

CONSULTATION REPORT

PROPOSAL: To amalgamate Gurnos Nursery and Goetre Primary Schools by:

1. extending the age range of Goetre Primary School from 4-11 years to 3-11 years; and
2. discontinuing Gurnos Nursery School with effect from 1st September 2018.

1.0 PURPOSE OF THE CONSULTATION REPORT

This report is prepared in accordance with the Welsh Government's School Organisation Code, statutory document 006/2013. Its purpose is to inform the outcome of the consultation held during the period Monday 5th Feb - Friday 11th May between all stakeholders and interested parties listed below.

2.0 WHO DID WE CONSULT WITH?

A copy of the consultation document which fully outlined and explained our proposal was sent to the following stakeholders. The document was also published on the Council website at

<https://www.merthyr.gov.uk/news-events/latest-news/council-consults-on-plans-to-amalgamate-nursery-and-primary-school/> and online via the CwmTaf Consultation hub at www.cwmtafhub.co.uk.

- Parents, carers, guardians, and staff members of Gurnos Nursery and Goetre Primary schools
- Governing Body of Gurnos Nursery and Goetre Primary schools
- Other Governing Bodies of neighbouring primary schools
- Assembly Members
- Welsh Government Minister for Education
- Member of Parliament
- Estyn
- Neighbouring Primary and Secondary schools in the Borough
- Trade Unions
- Central South Consortium Joint Education Service
- Directors of Education in neighbouring authorities
- The College, Merthyr Tydfil
- Local Police and Crime Commissioner
- Diocesan Directors of Education
- Merthyr Tydfil Youth Cabinet
- Community First Partnership
- Care and Social Services Inspectorate
- Welsh Language Commissioner
- Rhieni Dros Addysg Gymraeg (RHAG)
- Council's Transport Department

3.0 THE PROPOSAL

The proposal consulted upon is to amalgamate Gurnos Nursery and Goetre Primary Schools by extending the age range of Goetre Primary School from 4-11 years to 3-11 years with effect from 1st September 2018. Details of the proposal and the rationale behind it are fully outlined in the consultation document that was circulated to all the stakeholders listed and which is attached as Appendix 1.

4.0 THE CONSULTATION PROCESS

All stakeholders identified listed were sent paper or electronic copies of our consultation documentation. The following meetings were also convened:

Nature of consultation	Date/Time	Venue
Gurnos Nursery Pupils	1.30pm 5 th February 2018	Gurnos Nursery School
Parents/Carers of Pupils Gurnos Nursery and Goetre Primary Schools	2.30pm 5 th February 2018	Gurnos Nursery School
Staff of Gurnos Nursery School	3.30pm 5 th February 2018	Gurnos Nursery School
Governing Body of Gurnos Nursery School	4.30pm 5 th February 2018	Gurnos Nursery School
Governing Body of Goetre Primary School	5.30pm 5 th February 2018	Goetre Primary School
Goetre Primary School School Council	2.30pm 6 th February 2018	Goetre Primary School
Staff of Goetre Primary School	3.30pm 6 th February 2018	Goetre Primary School
Parents/Carers of Pupils Gurnos Nursery and Goetre Primary Schools	4.30pm 6 th February 2018	Goetre Primary School

Detailed notes of all of the above meetings were taken and are attached as Appendix 2. These notes detail all questions raised, comments and statements made with responses provided where appropriate.

5.0 SUMMARY OF RESPONSES TO CONSULTATION

Responses to the matters raised at the meetings outlined above are, as indicated, summarised in the notes of the meetings attached as Appendix 2. Also attached as Appendix 3 are summaries of the questionnaires received, seven in total and any other correspondence received. The main issues raised during consultation, with our responses to them, included the points summarised below:-

- **Nursery school site be kept open** – *it is the intention to continue to use the site for the foreseeable future.*
- **Will the nursery uniform change** – *following discussion with the primary head teacher it was agreed that nursery children could keep their current uniform until they outgrow it and then purchase the Goetre primary school uniform.*
- **Will the nursery provision be full or part time** – *this is a decision for the Governing Body.*

6.0 THE VIEW OF ESTYN (HER MAJESTY'S INSPECTORATE OF EDUCATION AND TRAINING IN WALES) OF THE OVERALL MERITS OF THE PROPOSAL

Estyn has provided us with the following as their response to this consultation process:

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 and other additional information such as data from Welsh Government and the views of the Regional Consortia which deliver school improvement services to the schools within the proposal.

Introduction

The proposal is to amalgamate Gurnos Nursery and Goetre Primary Schools from 1 September 2018 to make an 'all through' 3 to 11 years primary school based across the existing sites of Gurnos Nursery and Goetre Primary Schools.

Summary/ Conclusion

The proposal has been developed in line with the council's programme to improve its educational provision, reduce costs and share best practice between the existing two schools. It is Estyn's opinion that the proposal is likely to at least maintain the current standard of education provision in the area.

Description and Benefits

The proposer has given a clear rationale for the proposal. The proposer clearly states that it believes that the creation of an 'all through' 3 to 11 year primary school would enable the strengths present in the existing schools be combined to deliver high quality provision. This would appear to allow for a shared vision and leadership to be embedded to create a consistent and coherent curriculum across the primary phase. It gives a clear rationale as to why this proposal should take place. This includes the fact that the changes should not have any negative effect on the children at any stage of their education. The proposer clearly defines the expected advantages of the proposal. These appear to be reasonable and include the school having a single leadership team and governing body, which will support the head teacher. Other potential benefits include opportunities for staff to participate in a programme of continuous professional development; a consistent curriculum experience for children across the foundation phase and access to more funding which could be invested in learning and teaching.

The proposer has considered the disadvantages of the proposal, which include the possibility that management of staff and resources could be disrupted, the reduction to one head teacher could affect leadership, and children in the nursery may not feel confident in becoming part of a primary school. However, it has provided suitable evidence to suggest that the benefits of the proposal outweigh the disadvantages. The proposer has considered the risks associated with the proposal and how they will be managed. The proposer has suitably considered the impact of the proposal on pupil admissions and catchment area arrangements. The proposer has considered the potential changes to travel arrangements, which would not differ from the current arrangements. There will be no impact on pupils' journeys as a result of the proposal. The proposer has undertaken a Welsh language impact assessment. The proposer has not undertaken an equality impact assessment and clarifies that this will be carried out as part of the consultation. The proposal includes an overview of the consultation arrangements and explains appropriately that objections can only be registered following publication of the statutory notice.

