leaders address local and national priorities skilfully
- There is a productive relationship between the school and parents. Leaders use digital communication methods to inform parents about events regularly
- Regular professional learning opportunities are provided for staff, which link effectively with the outcomes of the school's evaluation activities and priorities for improvement.

A new school building will result in the removal of the limitations with the current school's buildings and grounds resulting in a more manageable space for staff and learners.

3.4. 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.

The proposal will result in 210 additional Welsh medium school places, an additional 30 nursery places and an adult education and Welsh language immersion centre.

It will take a number of years for the school to reach full capacity and the reception intake will be changed from September 2025. During this time, there will be additional space within the school which could be utilised by the community to support and promote Welsh language within the community.

The school would be at the heart of the community and would support growth in the demand for Welsh language education, improving accessibility to the Welsh language and promoting bilingualism. The Council’s Learn Welsh provision for adults is also promoted across the Vale of Glamorgan with a wide range of courses available from beginners to proficiency through the inclusion of an immersion unit attached to the school.

3.5. ADDITIONAL LEARNING NEEDS (ALN) PROVISION

The school does not have an attached specialist resource base (SRB); it provides specialist support for children who have identified needs in an inclusive setting within the school. The school has a good working relationship with Ysgol Y Deri, the Council’s Special School which provide outreach services to support the school.

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

Table 4: ALN Information for Ysgol Iolo Morganwg

2020 - 2022		Ysgol Iolo Morganwg	LA	Wales
Percentage of ALN Pupils	School Action	4%	4.1%	7.3%
	School Action Plus	4.3%	4.3%	6.1%
	Statemented	0%	0.5%	2%

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

The design of the new school would include break out spaces for ALN learning space. Within the wider design to future proof the proposal, capacity to include a specialist resource base in the future would be possible due to the larger site area. This would be subject to a separate consultation process if it was to come forward.

The current provision at the existing school would be continued in the new building.

3.6. IMPACTS UPON OTHER SCHOOLS

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

3.7. LAND AND BUILDINGS

The Vale of Glamorgan Council has a vision to provide the best possible facilities for children and young people in the Vale to support their learning. A condition survey involves a visual assessment of all exposed parts of the buildings to identify significant defects and items of disrepair. The Council's latest condition survey of the school was undertaken in 2022.

Table 5: Ysgol Iolo Morganwg Condition Report 2022

School	Type of school	Condition of school building	Cost of identified repairs
Ysgol Iolo Morganwg	Community	C - Poor	£798,590

The proposed new location would provide:

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

The existing Ysgol Iolo Morganwg building is situated on approx. 0.58ha site off Broadway in Cowbridge. The site is directly next to Y Bont Faen Primary School, an English medium 3 to 11 community school.

No decisions have been made in respect of the future use of the site and buildings. If the proposals outlined in the document are implemented, all options would be considered, including designating the site as surplus or exploring alternative educational uses. Any future development of the site will be managed in accordance with the relevant council policy and its statutory and fiduciary obligations.

The existing building has an internal area of 1,117.05m². This is below the recommended gross area detailed in the Building Bulletin 99: Building Framework for Primary School Projects which stands at 1,286m². The new building would meet Building Bulletin 99 and have improved outdoor sports provision for hard and soft areas.

3.8. FINANCE

CAPITAL FUNDING

Subject to the approval of this proposal, a significant capital investment will be made to establish a new school building for Ysgol Iolo Morganwg. The Council will manage the process and the governing body, staff, parents and pupils of Ysgol Iolo Morganwg will be fully engaged in the development of the plans. The Council will also be responsible for managing the construction.

It is estimated that the total capital funding required to build a new school be £12 million. The Council is expected to receive £7.8 million in Welsh Government match funding through the Sustainable Communities for Learning Programme for this project.

REVENUE FUNDING

Additional revenue funding will be required to meet the operational costs of the new school. The additional revenue costs of the increased pupil numbers will be met through the school funding formula which allocates the majority of funding for schools on the basis of pupil numbers.

Providing funding for mid and late immersion programmes can be a challenge. Since 2014/15 the provision of courses for latecomers has been dependant on local authorities and regional consortia earmarking funding for the development of the a mid/late immersion programme. One of the main issues facing this provision is its relatively high cost due to the relatively small numbers of pupils receiving the service. The provision of such courses requires revenue investment, in the present financial year Welsh Government has allocated specific grant funding for authorities to bid for in relation to the provision of mid/late immersion provision. There is an expectation that this funding will continue for the near future, but in the long term continued revenue funding would be required. However, where there are spare places in the immersion centre these can serve the wider regional area where there is a shortfall which would be funded by the relevant local authority to cover the associated revenue costs.

3.9. HUMAN RESOURCES

It is not anticipated that there would be any adverse impacts for staff as they would simply move to a new building on their existing contracts. This proposal would lead to an increase in employment opportunities at the school as additional pupil numbers would lead to growth in future staffing levels. If the move to a new school site takes place, the governing body and headteacher would need to consider an increase in the staffing structure for the additional pupil numbers from September 2025. Any proposed changes to staffing would be subject to full consultation with staff and the relevant trades unions where necessary.

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

3.10. TRANSPORT AND LEARNER TRAVEL ARRANGEMENTS

Traffic and transport implications are being considered as part of the Transport Assessment that will be required in order to achieve planning consent for the building works should this proposal be implemented. Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools.

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

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

Any pupil attending Ysgol Iolo Morganwg on the date of transfer to the new site who lives more than 2 miles from the new school site would therefore be entitled to free school transport. Any pupils who no longer live 2 miles from the new site as a result of the relocation would no longer be entitled to free school transport

If the proposal was to go ahead based on the current pupil attendees of the school, 108 pupils would be greater than 2 miles away from the new school site. In comparison there are currently 115 pupils which are greater than 2 miles away from the existing school site. Therefore the school relocation would result in a reduction of 7 pupils requiring free school transport. It should be noted that this figure is likely to change if the proposal is implemented in September 2025 as the pupils attending the school would have changed.

4. OTHER CONSIDERATIONS

4.1. POTENTIAL BENEFITS OF THIS PROPOSAL COMPARED TO THE STATUS QUO

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

- Enable the school to further improve while catering for a greater pupil population.
- Ensure the Council is able to create and accommodate future demand for Welsh medium education based on current trends and Welsh Government targets.
- Provide adult learning opportunities through the creation of adult education and Welsh language immersion centre aiming to improve the take up of Welsh education.
- Provide innovative and creative learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) and be net zero carbon in operation.
- Supports the objectives of the Vale of Glamorgan's Welsh in Education Strategic Plan 2022-2032.
- Contribute effectively to the Welsh Government's target of 1 million Welsh speakers by 2050 as part of Cymraeg 2050.

4.2. POTENTIAL DISADVANTAGES OF THIS PROPOSAL COMPARED TO THE STATUS QUO

- Management of staff and resources may be disrupted during the transition to the increased capacity.
- Some pupils living closer to the current school site will have further to travel. There may be associated increased costs with this although the school is within one mile of the existing site.
- There is the potential for disruption for pupils and staff as they become accustomed to their new environment.

4.3. POTENTIAL RISKS OF THIS PROPOSAL AND MEASURES TO MITIGATE IDENTIFIED RISKS

The Council aims to secure 65% of funding for the proposal from the Welsh Government's Sustainable Communities for Learning Programme. This will be subject to approval of a business case submission. The remaining funding for the new school building will be funded by the Council.

Until funding for the project has been approved there is a risk to the project. To mitigate the risk associated with funding the Council will produce robust business case submission for Welsh Government funding working closely with the relevant Council departments and

Welsh Government colleagues. In addition, the internal Council funding will be subject to a Capital bid process and need to be supported by a robust and evidence driven bid document to secure funding.

4.4. 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).

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

4.5. 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 impact assessment identifies that the proposal would likely have a neutral impact on the local community across 2 of the 8 measures assessed. The proposal would likely have a positive impact on the local community across 6 of the 8 measures assessed. Overall, the proposal would likely have a positive impact on the local community.

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

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

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

It is concluded from the Community Impact Assessment that the proposal to increase the number of school places at Ysgol Iolo Morganwg would better meet the needs of the wider community to ensure the sustainable balance between supply and demand for school places.

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

(link to be inserted following Cabinet approval)

4.6. 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. This does not form part of the statutory consultation process but was considered beneficial to meeting the spirit of the Act.

4.7. ALTERNATIVES CONSIDERED

OPTION 1: OPENING A NEW 210 PLACE WELSH MEDIUM PRIMARY SCHOOL ON THE CLARE GARDENS SITE

Why was this option discounted?

Ysgol Iolo Morganwg would remain as is and a new 210 place Welsh medium primary school would open on the Clare Gardens site.

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

- This option does not address the current site issues at Ysgol Iolo Morganwg
- The creation of a new primary school would result in increased strain on schools funding with additional overhead costs associated with an additional school
- This option would not provide modern learning environments at Ysgol Iolo Morganwg.

OPTION 2: OPENING 315 PLACE PRIMARY SCHOOL WITH 36 PART TIME NURSERY PLACES AND ATTACHED ADULT EDUCATION / IMMERSION FACILITY.

Why was this option discounted?

Ysgol Iolo Morganwg would close and move on to the Clare Gardens site in a new school building for 315 place school.

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

- Insufficient places to meet our WESP targets. There is a need to create additional long term demand.

- Admission number of 45 does not reflect the standardised admission approach promoted by the Council.

OPTION 3: MAINTAINING THE STATUS QUO

Why was this option discounted?

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

- This option does not address the current site issues at Ysgol Iolo Morganwg
- This option would not provide modern learning environments at Ysgol Iolo Morganwg
- There would be no additional school places to accommodate the additional pupils as a result of the residential developments in the area.
- There would be no additional Welsh medium school places to create the additional and anticipated demand.

5. THE STATUTORY CONSULTATION PROCESS

Table 6: Outline of the statutory consultation process

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

Step 5: Cabinet consideration	Cabinet will consider the consultation response report and determine whether to publish the report and to approve the publication of the proposal in the form of a statutory notice.
Step 6: Statutory notice	The statutory notice must be published on a school day and as outlined in section 4.1 of the School Organisation Code (2018).
Step 7: Objection period	Anyone wishing to make objections to a proposal has the opportunity to do so. Objections must be made in writing or by email, and sent to the proposer before the end of 28 days beginning with the day on which the notice was published.
Step 8: Objection report	Under section 49 of the School Standards and Organisation (Wales) Act 2013 when objections have been received proposers must publish a summary of the statutory objections and the proposer's response to those objections ("the Objection Report").
Step 9: Cabinet consideration	Cabinet consider the objection report for final determination on the proposal.
Step 10: Decision letter	Confirmation of the decision and objection report availability will be issued to stakeholders.

5.1. 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:

Table 7: Key dates of the process

Statutory Process	Timescale
Issue consultation document	27 February 2023
Closing date for views on the proposals	11 April 2023
Consultation report considered by Cabinet and published on the school and Council's website	25th May 2023
Subject to Cabinet approval, Statutory notice issued during which time formal written objections will be invited	5th June 2023
End of Statutory Notice Period	3rd July 2023
Determination by Cabinet with objection report.	September 2023
Decision notification	September 2023
Increased capacity to be introduced from	September 2025

The proposed timetable may be subject to change.

6. FREQUENTLY ASKED QUESTIONS (FAQS)

What if the increased demand for Welsh medium education does not materialise?

The Council is confident that there is sufficient evidence to suggest demand for Welsh medium education will continue to grow, reflective of Welsh Government's national strategy. It is anticipated that a pro-active approach to promoting bilingual education and creating additional provision to support parents and pupils who decide to transition into Welsh medium education via an immersion centre or similar provision as outlined in the Welsh in Education Strategic Plan will further increase uptake over the long term. Any interim surplus capacity within schools would be managed as it would with any other school or Council asset.

What are the advantages of Welsh medium education?

Bilingual children tend to achieve higher within the curriculum and perform better in exams. Learning a second language at a young age helps children develop an ear for languages and gives them a head start at learning a third or fourth language as they get older. In Wales, speaking Welsh is a workplace skill, especially within the public and service sectors, and due to recent changes to the law more and more employers will need a bilingual workforce. Learning through another language helps children develop a greater sensitivity to other cultures and backgrounds. Speaking Welsh gives people a closer relationship with the history, heritage and traditions of Wales.

What support is available for parents who do not speak Welsh?