Educational aspects of the proposal

The proposer has considered suitably, the impact of the proposal on the quality of the outcomes, provision, leadership and management, current performance and prospects for improvement. It has summarised the support category for each school based on the national school categorisation system, which takes into account the view of the local authority. It also refers to the most recent Estyn inspection reports for each school. The proposer states reasonably that the proposal could bring many benefits, including consistent education philosophy for children for up to nine uninterrupted years of education, the introduction of consistent behaviour management strategies across all ages and the provision for pupils with additional learning needs will continue to be identified at an early age. The proposer also identifies that the establishment of a single leadership team and governing body and streamlining of management and administration functions could result in more effective use of funding. The proposer claims that the proposal should lead to improved teaching standards and outcomes because teachers would be able to share best practice to provide a more appropriate curriculum and support for pupils. The proposal comments briefly on the condition of the school buildings and facilities and states that the five-year rolling programme of building reviews has been undertaken. The proposer has outlined suitably the transitional arrangements for the amalgamation of the two schools at the start of the autumn term.

7.0 CONCLUSION

At the meeting on Wednesday 16th May 2018 Cabinet agreed to publish the proposals as consulted on without any modifications.



GURNOS NURSERY SCHOOL



GOETRE PRIMARY SCHOOL



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

CONSULTATION DOCUMENT

On the proposal to amalgamate Gurnos Nursery and Goetre Primary Schools by:

3. Extending the age range of Goetre Primary School from 4-11 years to 3-11 years; and
4. Discontinuing Gurnos Nursery School

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INTRODUCTION

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

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

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

Our consultation process follows Welsh Government guidelines outlined in the School Organisation Code 2013 and therefore, a range of individuals and groups are being asked for their views about these proposals.

Before any decisions are made the Council needs to ensure that it offers a number of opportunities for individuals and interested groups to make their views and opinions known on the proposal.

The Council is consulting with the following groups:

Gurnos Nursery School

- Staff (teaching and non-teaching)
- Governors
- Parents/Carers of pupils
- Pupils

Goetre Primary School

- Staff (teaching and non-teaching)
- Governors
- Parents/Carers of pupils
- Pupils

Other Groups

- Communities First Partnership
- Assembly Members (AMs)
- Members of Parliament (MPs)
- Regional Assembly Members
- Local Councillors
- Care and Social Services Inspectorate Wales (CSSIW)
- Welsh Language Commissioner
- Rhieni dros Addysg Gymraeg (RHAG)
- Neighbouring Primary and Secondary schools in Merthyr Tydfil County Borough Council
- Trade Unions
- Central South Consortium Joint Education Service
- Directors of Education – all neighbouring authorities
- Estyn
- Further and Higher Education Institutions
- Local Police and Crime Commissioner
- Welsh Government Ministers
- Council's Transport Department
- Diocesan Directors of Education

EXPLANATION OF TERMS USED IN THIS DOCUMENT

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

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

Character of a School – the overall profile of the school. For example Goetre Primary school is a community school admitting children between the ages of 4 to 11 years. Gurnos Nursery is a community nursery school admitting children the term after their third birthday. The children transfer to a primary school of parental choice the September following their fourth birthday.

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

'CSC' – Central South Consortium Joint Education Service – the regional School Improvement Service for the five local authorities of Bridgend, Cardiff, Merthyr Tydfil, Rhondda Cynon Taf and the Vale of Glamorgan.

The Council – Merthyr Tydfil County Borough Council.

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

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

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

'FSM' – Free School Meals.

'LA' – local authority means Merthyr Tydfil County Borough Council.

'LSA' – Learning Support Assistant.

'Number on roll' – the number of pupils attending a school.

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

'SEN' – Special Educational Needs.

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

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

'LRB' – Learning Resource Base for children with SEN.

Statemented – A child has a Statement of Educational Need if he or she has learning difficulties which require special educational provision to be made to him or her. A learning difficulty means that the child has significantly greater difficulty in learning than most children of the same age or that the child has a disability that needs different educational facilities from those that the school generally provides for children.

Statutory Notice – a Statutory Notice is the formal publication of a finalised proposal, if approved by the Council’s Cabinet, and will only be considered once they have received all the responses from the consultation process. This is a legal requirement as outlined in the School Organisation Code 2013.

Full time school provision – the Council’s policy allows all children who have reached their fourth birthday on or before 31 August to attend full time school that September. This is not a legal requirement. Some parents / carers choose to send their child to school at the **Compulsory School Age**. It has been the local authority’s long standing position that every child should have access to free part-time nursery education from the term following the child’s third birthday. In practice, children start attending nursery schools or nursery classes at the age of three or four years, depending on class number limitations and local demand.

INVOLVING CHILDREN IN THE CONSULTATION

The Council firmly believes that the pupils of both schools should be given the opportunity to make their views known about this proposal.

A consultation workshop will be held with the School Council of Goetre Primary School to gather the children’s views about the proposal. A similar activity will be undertaken with the older children within Gurnos Nursery. The information gathered at these sessions will be included in the final consultation report. The full report will be submitted to the Council’s Cabinet for consideration following the consultation period.

INVOLVING PARENTS, GOVERNORS AND STAFF – how you can find out more and give your views

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

Parents and carers of pupils at both the nursery and primary schools are invited to attend the parents’ drop in session(s) where you can ask any questions about the proposal. We will always ask that you complete a consultation response form, as we can only accept views in writing.

The date and venue for the drop in session(s) will be displayed via the nursery and primary schools’ notice boards, schools’ and the local authority’s websites.

We have also arranged meetings for Staff and the Governing Body of the schools.

This document and further supporting information can also be found on the Merthyr Tydfil website: <https://www.merthyr.gov.uk/resident/?lang=en-GB>

Links to this document can be found on social media through the Merthyr Tydfil Council Twitter feed and via the Merthyr Tydfil Council Facebook page.

Details of the consultation meeting dates are given below:

Nature of consultation	Date/Time	Venue
Gurnos Nursery Pupils	1.30pm 5 th February 2018	Gurnos Nursery School
Parents/Carers of Pupils Gurnos Nursery and Goetre Primary Schools	2.30pm 5 th February 2018	Gurnos Nursery School
Staff of Gurnos Nursery School	3.30pm 5 th February 2018	Gurnos Nursery School
Governing Body of Gurnos Nursery School	4.30pm 5 th February 2018	Gurnos Nursery School
Governing Body of Goetre Primary School	5.30pm 5 th February 2018	Goetre Primary School
Goetre Primary School School Council	2.30pm 6 th February 2018	Goetre Primary School
Staff of Goetre Primary School	3.30pm 6 th February 2018	Goetre Primary School
Parents/Carers of Pupils Gurnos Nursery and Goetre Primary Schools	4.30pm 6 th February 2018	Goetre Primary School

YOUR VIEWS MATTER

The consultation period will run from **Mon 5th Feb - Thurs 29th March**. You can respond to our proposals at any time during this period.