The vast majority of parents who send their children to Welsh medium schools in the Vale don't speak Welsh themselves. This is why Welsh medium schools in the Vale of Glamorgan always communicate with parents in both Welsh and English. In almost all cases homework for Primary aged pupils will have an English explanation provided with it so all parents can help their children with the work. There are also a number of Welsh medium pre-school playgroups in the Vale run by the organisation Mudiad Meithrin. Adult Welsh education is also promoted across the Vale of Glamorgan with a wide range of courses available from beginners to proficiency. More information can be found from the being bilingual booklet: <https://www.valeofglamorgan.gov.uk/Documents/Working/Education%20and%20Skills/Admissions-Guide/Being-Bilingual-booklet-English.pdf>

What is the intended timescale of development?

It is intended building would start on the new school site by July 2024 and be completed by September 2025.

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

The proposal is that the new school would open by September 2025.

Will there be a new headteacher?

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

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

7. INVOLVING STAKEHOLDERS AND RESPONDING TO 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 8: List of groups to consult as part of the consultation process

Staff (teaching and non-teaching) at Ysgol Iolo Morganwg	Governing Body of Ysgol Iolo Morganwg
Parents/Carers and Guardians of children at Ysgol Iolo Morganwg	Cowbridge Town Council
Vale of Glamorgan Children and Young People's Programme Board	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Assembly Members (AM's) / Members of Parliament (MP's) / Regional Assembly Members	Local Councillors
Rhieni dros Addysg Gymraeg (RHAG)	Welsh Language Commissioner
Estyn	Neighbouring Primary and Secondary schools in the Vale of Glamorgan
Welsh Government Ministers	Central South Consortium Joint Education Service
Local Police and Crime Commissioner	Trade Unions
Council's Transportation Department	Directors of Education – All Neighbouring Authorities

7.1. 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 Ysgol Iolo Morganwg should be given the opportunity to make their views known about this proposal.

It is intended that a consultation workshop will be held with pupils at Ysgol Iolo Morganwg to gather their views about the proposal. The information gathered at these sessions will be included in the final consultation report. The full report will be submitted to Cabinet for consideration following the consultation period.

7.2. INVOLVING PARENTS, GOVERNORS AND STAFF - HOW YOU CAN FIND OUT MORE AND GIVE YOUR VIEWS

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

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

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

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

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

This document and further supporting information can also be found on the Vale of Glamorgan website:

(link to be inserted following Cabinet approval)

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

Details of the consultation meeting dates are given below:

Table 9: Consultation Engagement Events

Nature of consultation	Date/Time	Venue
------------------------	-----------	-------

Staff meeting	29 March 2023, 3.30pm – 4.30pm	Ysgol Iolo Morganwg, Broadway, Cowbridge, CF71 7ER
Governors' meeting	29 March 2023, 6pm – 7pm	Ysgol Iolo Morganwg, Broadway, Cowbridge, CF71 7ER
Parents and Community drop in session	30 March 2023, 8.45am – 9.30am 3pm – 4pm	Ysgol Iolo Morganwg, Broadway, Cowbridge, CF71 7ER
Pupil engagement session	30 March 2023	Ysgol Iolo Morganwg, Broadway, Cowbridge, CF71 7ER
Community drop in session	28 March 2023, 2.30pm – 6pm	Ysgol Iolo Morganwg, Broadway, Cowbridge, CF71 7ER

7.3. 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's [School Consultations](#) page.

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 sustainablecommunitiesforlearning@valeofglamorgan.gov.uk for further information on the proposal.

GIVE YOUR VIEWS

The consultation period will run from **27th February 2023 to 11th April 2023**. You can respond to our proposals at any time during this period. Your views are important to us, and there are a number of ways that you can let us know.

You can:

- Complete the online response form at:
(link to be inserted following Cabinet approval)

Or

- Complete the consultation response form at the end of this document and send to:

Expansion of Ysgol Iolo Morganwg

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 11th April 2023. 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 were 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 under [Section 5](#).

8. CONSULTATION RESPONSE FORM

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

- **completing the online response** form at:

(link to be inserted following Cabinet approval)

or

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

Please return the form to the postal address:

Expansion of Ysgol Iolo Morganwg

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 11th April 2023. 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.

Your Full Name:	
Postcode:	

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

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

1. Do you support the proposal to expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025?					
Yes	<input type="checkbox"/>	No	<input type="checkbox"/>	No opinion either way	<input type="checkbox"/>
Please explain why:					

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

3. Any other comments?

Thank you for your comments.

Please return this form to the Vale of Glamorgan Council by no later than **11th April 2023**.

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

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

Blank area for notes.

9. VALE OF GLAMORGAN EQUALITY MONITORING FORM

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

<input type="checkbox"/> Welsh/English/Scottish/Northern Irish/British		<input type="checkbox"/> Irish	
<input type="checkbox"/> Gypsy or Irish Traveller		<input type="checkbox"/> Any other white background (please specify):	
Mixed/multiple ethnic groups			
<input type="checkbox"/> White and Black Caribbean		<input type="checkbox"/> White and Black African	
<input type="checkbox"/> White and Asian			
<input type="checkbox"/> Any other mixed/multiple ethnic background (please specify):			
Asian/Asian British			
<input type="checkbox"/> Indian		<input type="checkbox"/> Pakistani	
<input type="checkbox"/> Bangladeshi		<input type="checkbox"/> Chinese	
<input type="checkbox"/> Any other Asian background (please specify):			
Black/African/Caribbean/Black British			
<input type="checkbox"/> African		<input type="checkbox"/> Caribbean	
<input type="checkbox"/> Any other Black/African/Caribbean background (please specify):			
Other ethnic group			
<input type="checkbox"/> Arab			
<input type="checkbox"/> Any other ethnic group (please specify):			
<input type="checkbox"/> Prefer not to say			

Welsh Language

Please describe your Welsh language ability by ticking the relevant box(es) below.

	Understand	Speak	Read	Write
None	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Good	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fluent	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Identity				
Which of the following options best describes how you think of yourself?				
<input type="checkbox"/> Heterosexual / straight	<input type="checkbox"/> Gay or lesbian		<input type="checkbox"/> Bisexual	
<input type="checkbox"/> Other	<input type="checkbox"/> Prefer not to say			
Religion				
What is your religion?				
<input type="checkbox"/> No religion	<input type="checkbox"/> Christian (all denominations)		<input type="checkbox"/> Buddhist	
<input type="checkbox"/> Hindu	<input type="checkbox"/> Jewish	<input type="checkbox"/> Muslim	<input type="checkbox"/> Sikh	
<input type="checkbox"/> Any other religion (please specify):			<input type="checkbox"/> Prefer not to say	
Pregnancy and Maternity				
Are you currently pregnant or have you been pregnant within the last year?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
Have you taken maternity leave within the past year?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Prefer not to say			
Marriage and Civil Partnership				
What is your legal marital or same sex civil partnership status?	<input type="checkbox"/> Single, that is never married and never registered in a same sex civil partnership <input type="checkbox"/> Married and living with husband/wife <input type="checkbox"/> Separated but still legally married <input type="checkbox"/> Divorced			

	<ul style="list-style-type: none"><input type="checkbox"/> Widowed<input type="checkbox"/> In a registered same-sex civil partnership and living with your partner<input type="checkbox"/> Separated, but still legally in a same-sex civil partnership<input type="checkbox"/> Formerly in a same-sex civil partnership which is now legally dissolved<input type="checkbox"/> Surviving partner from a same-sex civil partnership<input type="checkbox"/> Prefer not to say
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DIRECTORATE OF LEARNING AND SKILLS

Consultation Response Report

**Consultation on the proposal to increase the capacity for
Welsh medium Education by expanding Ysgol Iolo
Morganwg from 210 places to 420 places from September
2025.**



*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 that was undertaken from 27 February 2023 to 11 April 2023, in response to the Council's proposals to increase Welsh Medium primary school places in Ysgol Iolo Morganwg. The statutory consultation was held to seek comments from relevant parties on a regulated alteration as defined in "the Code".

1.1. PROPOSAL: TO INCREASE WELSH MEDIUM PLACES AT YSGOL IOLO MORGANWG

On 2 February 2023, the Council's Cabinet authorised the Director of Learning & Skills to undertake a consultation to expand Ysgol Iolo Morganwg from 210 places to 420 primary school places from September 2025. The school would move into a new school building to accommodate this increased capacity within the 'Land to the north and west of Darren Close' housing development. Additionally the proposal also includes increasing nursery provision to 96 part time places and an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as additional provision to offer Adult and Community Learning Programs after school hours.

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 process 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 process 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 consultation was conducted through a consultation document and response form distributed electronically to prescribed consultees and published on the Vale of Glamorgan Council website on the 27 February 2023. 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 proposal being considered, the rationale for the proposal and the details of the consultation process. 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 on the proposal 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 Ysgol Iolo Morganwg	Governing Body of Ysgol Iolo Morganwg
Parents/Carers and Guardians of children at Ysgol Iolo Morganwg	Cowbridge Town Council
Vale of Glamorgan Children and Young People's Programme Board	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Assembly Members (AM's) / Members of Parliament (MP's) / Regional Assembly Members	Local Councillors
Rhieni dros Addysg Gymraeg (RHAG)	Welsh Language Commissioner
Estyn	Neighbouring Primary and Secondary schools in the Vale of Glamorgan
Welsh Government Ministers	Central South Consortium Joint Education Service
Local Police and Crime Commissioner	Trade Unions
Council's Transportation Department	Directors of Education – All Neighbouring Authorities

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: <https://www.valeofglamorgan.gov.uk/en/living/schools/Consultations/Expandinq-Ysgol-lolo-Morganwg.aspx>

Only responses to the consultation given in writing (either via post or the online survey) have been included in this report.

2.3. LATE REPRESENTATIONS AND OBJECTIONS

The Governing Body response was received after 11 April 2023 and is therefore included separately at Annex G.

Although this late representation could not be considered directly in this report due to it not being received during the consultation period, the Governing Body have confirmed that they are in full support of this proposal and have raised no concerns.

It should be noted that if Cabinet considers it appropriate to move to the next stage of the statutory consultation, there is a further opportunity for any respondents to object to the proposals as part of the Statutory Notice stage. 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 school. Copies of the notice would be distributed to pupils, parents, guardians, and staff members.

2.4. CONSULTATION MEETINGS

A series of consultation events were held at Ysgol Iolo Morganwg. These sessions included staff meetings, governor meetings, parents and community drop in events and pupil engagement sessions. The rationale behind the proposals was highlighted at each event and an explanation of the statutory process and the timescales involved was provided with the opportunity for open dialogue between all in attendance. These sessions were open to all stakeholders in the consultation process. A report on the outcome of the pupil engagement session 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 increase capacity for Welsh medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025?

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 27 February 2023 and 11 April 2023 are outlined below.

3.1. SUMMARY OF RESPONSES

91 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

Annex	Description
Annex A	A summary of key issues raised by statutory consultees and the Council's response to those issues can be found at Annex A.
Annex B	A summary of the comments received in favour of the proposal can be found at Annex B.
Annex C	The frequently asked questions (FAQs) document has been updated to include the key questions raised during the engagement sessions (Annex C).
Annex D	Consultation sessions were undertaken at Ysgol Iolo Morganwg. These sessions included parent and community drop in events, a staff meeting, governor meeting and pupil engagement sessions. These sessions involved all stakeholders in the consultation process. A report on the outcome of the pupil engagement session can be found at Annex D.
Annex E	Estyn formally responded to the consultation. Their response can be found at Annex E.
Annex F	The consultation document was referred to the Learning & Culture Scrutiny Committee on 9 March 2023. The minutes of this meeting can be found at Annex F, where Cabinet recommendations were endorsed.
Annex G	The Governing Body at Ysgol Iolo Morganwg submitted responses to the consultation outside of the consultation period but are fully

	supportive of the proposal. Their response can be viewed at Annex G.
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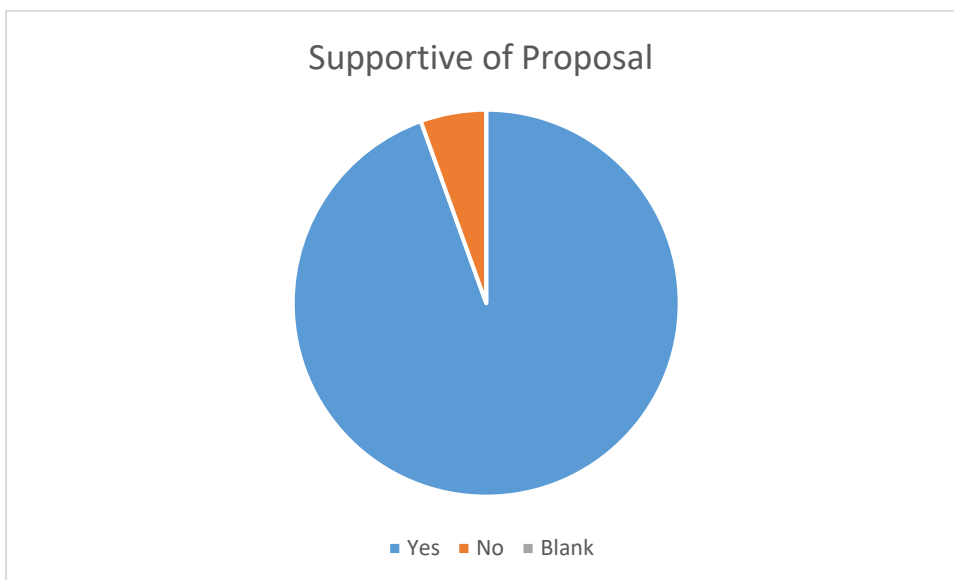
3.2. RESPONSES TO PROPOSAL TO INCREASE WELSH MEDIUM PLACES AT YSGOL IOLO MORGANWG

As Table 3 and Chart 1 below show, most responses (94.5%) were in favour of the Proposal.

Table 3: Breakdown of consultation responses (Proposal)

Total (individual) responses:	Total in support		Total not in support	
No.	No.	%	No.	%
91	86	94.5%	5	5.5%

Chart 1: Split of responses supporting or not supporting the proposal.



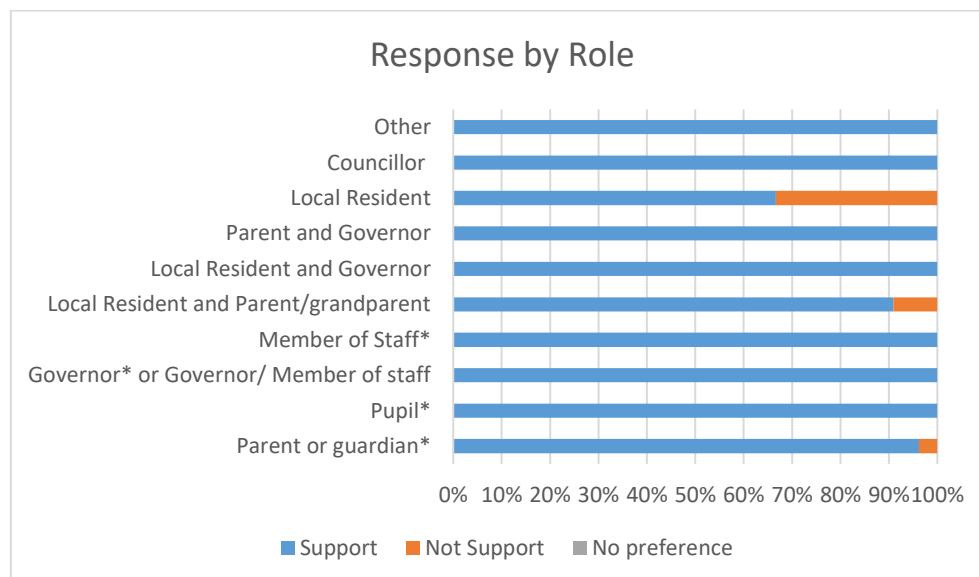
As Table 4 and Chart 2 below show, the majority of the largest group of respondents (parents or guardians) were in favour of the Proposal. In total 91 respondents were received. In terms of the breakdown of respondents, 53 people were in the parent and guardian group with 3.77% of this group (3 people) not supporting the proposal. The next largest respondent group related to local resident and parent or local resident and grandparent with a total of 11 responses received, 10 of which were in support of proposal (90.91%) and 1 (9.09%) which not in support of 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).

Table 4: Breakdown of consultation responses by role

Role	Support	Not Support	No preference
Parent or guardian*	96.23%	3.77%	
Pupil*	100.00%	0.00%	
Governor* or Governor/ Member of staff	100.00%	0.00%	
Member of Staff*	100.00%	0.00%	
Local Resident and Parent/grandparent	90.91%	9.09%	
Local Resident and Governor	100.00%	0.00%	
Parent and Governor	100.00%	0.00%	
Local Resident	66.67%	33.33%	
Councillor	100.00%	0.00%	
Other	100.00%	0.00%	
Total			

Chart 2: Split of consultation responses by role



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

Estyn most recent inspection of the school took place in June 2022. The overall inspection was positive and provided three recommendations as seen below:

R1 Ensure that planning to develop pupils' extended writing skills is rigorous enough in all classes

R2 Provide specific feedback so that pupils know exactly what the next steps are to improve the quality of their work

R3 Strengthen and sharpen the school development plan to be able to measure the effect of the actions for improvement on provision

In Estyn's response to the consultation, they concluded that the proposal is likely to at least maintain the standard of education provision in the area. They also commented that the Council considers if the proposals are approved, these proposals would ensure the school is able to continue providing high quality education.

Estyn advised that the proposal could potentially result in improved teaching and learning experiences through the provision of modern education facilities. This includes break out spaces, Additional Learning Needs (ALN) learning areas and improved digital infrastructures throughout the new school building. They highlighted that the design of the building could help support effective pedagogy through improved facilities, standardised classroom sizes and through providing a building and outdoor spaces which reflect the space requirements of Building Bulletin 99. In addition, they reference that the design of the new building could improve transition from indoor to outdoor learning for the younger pupils.

4.2. COMMUNITY IMPACT

A Community Impact Assessment was undertaken and published alongside the consultation document. The impact assessment identifies that the proposal would likely have a neutral impact on the local community across 2 of the 8 measures assessed. The proposal would likely have a positive impact on the local community across 6 of the 8 measures assessed. Overall, the proposal would likely have a positive impact on the local community.

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. This is a distance of 2 miles for primary aged pupils in accordance with 'The Learner Travel (Wales) Measure 2008'.

A number of concerns were raised during the consultation regarding increased travel due to the location of the new school building. Whilst this consultation focuses on the

education merits of the proposal, if approved, the Council will be working with the school to form an amended school travel plan and will encourage as many pupils as possible to walk, cycle or scoot to school. Routes within Cowbridge have also been identified for walking/cycling improvement on our [Active Travel Network Map](#) and higher priority is given on routes to school.

The location of the new school building would result in a no changes to the catchment area.

4.4. PROCESS FOLLOWING CLOSE OF CONSULTATION PERIOD

The Consultation Report in the sub-section Key Dates under The Statutory Consultation Process Section (Table 9), listed the indicative dates for the statutory process. An updated table of key dates is detailed below:

Table 4: Updated Key dates of the process

Statutory Process	Timescale
Issue consultation document	27 February 2023
Closing date for views on the proposals	11 April 2023
Consultation report considered by Cabinet and published on the school and Council's website	25th May 2023
Subject to Cabinet approval, Statutory notice issued during which time formal written objections will be invited	5th June 2023
End of Statutory Notice Period	3rd July 2023
Determination by Cabinet with objection report.	September 2023
Decision notification	September 2023
Proposed Implementation date	September 2025

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 THE PROPOSAL:

THEME 1

English Medium education should be prioritised over Welsh Medium

Some respondents contended that we should focus on the English medium language over Welsh Medium language.

Council's response to the concerns raised

'Cymraeg 2050 – A million Welsh speakers' is a Welsh Government strategy which introduces a long-term vision for a Wales where the Welsh language thrives. Welsh Governments ambition is to increase the number of Welsh speakers by 1 million by 2050. The Welsh Government strategy places a duty on all local authorities in Wales to increase the proportion of all school year groups that receive their education through the medium of Welsh and places a particular emphasis on increasing the number of learners in Year 1 taught through the medium of Welsh. The Vale of Glamorgan Council have plans in place to support Welsh Government targets and have set our own objectives through the [Welsh Education Strategic Plan \(WESP\)](#).

The School Standards and Organisation (Wales) Act 2013 places a duty on all Local Authorities in Wales to consult on, produce and review a Welsh in Education Strategic Plan (WESP) that provides the strategic direction for the planning and delivery of Welsh medium and Welsh language education in their locality. The Councils WESP aims to support access to Welsh medium provision, and to increase demand for Welsh Medium education.

The Councils Sustainable Communities for Learning Programme priorities projects based on considerations relating to demand, capacity and the condition and suitability of all of our schools. This proposal will not only increase the capacity to accommodate Welsh Medium provision for pupils in Cowbridge area, it will also address condition and suitability concerns with relation to the current school building. Plans are already underway to increase English medium primary provision in Cowbridge, with a new 210 place primary provision at Cowbridge School due to open in September 2023.

The new larger school building would provide many benefits for the Welsh Language and the Cowbridge community due to the inclusion of an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

THEME 2

Losing the feeling of a close Community

Respondents emphasised the school has a strong community feel where all of the children know each other regardless of year group and the parents know each other as well. Doubling the size of the school would in time, lose this.

Council's response to the concerns raised

The school community is not formed by its building but by the pupils, staff and parents as well as the wider community it serves. The Council would work closely with the school leadership, staff, governing body, parents, pupils and the community to ensure that the spirit of the school transfers with its pupils and staff. The school community will be fully involved with developing the plans for the new build to ensure the building meets their needs. This will ensure the new building forms part of the local and wider community by enhancing the facilities that would be available to the community. The proposal would enable the school to continue its success while catering for a greater pupil population. It would provide innovative and creative learning environments which are adaptable to change and would challenge and support children to reach their full potential.

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

THEME 3

Concerns over new travel arrangements

Respondents were concerned that the location of the proposed new school building is on the outskirts of Cowbridge with poor active travel links to Cowbridge & Llanblethian.

Council's response to the concerns raised

The new location would improve access from across the Western Vale with improved transport links being developed. Whilst this part of the consultation focuses on the education merits of the proposal, if approved, the Council will be working with the school to form an amended school travel plan and will encourage as many pupils as possible to walk, cycle or scoot to school. Routes within Cowbridge have been identified for walking/cycling improvement on our [Active Travel Network Map](#) and higher priority is given on routes to school.

THEME 4

Early years issues

Respondents raised concerns around closures of Early Years Welsh medium education and Mudiad Meithrin settings in the local area and how this proposal to increase WM capacity will be affected if there is lack of early years settings. ESTYN commented that the consultation document does not take into account the effect of the proposal on other institutions, including private and third sector providers or the extent it will integrate early years education with childcare services.

Council's response to the concerns raised

The Council works closely with Mudiad Meithrin to identify areas for growth and as part of the commitments made in its [WESP](#), the Council will ensure ongoing dialog with Mudiad Meithrin and child care providers in the area continues to be a high priority. The Council collaborates with Mudiad Meithrin as part of its Childcare Sufficiency Assessment which in turn facilitates progress with the development of Welsh medium pre-school childcare within the Western Vale, providing options for future opportunities and planning. The opportunity to increase the Adult and Community Learning provision in the area as part of this proposal will support opportunities for a 'whole family approach' to learning the language, which we anticipate will help with engagement and compliment work being done with our early years partners in the area.

The Council has committed, as part of its WESP, to ensuring that the benefits of bilingualism and multilingualism in relation to academic success and future careers are highlighted to parents of pre-nursery age children. The importance of providing relevant information that enables parents to make considered decisions about the options available to them when considering Welsh-medium education for their children at different access points within their area is recognised.

THEME 5

Funding

Funding is not yet secured from Welsh Government.

Council's response to the concerns raised

The Vale of Glamorgan Council have an excellent track record for delivering Education Infrastructure projects as part of the Sustainable Communities for Learning (SCfL) Programme. The Welsh Government have been in discussion with the Council regarding their plans to proceed with their Rolling Programme.

The process requires submission of robust Business Cases which will be based on the five key areas that underpin the Better Business Case Process (Five Case Business Model - Strategic, Economic, Commercial , Finance and Management).

This specific proposal links with many key objectives as part of the Welsh Government SCfL Programme, more information on the key objectives can be found at:

<https://www.gov.wales/sites/default/files/publications/2022-01/sustainable-communities-for-learning-business-case-guidance-2022.pdf>

The Vale of Glamorgan Council has submitted multiple Business Cases throughout Band A and Band B of the SCfL Programme and have been successful in securing funding.

THEME 6

Disruption

The local authority notes that management of staff and resources may be disrupted during the transition to the increased capacity and that there is potential for disruption for pupils and staff as they become accustomed to their new environment. Nevertheless, the proposal does not consider how the local authority will minimise these disruptions for learners.

Council's response to the concerns raised

The Council has a strong track record in successfully transitioning staff and pupils to new sites. As part of the Vale of Glamorgan Council's Sustainable Communities for Learning programme, over the last four years we have undertaken seven transitions between existing and new educational facilities on existing and new sites.