Your views are important to us, and there are a number of ways that you can let us know.

You can:

- Complete the on line response form at: www.cwmtafhub.co.uk
- Attend the drop-in session and speak to us in person. This is a good way to be able to get answers to any questions you may have about the proposals. We will still ask that you complete a consultation response form, as we can only accept views in writing.
- Complete the consultation response form and put it into the consultation response boxes found in the reception areas of both the nursery and primary schools.
- Complete and return the consultation response form to the address given below:
 - Chief Education Officer, Learning Department, Unit 5, Pentrebach, Merthyr Tydfil CF48 4TQ

All responses given to us in writing, using the consultation response form, will be considered by the Council's Cabinet before it decides whether or not to publish a statutory notice about the proposals.

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

If you wish to object to the notice at the next stage of the process, should it proceed, you will need to do so in writing during the statutory objection period. These key dates are outlined in the Statutory Process Timetable on page 21.

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

The closing date for responses to this consultation is 29th March 2018. Unfortunately responses received after this date will not be considered by the Council.

BACKGROUND

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

In 2011, Goetre Infants and Goetre Junior schools were amalgamated to become Goetre Primary School. At the time of the amalgamation it was decided not to include the nursery school as part of this process. In the light of experience in other primary schools which have nursery classes, the development of the Foundation Phase curriculum and continuing pressures on the schools budget, it is now appropriate to reconsider this decision.

Gurnos Nursery is currently the only stand-alone nursery school in Merthyr Tydfil.

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

Gurnos Nursery School and Goetre Primary School are located on adjacent sites. The schools are located in a 'Communities First' and 'Flying Start' area, identified under the Welsh Government's schemes for children in the most disadvantaged communities in Wales. A catchment area map can be found on page 9.

THE PROPOSAL

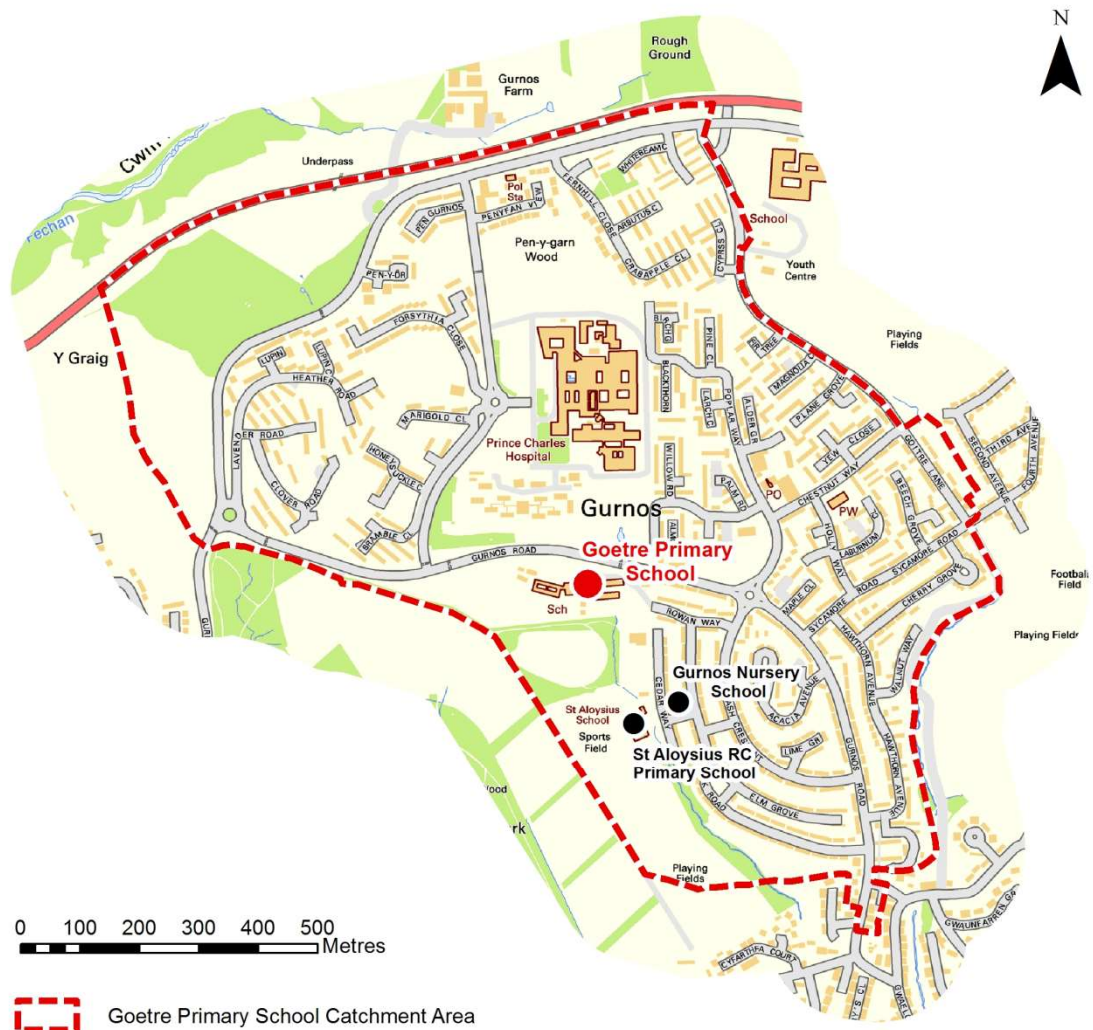
The Council proposes to amalgamate Gurnos Nursery and Goetre Primary schools from 1st September 2018 and make an 'all through' 3 to 11 years primary school based across the existing sites of Gurnos Nursery and Goetre Primary schools.

Due to the legal requirements of the School Standards and Organisation (Wales) Act 2013, it is proposed that the Council closes Gurnos Nursery School and extends the age range of Goetre Primary school. The closure of the nursery school means that it would no longer be a separate entity. For example, it would not have a separate budget and would not be subject to inspection by Estyn. However, the nursery provision would continue to be provided from the current nursery building. There will be no gap in the children's education because of the proposed amalgamation. The amalgamated school would have nursery classes with the capacity for the same full-time equivalent places as is currently provided. Goetre Primary School would also continue to provide 59 places (two classes) for each year group, from reception through to Year 6, with a total capacity of 500 pupil places. It is proposed that the current local authority LRB classes would remain in situ.

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

The Governing Body of the primary school would continue as the Governing Body of the amalgamated school and could elect to increase its membership from 13 members to 17 to include members from the Governing Body of the nursery school.