For construction works undertaken on an existing site, consideration and planning was provided to assist with teaching throughout the development programme, specific dates and events were fed into the construction programme to reduce the impact and disruption for pupils and staff, especially around examinations times, sporting events for example, as much as possible.

In the case of Ysgol Iolo Morganwg, one of the advantages of the proposal is the construction works are located on a separate site which will result in no impact or disruption to pupils and staff prior to their move to the new building due to building works.

During the construction programme, pupils and staff will be invited to attend engagement sessions to discuss the new school building. These engagement sessions will also include the road map to handover and opening of the new facility. Opportunities to attend the development site, when it is safe to do so, will provide an introduction to pupils, staff and governors to the new accommodation they will be accessing on completion of the school development.

Our road map to decant the existing school buildings will commence approximately three months prior to the moving date. Staff will be provided with guidance and assistance in order to start organising their current resources. Pupils will be shown their spaces virtually until safe to do so on site, to allow all parties to familiarise themselves, thereby reducing the impact of relocating and change.

Theme 7

Drop in sessions

(Cowbridge with Llanblethian) Council welcomed the use of Community Drop-In Sessions but feels they could have been better publicised and signposted. Also the use of display boards would have been useful. These could have shown things such as the proposed site for the new school, the likely the layout of the new school and photographs of the facilities to be provided based on other new schools.

Council's response to the concerns raised

The Vale of Glamorgan Council ensured that all prescribed consultees were contacted directly on the first day of the consultation and the school ensured that all parents received direct notification of the drop in sessions. A sign advertising the consultation was also displayed in the school grounds. In addition, the consultation was widely promoted on social media. A number of parents and community members attended the sessions on both days.

It is however relevant to note that this consultation focusses on the education merits of the proposal. Although slides showing recent builds, the proposed site and other items of interest were displayed in the hall for the duration of the drop in sessions, there will be other opportunities to view potential designs and other planning considerations at a later consultation should this proposal progress to the next stage. There would be other opportunities as part of the planning process and consultation to view potential designs and other planning considerations.

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 the individual proposal.

Capacity issue

Respondents noted that the school has been at capacity for some time and historically has had to refuse catchment applications for families moving into the area.

Council's response

The new school would provide a 2 form entry with capacity for 420 pupils achieved via a phased year group approach, plus 96 nursery places. The Council must ensure that schools serve their local communities and are reflective of demand, support emerging demand and reflect the councils ambitions in growing Welsh medium education. There is a need to meet future demand from the new housing developments in Cowbridge and the wider catchment area for the school, as well as the increased demand for Welsh medium education. A new 420 place school building would accommodate the projected increase in pupil numbers from the new development. The increased capacity would also accommodate the projected increase in parents choosing Welsh medium education to meet the Council's WESP targets.

There is no change to the catchment area proposed in this consultation. Although the transferring of the school to the new building is included as part of this consultation, this is not subject to the statutory process as the transfer would be within 1.6 kilometres. The new school site is 1.3km from the existing school.

THEME 9

A modern school with more space and better facilities

Respondents felt that the proposal would benefit the pupils as their current learning environment is not fit for purpose and has limited spaces. A 21st century learning environment will encourage children to thrive whilst learning. Other respondents noted that the children do not have adequate outdoor facilities such as a field for sports day, a large outdoor yard or grass to play on for break times and are having to share outdoor facilities with another school.

Council's response

The current site is small with no opportunities to grow. Transferring Ysgol Iolo Morganwg and increasing the number of school places from 210 to 420 offers a more efficient and sustainable model of education in a building designed specifically for a 21st century learning environment. The proposal addresses issues with the existing building, such as the restricted outdoor space and irregular sized classrooms. Pupils would be educated in a high-quality modern building which would be able to support the delivery of a broad and balanced curriculum.

The proposal will ensure that the new building will meet modern building standards to reduce recurrent costs and be net zero carbon in operation. The new building will also meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellence standards.

THEME 10

Promotion of Welsh Medium education

Respondents support the proposal for increasing the capacity of Ysgol Iolo Morganwg to provide more opportunities for children in the area to be taught through the medium of Welsh. Some respondents felt the current school does not allow for an increase in the numbers of pupils opting for Welsh language.

Council's response

Although there is currently sufficient capacity for both English and Welsh medium places within the catchment area, it is projected by 2025/26 that there would be insufficient capacity for the required number of Welsh medium primary school places.

Creation of new demand for Welsh medium education is a legislative requirement for Local Authorities and is a key deliverable of the Council's 10 year Welsh in Education Strategic Plan. Evidence shows that where the Council has provided additional Welsh medium capacity, the number of Welsh medium learners has increased. An example of this is Ysgol Dewi Sant, a Welsh medium primary school in Llantwit Major which opened in September 2011. In the first year of opening, the reception class contained 3 pupils. In 7 years, the September 2018 intake was oversubscribed with 32 applicants for 30 places.

However, it is noted that providing an increase in the number of places available will not guarantee increased demand. Therefore, a key element of the proposal is to actively encourage parents/carers to opt for Welsh medium education through the inclusion of a Welsh language immersion centre as part of the development of the new school. This would be a self-contained unit within the proposed school which would provide Welsh medium immersion placements for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

Theme 11

Community facilities

This is an opportunity to create community facilities at both the old and new sites and that the opportunity should be taken to include permanent provision for community facilities at the new site.

Council's response

A key aspect of all Sustainable Community for Learning projects is the development of Community spaces. This proposal would also mean the creation of an adult education and Welsh language immersion centre as well as offering Adult and Community Learning Programs after school hours.

No decision has been made with relation to any potential use of the existing school site should this proposal be approved. Consultation with the community and Town Council would of course take place prior to any decision being made with regard to the existing site.

7. ANNEX C - FREQUENTLY ASKED QUESTIONS.

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

What if the increased demand for Welsh medium education does not materialise?

The Council is confident that there is sufficient evidence to suggest demand for Welsh medium education will continue to grow, reflective of Welsh Government's national strategy. It is anticipated that a pro-active approach to promoting bilingual education and creating additional provision to support parents and pupils who decide to transition into Welsh medium education via an immersion centre or similar provision as outlined in the Welsh in Education Strategic Plan will further increase uptake over the long term. Any interim surplus capacity within schools would be managed as it would with any other school or Council asset.

What are the advantages of Welsh medium education?

Bilingual children tend to achieve higher within the curriculum and perform better in exams. Learning a second language at a young age helps children develop an ear for languages and gives them a head start at learning a third or fourth language as they get older. In Wales, speaking Welsh is a workplace skill, especially within the public and service sectors, and due to recent changes to the law more and more employers will need a bilingual workforce. Learning through another language helps children develop a greater sensitivity to other cultures and backgrounds. Speaking Welsh gives people a closer relationship with the history, heritage and traditions of Wales.

What support is available for parents who do not speak Welsh?

This proposal includes the development of an Adult and Community Learning setting at the school that would offer adult learning Welsh programs after school hours to support families. The vast majority of parents who send their children to Welsh medium schools in the Vale don't speak Welsh themselves. This is why Welsh medium schools in the Vale of Glamorgan always communicate with parents in both

Welsh and English. In almost all cases homework for Primary aged pupils will have an English explanation provided with it so all parents can help their children with the work. There are also a number of Welsh medium pre-school playgroups in the Vale run by the organisation Mudiad Meithrin. Adult Welsh education is also promoted across the Vale of Glamorgan with a wide range of courses available from beginners to proficiency. More information can be found from the being bilingual booklet: <https://www.valeofglamorgan.gov.uk/Documents/Working/Education%20and%20Skills/Admissions-Guide/Being-Bilingual-booklet-English.pdf>

What is the intended timescale of development?

It is intended building would start on the new school site by July 2024 and be completed by September 2025.

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

The proposal is that the new school would open by September 2025.

Will there be a new headteacher?

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

8. ANNEX D - CONSULTATIONS UNDERTAKEN WITH YOUNG PEOPLE.

8.1. CONSULTATION TO INCREASE THE CAPACITY FOR WELSH MEDIUM EDUCATION BY EXPANDING YSGOL IOLO MORGANWG FROM 210 PLACES TO 420 PLACES FROM SEPTEMBER 2025.

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 2 February 2023, the Council's Cabinet authorised the Director of Learning & Skills to undertake a consultation from 27 February 2023 to 11 April 2023 on the proposal to increase capacity for Welsh Medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places.

ENGAGEMENT ACTIVITY WITH CHILDREN AT YSGOL IOLO MORGANWG

- A Welsh interactive workshop took place with pupils at Ysgol Iolo Morganwg with 30 pupils.

- They were given a presentation on consultation and proposal:
 - Explaining the purpose of the session
 - The process of the consultation, timeline and the next steps
 - The changes if the proposal is approved
 - They were shown example images of schools before and after development
- The pupils were divided into 3 groups work to discuss the following:

Activity 1

- What they like and dislike about their school.

Activity 2

- What they would like to see in their new school (indoors and outdoors)

Activity 3

- Ideas for encouraging wildlife within the school.
- Would they like to ride a bike or scooter to school?
- How colourful would they like their new school to be?

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 Cabinet as part of the evidence gathered on this consultation.

METHODOLOGY WITH PUPILS' RESPONSES (AROUND 30 PUPILS FROM SCHOOL COUNCIL AT DIFFERENT YEAR GROUPS)

Activity 1 - What they like and dislike about their school?

Like

- Teachers
- Friends
- Tir Glas (outdoor facilities)

Dislike

- Toilets
- Canteen
- Main hall
- Not enough space

Activity 2 - What they would like to see in their new school (indoors and outdoors)?

- A bigger hall
- Outside spaces with room to grow plants, fruit and vegetables
- Better Wi-fi
- Bigger canteen
- Cooking room and facilities
- Forest, ponds, green houses
- Bigger toilets
- More room in general
- Create their own murals for the wall of new school representing school colour.

Activity 3

Ideas for encouraging wildlife within the school.

Would they like to ride a bike or scooter to school?

How colourful would they like their new school to be?

- They liked the idea of knowing there are otters near the river
- They would love to have wormeries in their school
- They would like to have bird houses to encourage birds into the school.
- Most of them liked the idea of cycling or riding a scooter to school.
- They would like for the school to be bigger, with more light and lots of colours, some preferred a colour scheme that represented the school uniform.

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

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.

The proposal is to increase capacity for Welsh medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.

Summary/ Conclusion

Estyn considers that the proposal is likely to maintain the standard of education provision in the area.

Description and benefits

The local authority has set out a clear and detailed rationale for its proposal. There is a need to meet future demand from the new housing developments in Cowbridge and the wider catchment area for the school, as well as the increased demand for Welsh medium education.

The local authority provides a clear description of the proposal and a projected timetable for statutory procedures. The proposal would mean constructing a new 420 place primary school building on the Section 106 land within the ‘Land to the north and west of Darren Close’ housing development. Upon completion of the building, Ysgol Iolo Morganwg would transfer to the new site. This would provide an additional 210 Welsh medium primary places and 30 nursery places. This would support growth in Welsh medium primary education, supporting the Council’s WESP and Welsh Governments ‘Cymraeg 2050 strategy.

The proposal would also provide state of the art facilities for staff and learners of Ysgol Iolo Morganwg, as the current school is on a very confined sloping site with limited outdoor recreational space and no prospect of substantially increasing the site to meet the Sustainable Communities for Learning standards. The existing internal

building has an internal area of 1,117.05m², which is below the recommended gross area detailed in the Building Bulletin 99: Building Framework for Primary School Projects which stands at 1,286m². The school building including demountables are also in a poor condition. The current figure for the backlog maintenance work is £798,590.

To support Welsh medium expansion within Cowbridge and across the Vale, an additional facility would be established onsite to support adult education and immersion for late learners to Welsh medium education.

The local authority identifies clearly and fairly the expected benefits and disadvantages when compared with the status quo. For example, it noted that some pupils living closer to the current school site will have further to travel and that there might be associated increased costs with this. To support this further it has noted clearly within the proposal that the new school site is only 1.3km from the existing school and therefore will not affect the current catchment area.

The local authority identifies appropriately the potential risk linked with the proposal if they cannot secure Welsh Government funding. The local authority aims to secure 65% of funding for the proposal from the Welsh Government's Sustainable

Communities for Learning Programme. This will be subject to approval of a business case submission. The remaining funding for the new school building will be funded by the Council. However, the only mitigation for the risk associated with the proposal is that the Council will produce robust business case submissions. There is no mention that the Council would be fully responsible for all costs relating to the proposal if the funding was not approved by the Welsh Government.

The local authority sets out three suitable alternatives to its proposal and gives acceptable reasons as to why they have discounted them.

The proposer has considered appropriately the impact of the proposal on learner travel arrangements, which is likely to be limited as the new school site is only 1.3km from the existing school. In addition, the proposer has analysed current pupil's travel arrangements and noted that the school relocation would result in a reduction of 7 pupils requiring free school transport based on current pupil data.

The proposal shows a detailed breakdown over time of surplus places at the school and in neighbouring schools. In terms of Welsh medium provision, Ysgol Iolo Morganwg is the only Welsh language school which serves pupils within the catchment area. Although there is currently sufficient capacity within the catchment area it is projected by 2025-2026 there would be insufficient capacity for Welsh medium places. It is noted the 2018 based projections anticipate a reduction in demand by 2028-2029, however, the Council and Welsh Government have policies in place to improve Welsh medium take-up which is anticipated to offset this decline. In addition to this, it is noted within the proposal that providing an increase in the number of places available will not guarantee increased demand. Therefore, a key element of the proposal is to actively encourage parent/ carers to opt for Welsh medium education through the inclusion of a Welsh language immersion centre, as well as offering Adult and Community Learning Programs after school hours.

The proposal identifies the financial costs of the proposal and estimates the cost of the new build at £12 million. The Council is expected to receive £7.8 million in Welsh Government match funding through the Sustainable Communities for Learning Programme. However, this funding is not yet secured and the proposer does not explain what will happen if this funding is not available.

The proposer has completed a suitable community impact assessment. The proposer believes that the proposal will maintain and increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school. It would also better meet the needs of the wider community to ensure the sustainable balance between supply and demand for school places.

Educational aspects of the proposal

The proposer considers well the educational aspects of the proposal. It identifies in useful detail the outcomes of the most recent Estyn inspection and the school's recommendations for improvement. It considers usefully how the move to the new site will help to address these recommendations.

The local authority considers appropriately the impact of the proposals on the quality and standards in education, including pupil standards, wellbeing, teaching and learning experiences, care support and guidance and leadership and management. For example, the proposal identifies positive impacts on standards as increasing the capacity of the school will result in the relocation of the school and the learning environment and infrastructure, including both indoor and outdoor facilities. These are key elements in supporting both teachers and learners. It assumes fairly that pupil wellbeing and attitudes to learning would benefit from a larger and more accessible hard and soft play areas.

The proposal could potentially result in improved teaching and learning experiences through the provision of modern education facilities. This includes break out spaces, Additional Learning Needs (ALN) learning areas and improved digital infrastructures throughout the new school building. Furthermore, the design of the building could help support effective pedagogy through improved facilities, standardised classroom sizes and through providing a building and outdoor spaces which reflect the space requirements of Building Bulletin 99. In addition, the design of the new building could improve transitions from indoor to outdoor learning for the younger pupils. The proposal considers the impact on vulnerable groups, including children with ALN. It gives detailed ALN information for Ysgol Iolo Morganwg and explains how the new school would support pupils with ALN through the design of break out spaces. In addition, within the wider design to future proof the proposal, capacity to include a specialist resource base would be possible due to the larger site area. In terms of accessibility, the new building will be fully accessible and compliant with the Equality's Act 2010, although there was no direct mention of the act within the proposal. The proposal noted that the proposed new location would provide 'full access for the whole community with full disabled access to internal and external areas'.

The proposal would ensure that disruption to learners is minimised as the new school building is on a different site to the current school building. The local authority notes that management of staff and resources may be disrupted during the transition to the increased capacity and that there is potential for disruption for pupils and staff as they

become accustomed to their new environment. Nevertheless, the proposal does not consider how the local authority will minimise these disruptions for learners.

The proposal includes increasing the capacity of the nursery provision from a 66 place part-time nursery to a 96 place part-time nursery. The proposal takes into account the sufficiency of accommodation and facilities offered and the increased levels of demand for a Welsh medium provision. However, it does not take into account the effect of the proposal on other institutions, including private and third sector providers or the extent it will integrate early years education with childcare services.

10. ANNEX F – MINUTES OF CABINET & THE LEARNING AND CULTURE SCRUTINY COMMITTEE ON THE PROPOSAL

CABINET

Minutes of a Remote meeting held on 2nd February 2023

C214 STATUTORY CONSULTATION TO EXPAND YSGOL IOLO MORGANWG FROM 210 PLACES TO 420 PLACES FROM SEPTEMBER 2025 - (EAWL) (SCRUTINY – LEARNING AND CULTURE) –

The Cabinet Member presented the report, the purpose of which was to seek Cabinet approval to undertake a statutory consultation to expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.

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 expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025 starting on 27th February 2023 for a 6-week period ending on the 11th April 2023.

(2) 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 seek Cabinet authority to carry out 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 expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025.

(2) To ensure that the Learning and Culture Scrutiny Committee are consulted on the proposals.

The proposal was considered by Learning and Culture Scrutiny Committee on 9th March 2023

820 STATUTORY CONSULTATION TO EXPAND YSGOL IOLO MORGANWG FROM 210 PLACES TO 420 PLACES FROM SEPTEMBER 2025 (REF) –

The reference was presented by the Operational Manager (Strategy and Resources).

Committee:

RECOMMENDED – T H A T the contents of the report be noted and the proposal to expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025, be supported.

Reason for recommendation

To put forward Committee's support for the proposed expansion of Ysgol Iolo Morganwg, as part of the consultation exercise.

11. ANNEX G – RESPONSES FROM GOVERNING BODY & COWBRIDGE COMMUNITY COUNCIL

11.1. ANNEX G – LATE RESPONSE FROM YSGOL IOLO MORGANWG GOVERNING BODY

1. Do you support the proposal to expand Ysgol Iolo Morganwg from 210 places to 420 places from September 2025?

The governing body of Ysgol Iolo Morganwg wholeheartedly supports the proposal to expand Welsh medium primary provision in Cowbridge, by building a new 21st Century School on the Darren Park site in Cowbridge. Thus doubling capacity in the school.

For many years now, the school has been fighting against the tide with regards to the building and maintenance issues of its current building. Leaking roofs, poorly insulated rooms, broken boilers and a veritable rabbit warren of rooms have made for a challenging environment in which to educate and enrich the lives of the students of Iolo Morganwg.

Despite these challenges, the school has managed in the words of the recent 2022 Estyn Inspection, to provide a 'stimulating and happy environment that places a high priority on its pupils' wellbeing. In addition to creating a 'warm and Welsh ethos'. Pupils have thrived, thanks to the dedication of the Head, Mrs Rees, Senior Management and teaching and support staff. Truly, if the school has been this successful despite these challenges, imagine the capacity for progress that a new building could provide. Staff and pupils will surely thrive in a building that has been designed to purpose and can aid staff in facilitating the new Curriculum i Gymru, allowing learners to reach their potential.

In no uncertain terms, the staff and students of Ysgol Iolo Morganwg deserve a building that will help to facilitate their learning and create an environment in which students and staff can continue to thrive and evolve. With the implementation of the CiG, where much emphasis is placed on students becoming 'healthy and confident individuals' and 'Enterprising, creative, contributors' a brand new school will go a long way in realising these aims. Indeed, how are students able to remain healthy and be enterprising in a building that was only really fit for purpose in the early part of the last century? The September 2022 Condition report identified that the condition of the building was 'poor'. Quite frankly our staff and learners deserve better.

The new site will also address transportation and parking issues, as on the current site it is a real challenge to safely transfer 100 students from 8 different mini buses, given that there is no onsite parking for the buses. The minibuses coupled with parents' cars, make for health and safety issues that should not have to be faced. Designated bus bays and visitor parking will eliminate these health and safety concerns, making the morning drop-off and afternoon pick-up far more efficient and safe for all.

The proposal for the new building shows that students will all be housed under one roof. This will make the lives of both students and staff far easier; less health and

safety concerns will arise during transition periods between lessons and playtimes, allowing more funding for staff to focus on providing exciting learning experiences for students. There is no doubt that having access to bright airy spaces will improve pupil and staff wellbeing, instilling a sense of pride in students and a confidence in knowing that Welsh Medium Primary provision in the Vale is no longer in the shadow of English medium provision.

In implementing this proposal, the Vale will be aligned with WESP in further developing the provision of Welsh medium education in the county. This in turn will go some way in aiding the WAG in reaching its target of a million Welsh speakers by 2050.

The school has faced challenges during the transition period between primary and secondary, sometimes losing up to a third of leavers to English medium secondary education. By building a school that not only meets the requirements of its staff and students but also serves the community through the Welsh Immersion Centre, with initiatives for parents and the wider community, the council will be promoting a greater commitment to the Welsh language and Welsh medium education, and a greater commitment to bilingualism. Ultimately, our hope is that through this proposal, Welsh medium secondary education in the Vale will also improve, as higher numbers at primary level should translate into higher numbers for secondary Welsh medium places. A Welsh medium high school in the locality could help to eliminate some of the geographical issues cited by parents for choosing Cowbridge High over Ysgol Bro Morgannwg, for secondary education.

As part of the new Curriculum i Gymru, students are expected to be 'active participants in the learning process' and what better way to do this than by allowing students to become involved in the planning and design of the school? This week lolo students were thrilled to meet with representatives from the council to share their ideas as to what facilities could be included in the school. Swimming pools, gyms and dance studios aside, it stands to reason that being a part of the process will only serve to promote enterprise and creativity. The school's Eco panel could take pride in their school being carbon neutral which in turn allows students to be ethical and informed, thus impacting on their life choices in the future. As a governing body we look forward more than we can express to 'the spade being put into the ground in 2024' and welcoming a new era of Welsh medium primary education in Cowbridge in September 2025.

11.2. ANNEX G – RESPONSE FROM COWBRIDGE WITH LLANBLETHIAN COMMUNITY COUNCIL

Cowbridge with Llanblethian Town Council supports in principle the proposal to increase capacity for Welsh medium education by expanding Ysgol lolo Morganwg from 210 places to 420 places from September 2025 and awaits more details on which it wishes to be consulted. These details include the facilities to be provided, access, drop off/pick up etc., the use to be made of spare capacity and the plans for the existing building.

With regard to the use of the existing site and spare capacity at the new site the Council strongly recommends that the public be consulted before plans are

formulated bearing in mind that a Consultation by Cowbridge with Llanblethian Town Council in 2020 showed a very high degree of support for youth facilities.

The Council believes that this is an opportunity to create community facilities at both the old and new sites and that the opportunity should be taken to include permanent provision for community facilities at the new site.

The Council welcomed the use of Community Drop-In Sessions but feels they could have been better publicised and signposted. Also the use of display boards would have been useful. These could have shown things such as the proposed site for the new school, the likely the layout of the new school and photographs of the facilities to be provided based on other new schools.



DIRECTORATE OF LEARNING AND SKILLS COMMUNITY IMPACT ASSESSMENT

**CONSULTATION ON THE PROPOSAL TO
INCREASE CAPACITY FOR WELSH MEDIUM
EDUCATION BY EXPANDING YSGOL IOLO
MORGANWG FROM 210 PLACES TO 420
PLACES FROM SEPTEMBER 2025.**



This document can be made available in Braille. Information can also be made available in other community languages if needed. Please contact us on 01446 709828 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.

This proposal is being considered under section 2.3 of the School Organisation Code (2018). This section refers to Regulated Alterations of a school, which includes increasing the capacity of the school by at least 25%. A new 420 place school at Clare Gardens has been included as part of the council's Sustainable Communities for Learning programme. It is proposed that Ysgol Iolo Morganwg would move into this building by September 2025 to provide the required capacity.

Although the transferring of the school to the new building is included as part of this consultation, this is not subject to the statutory process as the transfer would be within 1.609344 kilometres (1 mile).

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.

Cymraeg 2050: A million Welsh speakers was published in July 2017 sets out the long-term vision for the Welsh language. Increasing the number of Welsh speakers is one of the three key themes, and the following key transformational changes will be required within the education sector in order to achieve the vision.

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.

The Vale of Glamorgan's Welsh in Education Strategic Plan 2022-2032 is an integral part of the Council's Bilingual strategy. The objectives set out in the Council's Welsh in Education Strategic Plan are to;

- Outcome 1: More nursery children/ three-year olds receive their education through the medium of Welsh
- Outcome 2: More reception class children/ five-year olds receive their education through the medium of Welsh
- Outcome 3: More children continue to improve their Welsh language skills when transferring from one stage of their statutory education to another
- Outcome 4: More learners study for assessed qualifications in Welsh (as a subject) and subjects through the medium of Welsh
- Outcome 5: More opportunities for learners to use Welsh in different contexts in school
- Outcome 6: An increase in the provision of Welsh-medium education for pupils with additional learning needs (ALN) in accordance with the duties imposed by the Additional Learning Needs and Education Tribunal (Wales) Act 2018
- Outcome 7: Increase the number of teaching staff able to teach Welsh (as a subject) and teach through the medium of Welsh

In contributing effectively to the Welsh Government's target of 1 million Welsh Speakers by 2050 and to facilitate demand, the Council's business case submission to the Welsh Government's Sustainable Communities for Learning Programme has the capacity to introduce substantial places linked to Welsh medium across all sectors and to reflect new large-scale housing developments planned over the next 5-10 years.