Goetre Primary School Catchment Area



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SCHOOLS SERVING THE AREA AT PRESENT

Nursery Provision

- Nursery education is provided by Gurnos Nursery School

Primary Provision

- English medium primary education is provided by Goetre Primary School
- Denominational English medium primary education is provided by: St Aloysius Roman Catholic Primary School
- Welsh medium primary education is provided by Ysgol Santes Tudful

Secondary Provision

- Goetre Primary School feeds into the following English medium secondary schools: Pen y Dre High School
- Welsh medium secondary education is available at Ysgol Gymraeg Rhyd y Waun
- Denominational secondary education is available at: Bishop Hedley RC High School

INFORMATION ABOUT THE SCHOOLS

Current demand for places – Gurnos Nursery School

Gurnos Nursery School has a capacity of 83 full time equivalent places. There are currently (2017/18) 55 children attending the nursery provision, of which 78% live within the catchment boundary, who are of nursery school age. 84% of children attending the nursery in the academic year 2016/17 lived within the catchment of the nursery. Gurnos Nursery usually accept pre-nursery pupils in January, therefore the figure of 55 will increase.

GENERAL SCHOOL INFORMATION						
School	Type of school	Language category	Admission number	School capacity	Number on roll 2017/18	Age range
Gurnos Nursery	Nursery	English	83	83	55 September 2017 rising each term	3-4

CURRENT LEVEL OF SURPLUS PLACES				
School	School capacity (part time places)	Number on roll	Surplus places	% of Surplus places
<u>Gurnos Nursery</u>	<u>83</u>	<u>78 estimate (January 2018)</u>	<u>5 (January 2018)</u>	<u>6% (January 2018)</u>

Current demand for places – Goetre Primary School

Goetre Primary School has a capacity of 413 places. There are 394 (excluding LRB pupils – of which there are 28) children currently on roll with 77.1% residing in the schools catchment area.

GENERAL SCHOOL INFORMATION						
School	Type of school	Language category	Admission number	School capacity	Number on roll 2017/18	Age range
Goetre Primary	Primary	English	59	413	394	4-11

CURRENT LEVEL OF SURPLUS PLACES				
School	School capacity (part time places)	Number on roll	Surplus places	% of Surplus places
Goetre Primary	413	394	19 (September 2017)	4.6%

Future demand for places

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

RECENT NUMBER ON ROLL DATE, AND PROJECTED NUMBER ON ROLL DATA FOR SCHOOLS											
School	Current School Capacity	January 2013	January 2014	January 2015	January 2016	January 2017	2017/18 Projection	2018/19 Projection	2019/20 Projection	2020/21 Projection	2021/22 Projection
Gurnos Nursery	83	75	93	91	75	74	78	75	75	75	75
Goetre Primary	413	374	385	385	406	391	400	401	401	410	403

Nursery School Projections

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

Primary School Projections

Pupil projections anticipate the number on the roll in the primary school will increase to 401 by January 2020 indicating a potential surplus capacity of 2.9%. Of the children on roll at January 2017:

- 77.1% children live within the school catchment area
- 22.9% children live in the catchment areas of other Merthyr Tydfil primary schools

CURRENT PERFORMANCE

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

- Central South Consortium (CSC), Joint Education Service
- Estyn

The Central South Consortium (CSC) was established in September 2012. The Consortium supports and challenges all schools in Merthyr Tydfil on behalf of the Council.

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

Schools are inspected by Estyn 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). During each school inspection, inspectors aim to answer three key questions:

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

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

Judgement	What the judgement means
Excellent	Many strengths, including significant examples of sector-leading practice
Good	Many strengths and no important areas requiring significant improvement
Adequate	Strengths outweigh areas of improvement
Unsatisfactory	Important areas for improvement outweigh strengths

Estyn Reports

GURNOS NURSERY SCHOOL – inspected in July 2012.

Inspection Summary

The school's current performance	Excellent
The school's prospects for improvement	Excellent

Current Performance

The school is excellent because:

- standards and progress are excellent;
- the curriculum is innovative and exciting;
- the partnership with parents and carers is outstanding;
- very good attention is given to pupils' views;
- the quality of teaching is excellent; and
- there is a very high quality and generous quantity of learning resources.

Prospects for improvement

The prospects for improvement are excellent because:

- standards have been raised consistently and significantly year on year;
- the leadership of the Headteacher is dynamic;
- all staff are very committed to future improvement;
- there are strong professional partnerships with other schools and educational bodies; and
- self-evaluation is rigorous and accurate.

Key Question	Judgement
Key Question 1: How good are outcomes? ✓ Standards – Excellent ✓ Wellbeing - Excellent	Excellent
Key Question 2: How good is provision? ✓ Learning experiences – Excellent ✓ Teaching – Excellent ✓ Care, support and guidance – Excellent ✓ Learning environment – Excellent	Excellent
Key Question 3 How good are Leadership & Management? ✓ Leadership – Excellent ✓ Improving quality – Excellent ✓ Partnership working – Excellent ✓ Resource Management – Excellent	Excellent

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

<https://www.estyn.gov.wales/provider/6751027>

GOETRE PRIMARY SCHOOL – inspected in December 2013.

Inspection Summary

The school's current performance	Adequate
The school's prospects for improvement	Adequate

Current Performance

The current performance is adequate because:

- the school provides exceptional support for vulnerable pupils in terms of their emotional health and wellbeing;
- most pupils make at least the expected levels of progress from a very low baseline during their time in school;
- teachers and support staff work effectively to ensure that pupils make good progress in literacy and numeracy in structured lessons; and
- pupils with additional learning needs make good progress towards achieving the challenging targets set for them

However:

- the performance of pupils at the end of the Foundation Phase and Key Stage 2 is consistently below the average performance for similar schools;
- attendance figures are consistently below the local authority and Wales averages; and
- teaching time spent on specific initiatives leaves limited time to cover the broader curriculum.

Prospects for improvement

The prospects for improvement are adequate because:

- the leadership of the Headteacher is impacting positively on the strategic development of the school;
- the school pays appropriate attention to addressing many national priorities;
- the school has an appropriate system for evaluating its work; and
- there are clear links between the outcomes of self-evaluation and the priorities for improvement.

However:

- the priorities for improvement have not yet had enough of a positive impact on standards in the core areas of learning in the Foundation Phase or the core subjects at Key Stage 2; and
- the Governors role in challenging the school is not developed enough.

Following this inspection the school was judged to require Estyn Monitoring which triggered a follow up visit from Estyn in 2015. This visit found the school had made insufficient progress in relation to the recommendations following the core inspection and required significant improvement. Further scrutiny from Estyn took place over the next two years.

In February 2017 the school was judged to have made good progress and was removed from the list of schools requiring significant improvement with no further Estyn monitoring visits needed. Inspection and monitoring visits reports for Goetre Primary School can be found at <https://www.estyn.gov.wales/provider/6752356>

Welsh Government categorisation of schools

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

The categorisation system is described below:

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

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

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

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

School	Standards Grade	Improvement Capacity	Overall Category
Gurnos Nursery School	N/A	A	Green
Goetre Primary School	3	B	Yellow

It should be noted that the categorisation of nursery schools is not published by Welsh Government as the standards assessed by this model are not applicable to nursery schools. The nursery school has therefore been assessed only on its capacity to improve.

THE INTENDED IMPACT ON EDUCATION OUTCOMES

Provision

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

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

Outcomes (Standards and Wellbeing)

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

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

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

Leadership and Governance

The establishment of a single Leadership Team and Governing Body would result in removing duplication of management and governance functions.

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

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

The condition of school buildings and facilities

The Council aims to provide the best possible facilities for children in Merthyr Tydfil to support their learning.

Since 2014/15 a five-year rolling programme of building reviews have been undertaken. The last review of Gurnos Nursery was prior to this rolling programme, in 2008, with the last survey for Goetre Primary School in 2015/16.

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

School	Type of School	Condition of School Building	Cost of Identified Repairs
Gurnos Nursery School	English Medium	B	£98,160
Goetre Primary School	English Medium Community School	C	£111,091

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

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

HOW WOULD OTHER SCHOOLS BE AFFECTED?

There is limited cross catchment movement of pupils between neighbouring English medium community primary schools. Parents have the right to express a preference for a school of their choice. It is not envisaged that the amalgamation of the nursery school with the primary school will change this and the effect on other local schools in the area will therefore be minimal.

HOW WOULD SPECIAL EDUCATIONA NEEDS (SEN) PROVISION BE AFFECTED?

The following table provides information about the needs of current pupils. It should be noted that both the nursery and primary school have significant numbers of pupils on the SEN register compared to both the local authority and Wales figures.

2017		Gurnos	Goetre	LA	Wales
Percentage of total cohort who have Special Educational Needs	School Action	27%	32.9%	16.8%	12.7%
	School Action Plus	16.2%	13.5%	9.9%	7.1%
	Statemented	0%	0.2%	2.5%	2.6%
Total		43.2%	46.6%	29.2%	22.4%

In terms of Goetre, 29 pupils accessed the Learning Resource Bases (LRBs) in 2016-17. Of those, 96.5% were School Action+ (SA+) and 3.5% (1 pupil) was Statemented.

If the LRBs are disaggregated from the school figures, the school has 6.4% SA+ and 0% Statemented. (School Action (SA) figures are not affected.)

55.1% of the LRB pupils were catchment and 44.8% non-catchment.

In 2017-18, Autumn term, there are 27 LRB pupils, 85.2% of which are SA+ and 14.8% Statemented.

WHAT ARE THE ADVANTAGES OF THIS PROPOSAL?

The proposal is considered to have the following educational benefits:

- A single Leadership Team and Governing Body, supporting a Headteacher who would have a 'whole school' responsibility
- Opportunities to provide staff with continuing professional development opportunities by enabling them to gain experience within an 'all through' Foundation Phase and Key Stage 2 learning environment
- A single set of policies and code of behaviour consistent across all year groups
- Continuity of provision, reflecting a single ethos and culture
- Releases funding which could be reinvested into learning and teaching
- A consistent curriculum experience across the Foundation Phase
- Streamlined communication between parents and staff with a single point of contact throughout the Foundation Phase

WHAT ARE THE DISADVANTAGES OF THIS PROPOSAL?

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

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

TRANSITION PLAN IF THE PROPOSALS ARE APPROVED

The Council's proposals would mean that the two schools would be amalgamated at the start of the autumn term in September 2018. It is anticipated that if the proposal is fully approved at all stages that a final decision will be made about amalgamation in June 2018.

All children on roll at Goetre Primary School in August 2018 would transfer to the amalgamated school in September 2018, except for pupils entering reception for the first time, where parents will have to apply for a place in the reception class, in-line with the normal admissions procedures.

Children who are in Year 1 of the nursery class and would expect to have a further year of early year's education in the nursery class for the 2017/18 school year would continue in the nursery class of the amalgamated school.

RISKS ASSOCIATED WITH THE PROPOSAL

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

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

ADMISSIONS AND CATCHMENT AREA ARRANGEMENTS

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

Admission arrangements for nursery education

The Council is the Admissions Authority for all maintained community nursery schools and nursery classes in community and voluntary controlled schools in Merthyr Tydfil. No place can be allocated at a community or voluntary controlled Nursery without a formal application being made to the Council. Full details of the application criteria, dates and deadlines for nursery education can be found within the Council's '**Guide to Policy and School Admissions Arrangements 2018-2019**' which can be found at <https://www.merthyr.gov.uk/resident/schools-and-learning/admissions-and-appeals/school-admissions/>

Admission arrangements for primary education

Children attending the nursery class will not have an automatic right to continued education at the same school when moving up to a reception class, whether residing within the catchment area or outside it. Parents will be required to complete an application for their chosen school. Where there are more applications than there are places available in the reception class, places will be allocated applying the Council's oversubscription criteria that prioritises children living in the schools catchment area ahead of others. Full details of all schools within the Merthyr Tydfil County Borough and the application process can be found in the '**Guide to Policy and School Admissions Arrangements 2018-2019**', which can be found at <https://www.merthyr.gov.uk/resident/schools-and-learning/admissions-and-appeals/school-admissions/>

FINANCE

Capital Investment

This proposal has no capital investment implications.

Running costs

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

The delegated funding for the newly amalgamated primary school would be approximately £70,000 less than the funding currently provided for the separate nursery and primary schools. If the schools remain on their current sites there would be a £49,000 split site allowance included in the budget of the new primary school, which needs to be taken from the £70,000. As the proposal is to amalgamate from September 2018 the savings for the financial year 2018/19 would be £13,000.

HUMAN RESOURCES MATTERS

The Council will support the Governors, Headteachers and Staff at both schools with any changes that may be required.

Both schools will have access to the Merthyr Tydfil CBC Human Resources department's policies and procedures such as the Redundancy Policy. Human Resources services will work closely with Governors to ensure regular and clear communication takes place.

TRANSPORT MATTERS

As there will be no change to the overall capacity of the school or any extension to current facilities it is not envisaged that there will be any changes to traffic or congestion around the school. There will be no impact on pupils' journeys as a result of the proposal and available walking routes to school will remain the same.