CURRENT CHALLENGES

The proposal would address a number of challenges. It would:

- Ensure the Council is able to create and accommodate future demand for Welsh medium education based on current trends.
- Provide innovative and creative learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Provide adult learning opportunities through the creation of adult education and Welsh language immersion centre aiming to improve the take up of Welsh education. This would benefit both the community and as a mechanism to support our objectives with the WESP.
- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) and net zero carbon in operation.
- Supports the objectives of the Vale of Glamorgan's Welsh in Education Strategic Plan 2022-2032.
- Contributes effectively to the Welsh Government's target of 1 million Welsh speakers by 2050.

COMMUNITY PROFILE

There are currently 12 schools which also serve the area within the same catchment as Ysgol lolo Morganwg:

School	Type	Language	Age Range	School Capacity	Nursery places (part time)	Distance from Ysgol lolo Morganwg (km)
Peterston Super Ely	Denominational	EM	3-11	189	28	9.1
St David's	Denominational	EM	3-11	210	48	5.7
St Brides Major	Denominational	EM	3-11	210	48	10.3
St Nicholas	Denominational	EM	4-11	126	0	9.2
Llansannor	Denominational	EM	3-11	210	60	4.9
Y Bont Faen	Community	EM	3-11	210	60	0.1
Llangan	Community	EM	3-11	111	24	4.15
Pendoylan	Denominational	EM	3-11	210	30	6.7
South Point	Community	EM	3-11	210	48	10.7
St Athan	Community	EM	3-11	210	52	6.8
Llanfair	Community	EM	3-11	140	20	2.3
St Helens	Denominational	EM	3-11	308	48	13.3

Ysgol lolo Morganwg is located within the ward of Cowbridge which is made up of 4 lower super output areas (LSOAs). Ysgol lolo Morganwg is located in Cowbridge 1 and is surrounded by

the LSOAs Cowbridge 2, 3, and 4. Cowbridge 1 is the central area of Cowbridge and includes the district centre, school site and residential areas of Cowbridge in the Vale of Glamorgan, in south Wales. The other Cowbridge areas relate to the rural outskirts of the area.

The Cowbridge ward has a population of 6,573 based upon the 2020 mid-year estimates. Cowbridge 1 has a population of 1,647 (Office of National Statistics, 2020).

The data below for the Cowbridge ward surrounding Ysgol Iolo Morganwg is from the [Welsh Index of Multiple Deprivation \(WIMD\)](#).

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)
Cowbridge 1	W01001082	1,768	50% least deprived	1,463	50% least deprived	1,834	50% least deprived
Cowbridge 2	W01001083	1,726	50% least deprived	1,906	50% least deprived	259	10-20% most deprived
Cowbridge 3	W01001084	1,786	50% least deprived	1,715	50% least deprived	1,193	50% least deprived
Cowbridge 4	W01001085	1,708	50% least deprived	1,795	50% least deprived	225	10-20% most deprived

As the table above shows, the LSOA areas surrounding Ysgol Iolo Morganwg are similar in terms of levels of deprivation with the majority of measures the areas are within the 50% least deprived. The LSOA area the school is located in is one of the least deprived areas across the 3 measures. Areas 2 and 4 have been identified as being in the 10-20% most deprived in terms of access to services. This is reflective of the more rural location of these areas where services will generally be more difficult to access.

HOUSING DEVELOPMENTS

Within the existing catchment area for Ysgol Iolo Morganwg there are 5 large scale housing developments (10 dwellings or more). The largest residential development relates to land to the north west of Darren Farm (Clare Gardens) which is being developed for 475 units. The

development of the site has already started with 135 dwellings already occupied and any arising pupil demand accommodated in the existing school capacity in the area. However, 44 units are currently under construction and 296 units have not been constructed. It is considered in the next 5 years the site will be complete. In addition, the 4 other developments would result in a further 247 units coming forward in the next 6 years.

In total the planned residential developments in the catchment area for the school has a projected pupil yield of 56 nursery pupils and 154 primary pupils. Based on current trends 13.18% of the pupil population within the school catchment attend Welsh medium education. This would result in 7 new nursery places and 20 new primary places for Welsh medium education.

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.

Measure Score	Measure Assessment
-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 Proposal
CI1	Children living in the catchment are attending their local school	1	<p>Recent housing developments have resulted in increased pupil numbers in the western Vale. Projections indicate that Ysgol Iolo Morganwg would not be able to meet demand from September 2025. Increasing the capacity of Ysgol Iolo Morganwg by September 2025 would result in the school being able to accommodate the projected demand from within the catchment area.</p> <p>There are a number of local English medium primary schools with capacity. There is also the opportunity to increase a number of English medium primary schools if additional places are required.</p> <p>However, there has been a trend towards increasing pupil numbers in Welsh medium education. This has been evident in Llantwit Major with the opening of Ysgol Dewi Sant. In the first year of opening, the reception intake contained just 3 pupils. 7 years later, the September 2018 intake was oversubscribed with 32 applicants for 30 places.</p> <p>All catchment and feeder arrangements in place within the Vale of Glamorgan are subject to regular review. Any proposed changes would be reflected in a future admission arrangements consultation.</p>
CI2	Services provided by the school for the local community, including extra-curricular activities	2	<p>Ysgol Iolo Morganwg currently offers a breakfast club and a privately run after school club.</p> <p>The breakfast club is available from 7.40am to 9am.</p> <p>The after school club is available from 3.20pm and 5pm.</p>

			<p>It is intended that all existing services for children, parents and the community would continue if the proposal was to go ahead. The proposal would result in increased pupil numbers which is likely to result in increased demand for school services, as well as providing the opportunity to expand the number of services offered.</p> <p>The proposal will form part of Sustainable Communities for Learning Programme. This would include the creation of new state of art facilities fit for the 21st Century. A key element of the Programme is the provision of community facilities.</p> <p>The adult learning associated with the immersion centre will add additional community value and would be delivered predominantly outside of core school hours. The centre will aim to improve take up of Welsh medium education and further promote the Welsh language within the community particularly in relation to the residential development.</p>
CI3	Community facilities used regularly by the school	1	<p>Ysgol Iolo Morganwg has limited outdoor facilities and capacity to accommodate community activities within the school building</p> <p>Increasing the capacity of the school and moving it into a new building would result in improved outdoor sports facilities and access to the school hall and digital infrastructure. This could be accessed by the community.</p>
CI4	Community facilities provided by and activity undertaken within the school premises	3	<p>Ysgol Iolo Morganwg offers limited lettings for the MUGA for community use. This is due to the limitations with the existing school site.</p> <p>A key aim of the Sustainable Communities for Learning Programme is to ensure school facilities are developed to meet the needs of the local community.</p>

			<p>Members of the local community would be involved throughout the development of the plans for the new school building to ensure services meet the needs of the community and enhance the facilities available.</p> <p>Increasing the capacity and moving the school to a new building would result in improved facilities for the community to use.</p>
CI5	Impact on local businesses	0	<p>The school is near a number of businesses, particularly those on Eastgate and Westgate street, a major shopping area in Cowbridge.</p> <p>The school does not have close links to, or support, any local businesses.</p>
CI6	Impact on local employment	3	<p>All staff employed at the school on the date of transfer would transfer automatically to the new site with no change to their terms and conditions of employment.</p> <p>As the school would be increasing from 210 places to 420 places, additional staff would be required. This would include both teaching and support staff positions.</p>
CI7	Impact on local infrastructure	3	<p>Access to Ysgol Iolo Morganwg is limited as pupil pick-up / drop-off takes place on Broadway a residential street in Cowbridge. The access road is a through road and has limited on road parking. The school does not have a car park.</p>

			<p>Increasing the capacity and transferring the school to the new building would ease congestion around the existing site. The new site has been designed to accommodate a school.</p> <p>Traffic and transport implications are being considered as part of the Transport Assessment that would be required in order to achieve planning consent for the building works should this proposal be implemented.</p>
CI8	Transport arrangements	0	<p>The Council has a statutory duty to provide free school transport for pupils of statutory school age who reside beyond walking distance to the nearest appropriate school.¹</p> <p><i>“This is defined as more than 2 miles to the nearest suitable school for Primary Pupils and more than 3 miles for Secondary School Pupils. Distances are measured by the nearest available walking route.”²</i></p> <p>Any pupil attending Ysgol Iolo Morganwg on the date of transfer to the new site who lives more than 2 miles from the new school site would therefore be entitled to free school transport. Any pupils who no longer live 2 miles from the new site as a result of the relocation would no longer be entitled to free school transport</p>

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

²The Learner Travel (Wales) Measure 2008

SCORING SUMMARY

Ref.	Local Community
C11	1
C12	2
C13	1
C14	3
C15	0
C16	3
C17	3
C18	0
Average Score	1.625

CONCLUSIONS

The impact assessment identifies that the proposal would likely have a neutral impact on the local community across 2 of the 8 measures assessed. The proposal would likely have a positive impact on the local community across 6 of the 8 measures assessed. Overall, the proposal would likely have a positive impact on the local community.

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

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

The school currently offers a range of activities for pupils outside of the normal school day. It is proposed that as a minimum all existing facilities for pupil's parents and the community would continue on the proposal. The adult learning associated with the immersion centre will add additional community value and would be delivered predominantly outside of core school hours.

It is concluded from the Community Impact Assessment that the proposal to increase the number of school places at Ysgol Iolo Morganwg would better meet the needs of the wider community to ensure the sustainable balance between supply and demand for school places.

Please click on headings to find [general guidance](#) or section guidance with an example. You will find supporting information in appendices at the end of the guidance.

When you start to assess your proposal, arrange to meet Tim Greaves, Equality Co-ordinator, for specific guidance. Send the completed form to him for a final check and so that he can publish it on our Vale of Glamorgan equality web pages.

Please also contact Tim Greaves if you need this equality impact assessment form in a different format.

1. [What are you assessing?](#)

A proposal to increase the capacity for Welsh medium Education by expanding Ysgol Morgannwg from 210 places to 420 places from September 2025.
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2. [Who is responsible?](#)

Name	Lisa Lewis	Job Title	Operational Manager, Strategy & Resources
Team	Strategy, Community Learning & Resources	Directorate	Learning & Skills

3. [When is the assessment being carried out?](#)

Date of start of assessment	27 February 2023
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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 educated 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.

On 2 February 2023, the Council's Cabinet authorised the Director of Learning & Skills to undertake a consultation to expand Ysgol Iolo Morgannwg from 210 places to 420 primary school places from September 2025. The school would move into a new school building to accommodate this increased capacity within the 'Land to the north and west of Darren Close' housing development. Additionally the proposal also includes increasing nursery provision to 96 part time places and an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

The feedback and views expressed in the consultation is being considered together in the publication of a consultation response report to the proposal and this Equality Impact Assessment.

The Consultation outlines the Council's proposals to:

- Increase the capacity for Welsh medium Education by expanding Ysgol Iolo Morgannwg from 210 places to 420 places from September 2025.
- Transfer the staff and pupils from the current Iolo Morgannwg site into the new the new building within the 'Land to the north and west of Darren Close' housing development.
- Additionally, the proposal also includes increasing nursery provision to 96 part time places.
- Include an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

All staff and pupils would move to the new school building and the governing body would remain unchanged. Careful planning and management of any transitional arrangements would be necessary to mitigate the challenges of moving staff and pupils. The advantage of the proposal is the construction works are located on a separate site which will result in no impact or disruption to learners during the construction programme.

Why do you need to put it in place?

The current site of Ysgol Iolo Morgannwg is comprised of an original Victorian school building containing a number of demountable blocks. The current building is not fit for purpose and has limited outdoor spaces. In January 2022, we undertook surveys on the school to review the condition and was categorised as a condition C building overall.

The school is on a small site with shared sports facilities. The school does not meet current building standards and following consideration of the restricted size and location of the site, it is not possible to replace the school with a new build at its current location. The buildings do not meet the 21st Century School design guidance standards for primary schools which have been used for all new builds completed through the Councils Sustainable Communities for Learning (SCfL) Programme . The new school would comprise a fully accessible one or two storey building providing all the required educational functions within a single building set in grounds meeting current outdoor curriculum needs.