LEARNER TRAVEL ARRANGEMENTS

Under these proposals there are no plans to change the Council's policy on the transport of children to and from schools.

The Council has a statutory duty to provide pupils with free school transport to the nearest available school if they reside beyond 'walking distance' to that school. The law relating to walking distance is defined as two miles for primary age. Merthyr Tydfil County Borough Council currently provides transport for primary age pupils residing over two miles from their nearest or designated catchment area primary school.

The Council does not provide free school transport for nursery-age children other than those children who have a Statement of Special Educational Need, which can be found at <https://www.merthyr.gov.uk/resident/schools-and-learning/special-educational-needs-sen/trafnidiaeth-gyfer-disgyblion-sydd-ag-anghenion-addysgol-arbennig-anabledd-aneu-gyflwr-meddygol/>

IMPACT OF THE PROPOSAL ON THE WELSH LANGUAGE

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

EQUALITY IMPACT ASSESSMENT

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

CONSIDERING COMMUNITY IMPACT

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

KEY DATES

The feedback from this consultation will be collated and summarised and a report presented to the Council's Cabinet. The consultation report will be available for everybody to view on the Council website. Copies can also be obtained on request by using the contact details within this document. There are a number of further stages that the Council have to go through before a final decision is made by the Council which are set out below. The proposed timetable may be subject to change.

Timescale	Statutory Process	
5 th February 2018	Consultation document published	
29 th March 2018	Closing date for receipt of comments / points of view on the proposal	
18 th April 2018	Consultation report presented to Cabinet (publication of Consultation Report) Cabinet to decide whether to approve publishing a Statutory Notice. If approved – proceed to Statutory Notice If not approved – proposal to be withdrawn/reassessed	
27 th April 2018	Publish Statutory Notice If approved, the Statutory Notice will be published on the Council's website and posted in the named schools. Copies of the Notice will be made available to the relevant schools to distribute to pupils, parents/carers and members of staff	
25 th May 2018	Closing date for receipt of objections to the Proposal	
13 th June 2018	Where objections received: Objection report presented to Cabinet Cabinet to determine proposal in light of the objections received and the content of the Objection Report	Where no objections received: Report presented to Cabinet Cabinet to determine proposal
27 th June 2018	Publication of Cabinet Decision	
1 st September 2018	Implementation of Proposal	

CONSULTATION PERIOD

The consultation period for this proposal will run from Monday 5th Feb - Thursday 29th March. See page 7 for further details of how to respond and make your views known.

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

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

If the Cabinet decides to continue with the proposals the Council must publish a Statutory Notice.

STATUTORY NOTICE

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

DETERMINATION OF THE PROPOSALS

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

DECISION NOTIFICATION

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

FREQUENTLY ASKED QUESTIONS

Who will be the Headteacher of the amalgamated primary school?

The Headteacher will be the substantive Headteacher of Goetre Primary School. The nursery class will be an integrated part of the school. The Headteacher will extend her remit to cover the extended age range of the school. The staffing structure will be decided upon by the Headteacher and Governing Body of the amalgamated school.

What will happen with the staff at the nursery school?

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

Who will be the governors of the amalgamated primary school?

The existing Governing Body of the primary school would formally continue to be the Governing Body of the amalgamated school. The Governing Body could choose to extend its membership from 13 members to 17 to include members from the Governing Body of the nursery school. This would be a decision of the Governing Body.

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

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

Children who are currently in the nursery and would continue to attend the nursery for a further year in 2018/19 would automatically be guaranteed a place in the nursery class of the amalgamated school.

All families who wish to apply for a place in the reception classes as part of the 2018/19 primary school place admissions process should follow the normal procedures as set out in the '[A Guide to Policy and School Admission Arrangement 2018-2019](https://www.merthyr.gov.uk/resident/schools-and-learning/admissions-and-appeals/school-admissions/)' which can be found at <https://www.merthyr.gov.uk/resident/schools-and-learning/admissions-and-appeals/school-admissions/>

What will the admission arrangements be for children applying for a place in the Reception Class of the primary school for September 2018?

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

What will the admission arrangements be for children applying to the Nursery Class of the amalgamated primary school?

Children are entitled to a part-time nursery place from the start of the term following their third birthday. The Council is the admission authority for the school, both for the nursery and entrance into the reception year. Admission arrangements are discussed on page 19 of this proposal document. Attendance at a nursery class does not automatically entitle a child to a reception place in the same school. Parents are reminded that if they are offered a place for their child within the nursery, a new application must be made for entrance into the reception class of the school.

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

Gurnos Nursery and Goetre Primary schools currently have the same catchment areas (as illustrated in the catchment area map on page 9). There will be no change the catchment area because of the proposed amalgamation.

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

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

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

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

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

This will be a decision that is made by the Headteacher and the Governing Body of the school.

Amalgamation of Gurnos Nursery and Goetre Primary schools

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

- completing the online response form at <http://www.cwmtafhub.co.uk/kms/news.aspx>
- answering the consultation questions and adding your points of view on this form, which should be returned to the address at the bottom of the form.

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

The closing date for responses to this consultation is 29th March 2018.

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

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

Objections can only be registered following publication of a **Statutory Notice**.

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

Your Name: _____
Address: _____

Postcode: _____
Email Address: _____
Date: _____

Please tell us whether you are responding as:

	✓	Name of current School
1. Parent		
2. Pupil		
3. Governor		
4. Member of staff		
5. Local resident		
6. Other (please specify)		

QUESTIONS

1. Do you support the proposal to amalgamate Gurnos Nursery and Goetre Primary schools by closing Gurnos Nursery School and extending the age range of Goetre Primary School to a 3 to 11 years school from September 2018?

Yes ☐ No ☐

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

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

3. Any other comments

Thank you for your comments.

Please indicate if you wish to be notified of publication of the consultation report.

Yes ☐ No ☐

NB - Please return this form to the address below no later than **Thursday 29th March 2018**

Chief Education Officer, Learning Department, Unit 5, Pentrebach, Merthyr Tydfil
CF48 4TQ

NOTES

Notes on Consultation Document

EQUALITY MONITORING FORM

What is your gender?

- Female
- Male

At birth were you described as?

- Female
- Male
- Intersex
- 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?

- Yes – limited a lot
- Yes – limited a little
- No
- Prefer not to say

Age

What is your date of birth?

National Identity

How would you describe your national identity?

- | | | | | | | |
|---------|-----------|------------|------------------|-----------|--------------------------|---------------------|
| • Welsh | • English | • Scottish | • Northern Irish | • British | • Other (please specify) | • Prefer not to say |
|---------|-----------|------------|------------------|-----------|--------------------------|---------------------|

Ethnic Group

Ethnicity – how would you describe your ethnic group? Please circle your choice

White:

- | | |
|---|---|
| • Welsh / English / Scottish / Northern Irish / British | • Irish |
| • Gypsy or Irish Traveller | • Any other white background (please specify) |

Mixed/multiple ethnic groups:

- | | | |
|---|---------------------------|-------------------|
| • White and Black Caribbean | • White and Black African | • White and Asian |
| • Any other Asian background (please specify) | | |

Asian/Asian British:

- | | | | |
|---|-------------|---------------|-----------|
| • Indian | • Pakistani | • Bangladeshi | • Chinese |
| • Any other Asian background (please specify) | | | |

Black/African/Caribbean/Black British:

- | | |
|---|-------------|
| • African | • Caribbean |
| • Any other Black/African/Caribbean background (please specify) | |

GURNOS NURSERY SCHOOL
CONSULTATION MEETING WITH SCHOOL COUNCIL
5th February 2018

IN ATTENDANCE: **Mrs J Jones – Clerk to the Governors**
 Mrs S Walker – Chief Education Officer
 Mrs K Locke – Acting Headteacher
 6 Pupils attending Gurnos Nursery School

To consider the Proposal to Amalgamate Gurnos Nursery and Goetre Primary Schools.

Mrs S Walker thanked pupils for attending the meeting today and introductions were made.

Mrs Walker explained that the purpose of the meeting was to discuss Gurnos Nursery School and Goetre Primary School joining together to make a new school.

The children were asked to think about the two schools becoming one school and to put forward their views and comments about the proposal. Pupils responded to the questions and made the following comments:

Q: What do you like about Gurnos Nursery School?

R: We like playing with Lego, Sand, Water and the book corner.

Q: Do you think the new school would have the same things as your current school?

R: My sister is 8 years old and she doesn't play with sand.

C: The new primary school would have all the same things as Gurnos Nursery.

Q: Do you have brothers / sisters in Goetre Primary School and do they like their school?

R: Yes, I have a brother and he likes Goetre Primary School.

Q: Are you looking forward to going up to the big school?

R: Yes, because we can play football outside in the yard.

The Acting Headteacher commented that all nursery pupils went to the big school for the Harvest Concert which is part of the schools transition to the primary.

Q: Would you be happy if both schools joined together to become one primary school from September 2018.

R: Yes, we would be happy.

Mrs Walker thanked the children for all their comments. The children then sang one of the favourite songs 'Dingly Dangly Scarecrow' to end the meeting.

GURNOS NURSERY SCHOOL
CONSULTATION MEETING WITH PARENTS
5th February 2018

IN ATTENDANCE: **Mrs J Jones – Clerk to the Governors**
 Mrs S Walker – Chief Education Officer
 Mrs K Locke – Acting Headteacher
 10 Parents of pupils attending Gurnos Nursery School

To consider the Proposal to Amalgamate Gurnos Nursery and Goetre Primary Schools

Mrs S Walker welcomed parents to the school and explained the purpose of the meeting and introductions were made. Mrs Walker confirmed parents had seen the consultation document and proceeded to outline the proposal to amalgamate Gurnos Nursery and Goetre Primary School. Parents noted the proposal is to extend the age range of Goetre Primary School to a 3-11 primary school and to discontinue Gurnos Nursery School with effect from September 2018. Mrs Walker referred parents to page 21 of the consultation document and outlined the timescales for the consultation process. The meeting was then opened to seek the views of parents and for parents to ask any questions they may have on the proposal.

The following questions / comments were asked:

Q: Will there still be a foundation phase curriculum?

R: Yes, there will be no changes to how the curriculum is delivered.

Q: What about extra support for pupils with special needs?

R: There will be no changes to the provision and the Headteacher of the primary school would manage pupil performance and any additional support that pupils may require.

Q: Will the primary stay on the nursery site?

R: Yes, the building would remain in September 2018, no decisions have been made to change the site at this stage.

Q: Will this site close?

R: No, the site will remain in September 2018, however I cannot guarantee that this will not change in the future.

Q: Will the nursery be full time or part time?

R: This will depend on the governing body of Goetre Primary School, currently across the LA most offer full time places.

Q: What about the uniforms, will they stay the same?

R: This will probably change. The governing body will work with parents on how this is managed and there would be a transition arrangement.

Q: What will happen with this site then in the future?

R: At the moment the site will remain. Gurnos Nursery School has excellent outdoor provision. There have been no decisions to change the current site at this stage.

C: The headteacher commented that parents could fill out the consultation questionnaire at the parents coffee morning on 12th February 2018.

Mrs Walker thanked parents for attending the meeting today and reminded them that the closing date for the return of completed questionnaires was 29th March 2018.

GURNOS NURSERY SCHOOL
CONSULTATION MEETING WITH STAFF
5th February 2018

PRESENT: Mrs G Estebanez – HR Department
Mr P Williams – HR Department
Mr M Crimmings – Unison, Trade Union Representative
Mr G Williams – NUT Representative
9 Members of Staff of Gurnos Nursery School

IN ATTENDANCE: Mrs J Jones – Clerk to the Governors
Mrs S Walker – Chief Education Officer

To consider the Proposal to Amalgamate Gurnos Nursery and Goetre Primary Schools.

Mrs S Walker welcomed everyone to the meeting and officers introduced themselves. Mrs Walker confirmed staff had received a copy of the consultation document and proceeded to outline the proposal to amalgamate Gurnos Nursery and Goetre Primary School by:

- 1) Extending the age range of Goetre Primary School from 4-11 years to 3-11 years; and**
- 2) Discontinuing Gurnos Nursery School.**

The purpose of this meeting is to assist the consultation process to seek the views of staff and provide opportunity for staff to ask questions or make comments in respect of the proposal as outlined. Members of staff noted that Trade Union Representatives would be available to staff at the end of the meeting.

Staff noted the timescales outlined on page 32 and the closing date for comments on the proposal is 29th March 2018. The final decision will be made by Cabinet and published on 27th June 2018.

The meeting was then opened for questions / comments:

Q: When will we know what is happening in relation to our contracts?

R: Discussions will start in April if Cabinet approve to proceed to statutory notice.

Q: Staff have been here for more than 2 years, are they permanent?

R: After 2 years staff have rights to redundancy payments after 4 years staff are permanent.

Q: Will there be redundancies at Gurnos Nursery School?

R: Goetre Primary Governing Body will work to determine the staffing structure and the LA will support the headteacher in relation to the school budget / finances.

Q: Will Goetre Primary School lose staff?

R: The Goetre Primary School age range is being extended to a 3-11 school and the proposal is to discontinue the nursery school. The governing body at Goetre Primary School will determine the new staffing structure and at this time of year schools would be reviewing their staffing in line with their budget allocations for the next financial year.