The proposal for the new school would provide a 2 form entry with capacity for 420 pupils via a phased year group approach plus 96 nursery places. The Council must ensure that schools serve their local communities and are reflective of demand. There is a need to meet future demand from the new housing developments in Cowbridge and the wider catchment area for the school, as well as the increased demand for Welsh medium education. A new 420 place school building would accommodate the projected increase in pupil numbers from the new development. The increased capacity would also accommodate the projected increase in parents choosing Welsh medium education to meet the Council's WESP targets.

There is no change to the catchment area proposed in this consultation. Although the transferring of the school to the new building is included as part of this consultation, this is not subject to the statutory process as the transfer would be within 1.6 kilometres. The new school site is 1.3km from the existing school.

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

It is estimated that the total cost for the project is £13.764M, the project would benefit from 65% intervention rate from Welsh Government, with the Council funding 35% of the costs. Subject to the rolling programme guidance being published for the Sustainable Communities for Learning grant a further reduction to the Councils costs may arise if Welsh Government continue to fund 100% net zero carbon costs.

What are the intended outcomes of the proposal?

Moving the school to larger accommodation with sustainable numbers would;

- Enable the school to further improve while catering for the demand in the area;
- Provide innovative and creative learning environments which are adaptable to change and will challenge and support children to reach their full potential.
- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- Establish a larger nursery provision which offers a more efficient and sustainable model of delivery of education.

- Create a 21st Century school building that meets national building standards and reduces the recurrent costs and carbon footprint of education buildings. The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellent standards and be built to an EPC (Energy Performance Certificate) A rating.
- Develop the ethos and culture of the school and children, leading to effective interpersonal relationships and higher self-esteem.
- Provide a consistent approach from 3-11 years to promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.
- All curriculum planning and resourcing would build successfully on previous pupil knowledge and experience and engage interest.
- Support pupils to develop their ability to learn new skills and apply their subject knowledge more positively and creatively across a continuum of learning.
- Continue arrangements for the care, support and guidance of pupils.
- Extend and develop partnerships with families from the earliest opportunity to strengthen home / school transition.
- Promote equality of opportunity and foster good relations between those with different protected characteristics.
- Provide more opportunities to the community, by use of facilities.
- Providing opportunities to the community to learn the Welsh language through the immersion unit.
- Promoting Welsh Language further by encouraging more opportunities for children in the local area.

Who does the proposal affect?

All staff, pupils, parents of pupils, and governors at Ysgol Iolo Morganwg on the date of the move to a new improved school building in Cowbridge. The date of the move is anticipated to be September 2025.

In addition, this proposal if implemented would provide a local school for the growing Cowbridge community and surrounding areas, ensuring that the majority of pupils can be educated at a school within their community.

Will the proposal affect how other organisations work?

The proposal is unlikely to have a significant impact on any other schools in the local area. Whilst the Council is increasing the number of places, the current primary school in the Cowbridge area will not be able to meet the future demand for school places from the new housing development. The current school does not provide enough capacity to accommodate our targets for providing further Welsh medium provision.

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 from the new housing developments in Cowbridge as a whole.

All staff and pupils would move to the new school building and the governing body would remain unchanged. As part of the Vale of Glamorgan Council's Sustainable Communities for Learning programme, over the last four years we have undertaken seven decants/transitions between existing and new educational facilities on existing and new sites.

For construction works undertaken on an existing site consideration and planning was provided to assist with the teaching of learners throughout the development programme, specific dates and events were fed into the construction programme to reduce the impact and disruption for learners, especially around examinations times, sporting events and the like, as much as possible.

In the case of Ysgol Iolo Morganwg, one of the advantages of the proposal is the construction works are located on a separate site which will result in no impact or disruption to learners during the construction programme.

During the construction programme, learners and staff will be invited to attend engagement sessions to discuss their requirements for inclusion within the new facility and these engagement sessions will also include the road map to handover and opening of the new facility. Opportunities to attend the development site, when it is safe to do so, will introduce learners and staff of the new spaces they will be receiving on completion of the school development.

Our road map to decant of the existing facility will commence approximately three months prior to the handover of the building, this is where staff are provided the guidance and assistance to start sorting and packing their current resource, pupils will be shown their spaces virtually until safe to do so on site, to allow all to familiarise themselves to reduce the impact of relocating and change.

Will the proposal impact on other policies or practices?

The proposal is part of the Council's Sustainable Communities for Learning (SCfL) Rolling 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. The school 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 proposal could potentially result in improved teaching and learning experiences through the provision of modern education facilities. This includes break out spaces, Additional Learning Needs (ALN) learning areas and improved digital infrastructures throughout the new school building. Furthermore, the design of the building could help support effective pedagogy through improved facilities, standardised classroom sizes and through providing a building and outdoor spaces which reflect the space requirements of Building Bulletin 99. In addition, the design of the new building could improve transitions from indoor to outdoor learning for the younger pupils. The proposal considers the impact on vulnerable groups, including children with ALN. It gives detailed ALN information for Ysgol Iolo Morgannwg and explains how the new school would support pupils with ALN through the design of break out spaces. In addition, within the wider design to future proof the proposal, capacity to include a specialist resource base would be possible due to the larger site area. In terms of accessibility, the new building will be fully accessible and compliant with the Equality’s Act 2010, although there was no direct mention of the act within the proposal. The proposal noted that the proposed new location would provide ‘full access for the whole community with full disabled access to internal and external areas’.

Our formal consultation process follows Welsh Government guidelines outlined in the School Organisation Code 2018. All responses received as part of this consultation in are reflected in the Consultation Report and analysis of the protected characteristics are included in this assessment. 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.

The Council consulted with the following groups:

Staff (teaching and non-teaching) at Ysgol Iolo Morgannwg	Governing Body of Ysgol Iolo Morgannwg
Parents/Carers and Guardians of children at Ysgol Iolo Morgannwg	Cowbridge Town Council
Vale of Glamorgan Children and Young People’s Programme Board	Vale of Glamorgan Early Years Development Partnership (EYDCP)
Assembly Members (AM’s) / Members of Parliament (MP’s) / Regional Assembly Members	Local Councillors
Rhieni dros Addysg Gymraeg (RHAG)	Welsh Language Commissioner
Estyn	Neighbouring Primary and Secondary schools in the Vale of Glamorgan
Welsh Government Ministers	Central South Consortium Joint Education Service
Local Police and Crime Commissioner	Trade Unions

Council's Transportation Department	Directors of Education – All Neighbouring Authorities
<p>How will you achieve the proposed changes?</p>	
<p>The consultation report will be considered by Cabinet on the 25th May 2023 and published on the school and Council's website.</p>	
<p>Subject to Cabinet approval, the Statutory notice will be issued during which time formal written objections will be invited, this will proceed from 5th June 2023 - 3rd July 2023.</p>	
<p>Who will deliver the proposal?</p>	
<p>Subject to the approval of this proposal, a significant capital investment will be made to establish a new school building for Ysgol Iolo Morganwg. The Council will manage the process and the governing body, staff, parents and pupils of Ysgol Iolo Morganwg will be fully engaged in the development of the plans, including where appropriate adaptations to the building design to ensure equality of opportunity for teaching and learning experiences. The Council will also be responsible for managing the construction.</p>	
<p>This building would be delivered with external partners by the Sustainable Communities for Learning (SCfL) Programme within the Directorate of Learning & Skills as part of the Councils School Investment Programme following its successful bid for funding as part of the Sustainable Communities for Learning (SCfL) Programme. Projects are subject to statutory consultation and rigorous business case as required by the School Organisation Code and Welsh Government.</p>	
<p>The Sustainable Communities for Learning (SCfL) Programme is a long-term strategic investment in educational estate throughout Wales. It is a unique collaboration between Welsh Government, the Welsh Local Government Association (WLGA), local authorities, colleges and dioceses. All of the Vale of Glamorgan Council projects that were undertaken as part of Band A and Band B of the SCfL Programme were completed on time and on budget.</p>	
<p>How will you know whether you have achieved the proposal's purpose?</p>	
<p>The Consultation outlines the Council's proposals to:</p>	
<ul style="list-style-type: none"> • Increase the capacity for Welsh medium Education by expanding Ysgol Iolo Morgannwg from 210 places to 420 places from September 2025. • Transfer the staff and pupils from the current Iolo Morgannwg site into the new building within the 'Land to the north and west of Darren Close' housing development. 	

- Additionally, the proposal also includes increasing nursery provision to 96 part time places.
- Include an adult education and Welsh language immersion centre for primary school aged pupils from 7 years old and above, as well as offering Adult and Community Learning Programs after school hours.

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.

The authority received 91 individual responses by the consultation closing date of 27th February 2023 to 11 April 2023. Of the total 91 individual responses received, 86 were in favour of the proposal, 5 were opposed. The governing body of Ysgol Iolo Morgannwg and Estyn also formally responded.

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. Where recorded the protected characteristics of the respondents are provided below.

Feedback from consultation meetings and drop in sessions are not included in this report as it was stated clearly in the consultation document that the Council would only accept responses using the official consultation response form. Consultees were advised of this at the drop in sessions. The Council consulted with a range of statutory consultees outlined and required by the Code.

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.

The Council is using the feedback and responses received to the engagement and consultation exercises carried out in relation to the proposal, this also included engagement with pupils of Ysgol Iolo Morgannwg. The Council held drop in sessions and invited stakeholders to attend as part of the process.

Respondents were asked to complete an Equalities Monitoring form included in the consultation document.

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

1) Do you support the proposal to increase capacity for Welsh medium education by expanding Ysgol Iolo Morganwg from 210 places to 420 places from September 2025?

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?

A series of consultation events were held at Ysgol Iolo Morganwg. These sessions included Staff meetings, Governor meetings, Parents and Community drop in events and Pupil engagement sessions. The rationale behind the proposals was highlighted at each event and an explanation of the statutory process and the timescales involved was provided with the opportunity for open dialogue between all in attendance. These sessions were open to all stakeholders in the consultation process. A report on the outcome of the pupil engagement session can be found at Annex D of the Consultation response report.

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/populationestimatesforukenglandandwalescotlandandnorthernireland/mid2017/ukmidyearestimates2017finalversion.xls>

Protected characteristic data from 2011 Census

<https://gov.wales/statistics-and-research/census-population/?lang=en>

The Councils proposal will be delivered through the Welsh Government Sustainable Communities for Learning Programme.

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.

Within the existing catchment area for Ysgol Iolo Morganwg there are 5 large scale housing developments (10 dwellings or more). The largest residential development relates to land to the north west of Darren Farm (Clare Gardens) which is being developed for 475 units. The development of the site has already started with 135 dwellings already occupied and any arising pupil demand accommodated in the existing school capacity in the area. However, 44 units are currently under construction and 296 units have not been constructed. It is considered in the next 5 years the site will be complete. In addition, the 4 other developments would result in a further 247 units coming forward in the next 6 years. In total, the planned residential developments in the catchment area for the school has a projected pupil yield of 56 nursery pupils and 154 primary pupils. Based on current trends 13.18% of the pupil population within the school catchment attend Welsh medium education. This would result in 7 new nursery places and 20 new primary places for Welsh medium education.

There is no change to the catchment area proposed in this consultation. Although the transferring of the school to the new building is included as part of this consultation, this is not subject to the statutory process as the transfer would be within 1.6 kilometres. The new school site is 1.3km from the existing school.

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 of the proposal will be positive in terms of managing the demand for school places in the Vale of Glamorgan and in the Cowbridge area.

The proposal will also be positive for those children attending Ysgol Iolo Morganwg who live in the Cowbridge area as the new site will be within 1.3km of the current site.

The proposal will have a negative impact on the children who are in walking distance of the current site. The Council will work closely with the staff, parents of pupils and the

community to discuss active travel and school; transport options where appropriate if progressed.

What are the gaps?

The protected characteristics of future new residents emanating from the proposed new development are unknown at this stage. There is limited information held within the Directorate of the protected characteristics of the staff and governing body 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 governors 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 governors. As a result this is not included in this assessment. The Council would ensure that the Governing Body 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 new building for example via the provision of a fully accessible building and gender neutral toilets.

The protected characteristics of future occupiers of the school cannot be known however the new building would ensure equality of opportunity for all those accessing the new building.

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.

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 would be a positive impact on persons with the protected characteristics of age, disability and gender reassignment/ identity. The proposal would support the school to ensure that it has the improved facilities to promote equality of opportunity and foster good relations between those with different protected characteristics. There has been no perceived negative impact on the protected characteristics identified. Although it is acknowledged that some people will have longer to travel to school, there are currently no children with physical disabilities attending the school that impact on mobility. The existing site is not fully compliant with the requirements of the Equality Act 2010 due to site constraints. Successful implementation of the proposal would enable compliance by providing a fully accessible building with gender neutral facilities.

The positive impacts are outlined below in the relevant section.

If there is no impact, what is the justification for thinking this? Provide evidence.

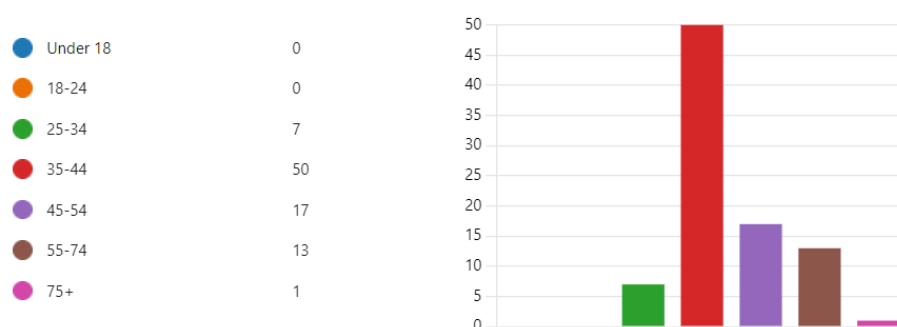
Evidence is assessed through the consultation process and through school and pupil data.

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 2023 there were 204 children on roll aged between 4 – 11.

91 people responded to the consultation, 90 were completed via the online form and 1 was received by email. Age related data is only available for submissions received online, for those who chose to provide the detail. Only 88 respondents provided this information, 3 chose not to include this information.



This proposal would develop continuity and progression in children’s learning from the age of three. A consistent approach to the planning and delivery of the foundation phase (nursery to year two). The school would be able to provide sufficient places for Primary School age children that would not be available without the new school building.

As the school on a new site would be of sufficient size to provide the required places for children of primary school age within the area. The proposal would provide a **positive** impact for children of these age brackets. 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. 5% of children attending Ysgol Iolo Morganwg have SEN which is lower than the national average (12%) for the Vale of Glamorgan and 9% across the Primary School population. This will include pupils with a disability however it will also include pupils without a disability. There are no pupils with a disability which impacts on their mobility currently on roll at the school. The degree of need varies across a range of additional learning needs types including:

Additional Learning Needs (ALN) Groups

ASD (Autistic Spectrum Disorder)
BESD (Behavioural, emotional and social difficulties)
DYSL (Dyslexia)
GLD (General Learning Difficulties)
MLD (Moderate Learning Difficulties)
SLCD (Speech, Language and Communication Difficulties)

8 (8.79%) of respondents to the consultation said their day to day activities were limited because of a physical or mental condition. None respondents indicated that this proposal would have an adverse impact on their disability.

The proposed new school building would be designed in such a way as to equip staff to meet the needs of learners with additional learning needs.

The school would 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.

As the staff would remain unchanged, they would be very aware of the individual needs of pupils. All staff, governors and pupils would be in a position to liaise with the Council at the design stage in order to ensure that the learning environment is supportive of all pupils, including those who benefit from a quieter learning environment.

There are many design elements that could be incorporated to support pupils. These could include, for example a small room between a pair of classrooms which could be used for individual / small group learning or could be used as a breakout space should a pupil need to retreat from the classroom. Creative use of acoustic materials and bespoke calming colour schemes etc. would also be considered by part of the design team in full consultation with staff pupils and governors. The school will be designed to have flexible spaces which could be adapted by the use of furniture for specific activities, which would include quiet areas for individual learning. The building will be designed to current acoustic standards (BB93). This will define the acoustic performance standard that the school will be designed to. The whole building will be designed to comply with current building regulations for disabled access, with parking and access into the school building as well as assess throughout the school. Natural daylighting and ventilation will be a key feature of the new learning environment.

This data is collected where appropriate on admission and 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.

Based on the policies in place that would not change as a result of the move to a new school building, 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 and all people accessing the building will benefit from its accessible nature.

The proposal 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 have access to a fully accessible school building which has been designed to consider individual needs and will be managed by existing senior leaders at the school.

Gender reassignment, including gender identity

Gender reassignment is not recorded for Primary age pupils however individual pupils choosing to live other than at their birth gender are supported within Primary Schools. All children would continue to receive a high quality education at the new school site. The new building would have suitable facilities in place to accommodate pupils of any gender; no pupil would need to consider changing schools due to gender reassignment.

Pupils and staff have the right to access the toilet that corresponds to their gender identity. Any pupil or staff member who has a need or desire for increased privacy, regardless of the underlying reason, would be provided access to a single stall toilet, but no pupil or staff member shall be required to use such a toilet. The new building would provide single stall toilets that can be used by all, albeit separate facilities would be available for adults and children.

The use of changing rooms by Trans pupils and staff would be assessed on a case by-case basis in discussion with the individual concerned. The school would maximise social integration and promote an equal opportunity to participate in physical education classes and sports, ensuring the safety and comfort, and removing adverse impact for the individual. In most cases, Trans pupils or staff would have access to a changing space that corresponds to their gender identity.

The transfer of Ysgol Iolo Morganwg to a new school site would therefore have a **positive** impact on individuals protected under the duty of gender reassignment. All children would continue to receive a high quality education as part of an 'all through' 3 to 11 year school.

Staff would continue to receive protection under the Equalities Act 2010.

Staff would also have access to improved, gender neutral facilities and 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. Non-binary people, including staff, governors and members of the community accessing the facilities would benefit from the gender neutral adaptations to the school that have been identified above.

None of the respondents indicated that this proposal would have an adverse impact on their gender identity. Based on current evidence this proposal would have a **positive** impact on this protected group.

Marriage and civil partnership (discrimination only)

The Equality monitoring form indicates the following breakdown.

What is your marital status?	
Married	66 (72.53%)

Civil Partnership	8 (8.79%)
Separated but still legally married	4 (4.40%)
Divorced	3 (3.30%)
Widowed	2 (2.20%)

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.

Based on the policies in place that would not change as a result of the transfer to a new school building, this proposal would have a **neutral** impact on this protected group.

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 the proposal, this proposal would have a **neutral** impact on people in this protected group.

Race

The predominant ethnicity at Ysgol Iolo Morganwg is currently White – Welsh/English/Scottish/Northern Irish British with 97.06% of children falling within this category. This is significantly higher than the average (88% White British) across the wider Vale Primary School population.

As the children will be moving to a new school building, it is unlikely that the proposal will change the ethnic profile of the school although the characteristic of children emanating from the new development in Cowbridge being built at this time is unknown at this stage.

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.

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 proposal and the very small number of pupils in this category, this proposal 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 proposal this proposal would have a **neutral** impact on people in this protected group.

Sex

The school currently has 49.75 % female pupils on roll and 50.25%% male pupils. This is the same percentage as the Vale wide primary pupil population therefore there would be no perceived negative impact.

The staff population is 72.73% female and 27.27% male, compared with a Vale wide profile of 82.02% female, 17.98% male staff in Primary Schools. The staff at the school is however, small in number and therefore this figure is disproportionate.

Children of both sexes would be treated and taught equally in the school at its new site. 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 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 school.

From those respondents who fully or partially completed the Equal Opportunities Monitoring form

73.63% (67) were completed by women

20.88% (19) were completed by men

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 proposal, this proposal 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',

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.

The Equality monitoring form for respondents indicates the following breakdown.

Which of the following options best describes how you think of yourself?

Heterosexual / straight	93.41%	85
Gay or lesbian	0	0
Bisexual	0	
Prefer not to say	3.30%	3
Other	0	

Based on the policies in place that would not change as a result of the proposal, this proposal would have a **neutral** impact on people in this protected group.

Welsh language -

Ysgol Iolo Morgannwg is a Welsh medium school and this proposal does not seek to change this. The Council was very successful in increasing English medium primary sector capacity within the Vale of Glamorgan under Band A and Band B of the Sustainable Communities for Learning (SCfL) Programme. In order to build on this success, a key priority for Band B is to increase capacity in the Welsh medium secondary sector as well as consideration of further developments at primary level. In order to ensure that the Council actively addresses the Welsh Government target of one million

Welsh speakers by 2050, the Council will be undertaking an active programme of addressing need with regard to Welsh and English medium education.

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 this proposal would have an adverse impact on their status in this regard. Based on current evidence, this proposal would have a **positive** impact on people in this protected group as it will ensure that there is sufficient Welsh medium primary education places available as well as providing enhance facilities for adult Welsh medium education.

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 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.

Moving the school to larger accommodation on to a new site with sustainable numbers would:

- Enable the school to further improve while catering for a greater pupil population.
- Ensure that the environment was accessible for all
- Provide innovative and creative learning environment which are adaptable to change and will challenge and support children to reach their full potential.

- Increase the level of community access and interaction through the use of the school's educational facilities whilst meeting the needs of the school.
- Establish a nursery unit which offers a more efficient and sustainable model of delivery of education for the 21st Century that meets national building standards and reduces the recurrent costs and carbon footprint of education buildings. The new building will meet BREEAM (Building Research Establishment Environmental Assessment Method) Excellent standards and be built to an EPC (Energy Performance Certificate) A rating.
- Develop the ethos and culture of the school in children from the age 3 – 11 years, leading to effective interpersonal relationships and higher self-esteem.
- Provide a consistent approach from 3-11 years to promote and underpin continuity and progression for pupils, ensuring breadth and balance across the curriculum.
- All curriculum planning and resourcing would build successfully on previous pupil knowledge and experience and engage interest.
- Support pupils to develop their ability to learn new skills and apply their subject knowledge more positively and creatively across a continuum of learning.
- Improve the already good arrangements for the care, support and guidance of pupils from 3 – 11 years.
- Extend and develop partnerships with families from the earliest opportunity to strengthen home / school transition.

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 children of primary school age, the proposal would provide a **positive** impact for children. Inclusivity and respect of others is an intrinsic element of the national curriculum.

Disability

Ysgol Iolo Morganwg site is currently constrained and too small to expand to meet Building Bulletin requirements as adopted by the Welsh Government for the SCfL Programme. The site is not fully accessible due to a confined site and the buildings do not meet SCfL design guidance. This new building would be designed to ensure it was fully accessible to all, regardless of the nature of their disability. The proposal would therefore have a **positive** impact for people with this characteristic.

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. The school will have suitable facilities in place to accommodate pupils of any gender; no pupil or staff member would need to consider changing schools due to gender reassignment.

Inclusivity and respect of others is an intrinsic element of the national curriculum. The proposal would therefore provide a **positive** impact.

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. The proposal would provide a **neutral** impact.

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. The proposal would provide a **neutral** impact.

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. The proposal would provide a **neutral** impact.

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. The proposal would provide a **neutral** impact.

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. 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. . The proposal would provide a **neutral** impact.

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. The proposal would provide a **neutral** impact.

What can be done to lessen the risk of a negative impact?

Explain this for each of the relevant protected characteristics as identified above.

The protected characteristics of any future pupils are not currently known. At present there is no evidence to suggest reasonable adjustment would be required for any pupil, however parents will be encouraged to discuss any needs with both the school and the Council, should the proposal be implemented, during the transition phase.

Any pupil attending Ysgol Iolo Morgannwg on the date of the move to the new school site who lives more than 2 miles from the new school site would be entitled to free school transport. Any pupils who no longer live 2 miles from the new Ysgol Iolo Morgannwg site as a result of the relocation would no longer be entitled to free school transport.

The exact arrangements around school transport would be determined by the school transport department.

Is there a need for more favourable treatment to achieve equal outcomes? (Disability only)

The current facilities are not fully accessible and this would be addressed positively as part of this proposal. The building will be designed to be fully accessible. In addition, small classrooms and quiet break out areas will be considered as part of the design plan in order to ensure that children requiring a quieter and less busy learning environment can be accommodated.

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 – Positive

Marriage and civil partnership – neutral

Pregnancy and Maternity – neutral

Race – neutral

Religion and belief – neutral

Sex – neutral

Sexual orientation – neutral

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

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

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

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

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

In September 2017 a new Estyn School Common Inspection Framework was introduced for all schools across Wales. Ysgol Iolo Morganwg was last inspected in June 2022 under Estyn's new School Inspection Framework.

Under this framework, inspectors provided an overview of the school's current performance and recommendations for improvement.

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

Recommend actions to senior management team
Outcome following formal consideration of proposal by senior management team

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)	Lisa Lewis
Job Title (senior manager)	Operational Manager, Strategy & Resources
Date of approval	21/04/2023
Date of review	To be reviewed following the statutory objection period, should the proposal progress