Mr G Williams, NUT joined the meeting.

Q: Will there be redundancies in catering (school canteen) due to nursery pupils will be part time?

R: There has been no decision made to change the full time nursery provision to part time.

(SW) referred to page 23 of the consultation document which highlighted that it was anticipated that the nursery staff would be incorporated in to the new primary school.

Q: How many of the nursery staff are agency staff?

R: As part of the budget setting process both school would be reviewing staffing and the new primary school would have a revised staffing structure.

Q: Will our governors be part of the new governing body?

R: Goetre Primary School will make a decision on whether to increase the size of their governing body from 13 governors to 17 governors.

Q: What about the Breakfast Club at the nursery?

R: The proposal to change breakfast club is a separate decision / process and Cabinet will make a decision on 7th February 2018.

C: HR Officers advised staff that if they have any questions they can contact HR or their Trade Union Representative and reassured staff that HR and Trade Unions will work closely with schools to support the process.

Q: What other stakeholder meetings are scheduled to take place?

R: Meetings will take place with pupils, parents, staff and governors at both schools.

Q: What about the Flying Start Provision?

R: The Headteacher agreed to forward copies of the consultation document to Flying Start staff for staff and parents to complete the questionnaire.

Q: Will there be another meeting with staff?

R: There are no other meetings scheduled with staff as part of this process, however, if staff required support they can contact HR directly and the Headteacher will keep staff informed in relation to the process.

GURNOS NURSERY SCHOOL
CONSULTATION MEETING WITH GOVERNING BODY
5th February 2018

Apologies

Apologies were received from Mrs J Sullivan, Ms F Jones and Mrs C Minney.

Purpose of Meeting

Mrs Walker explained that the purpose of the meeting was to discuss the proposal to amalgamate Gurnos Nursery and Goetre Primary Schools with effect from September 2018 by:

- 1) Extending the age range of Goetre Primary School from 4-11 years to 3-11 years; and**
- 2) Discontinuing Gurnos Nursery School.**

Governors noted the timescales on page 21 and Mrs Walker outlined the key dates within the process and opened the meeting for any questions / comments:

Q: What will happen with temporary staff?

R: The staffing structure for the new 3-11 primary school will be determined by Goetre Primary School Governing Body and will take into account the schools delegated budget for 2018/2019.

Q: Will the nursery be on this site?

R: Yes, the school will remain on this site for September 2018. In the future decisions will be made in relation to the 21st Century Schools Programme.

Q: Have Flying Start parents / pupils been involved in the consultation?

R: The headteacher will arrange to ensure that the Flying Start setting, have copies of the consultation document.

Mrs Walker thanked governors for their attendance and advised completed questionnaire should be returned to the school or Local Authority by 29th March 2018.

GOETRE PRIMARY SCHOOL
CONSULTATION MEETING WITH GOVERNING BODY
5th February 2018

PRESENT: Dr A Naqvi
Mrs J Brill
Mrs N Naqvi
Mrs A Broadway
Mr L Shumack

IN ATTENDANCE: Mrs J Jones – Clerk to the Governors
Mrs S Walker – Chief Education Officer

Apologies

Apologies were received from Mrs K Pugh, Mr J McCarthy and Councillor R Braithwaite.

Purpose of Meeting

Mrs Walker explained that the purpose of the meeting was to discuss the proposal to amalgamate Gurnos Nursery and Goetre Primary Schools with effect from September 2018 by:

- 1) Extending the age range of Goetre Primary School from 4-11 years to 3-11 years; and**
- 2) Discontinuing Gurnos Nursery School.**

Governors noted the timescales on page 21 and Mrs Walker outlined the key dates within the process and opened the meeting for any questions / comments.

Q: Are there any financial costs with the proposal to amalgamate both schools i.e. any changes to the headteacher role or additional staffing costs.

R: The structure of the new 3-11 primary school will be determined by Goetre Governing Body, the current headteacher of Gurnos Nursery School has secured leadership post in another school outside the Authority.

Q: Would it mean that someone from Goetre Primary School will oversee the nursery?

R: Yes, the schools will join and Goetre governing body will determine the staffing structure and the headteacher will manage staff.

Q: Will this mean that there will be more work for our headteacher?

R: Currently this is the only primary school in Merthyr without a nursery class and pupil numbers are comparable with other large primary schools.

Q: What about LRB class and falling pupil numbers?

R: Goetre Primary School had 5 LRBs this has now reduced to 3 LRBs.

Q: Goetre Primary School will have 500 pupils including our LRB Class, will the grouping of the school change?

R: Goetre Primary School is a large primary but this is still a group 3 school. The school has lost pupil numbers for the 2 LRB classes.

Q: Would the amalgamation effect our Yellow categorisation?

R: Categorisation will be looked at throughout the year; however Gurnos is a Green school. If schools are amalgamated categorisation will be considered going forward as a 3-11 primary school.

C: The Headteacher commented that the amalgamation will mean that the Governing Body will need to consider a variation of models to take the school forward.

Q: The standards grade included in the consultation document is from last year and is no longer included in the categorisation process.

R: Yes, this was changed by Welsh Government, the school is currently a Yellow school.

Q: Are there going to be meetings with staff, parents and pupils?

R: Yes, there are meetings with all stakeholders, Mrs Walker referred governors to page 6 of the consultation document for a list of all the meetings.

Q: Who decides the staffing structure?

R: Goetre Primary School Governing Body determines the structure of the school.

Q: Will there be one Governing Body?

R: Goetre Primary School Governing Body will determine the size of the governing body. It is recommended that this is looked at in readiness for September 2018.

Q: Will the school need to have a deputy Headteacher in the structure?

R: Goetre Governing Body will need to review the staffing structure and take appropriate HR advice.

Q: Will there be any movement of staff across the new 3-11 school?

R: Yes, this would be managed by the Headteacher and reviewed annually.

Q: Gurnos Nursery School has outdoor learning area we need access to ensure this continues?

R: There are no plans to change this for September 2018.

Q: So what will the changes be for our school?

R: The proposal is to discontinue Gurnos Nursery School and to extend the age range of Goetre Primary School to make a new 3-11 primary school.

Q: So will this mean no changes to staffing?

R: The staffing structure will be determined by Goetre Primary School and governors will need to look at budgets the schools delegated budget and efficiencies schools are facing for 2018/2019 and 2019/2020.

Q: Will the nursery school be a full time provision?

R: Currently the school is full time and some part time. Across the LA most schools offer a range of full time and part time places. The Gurnos setting offers enough space for full time places.

Q: So the buildings are staying the same, the nursery will remain on Gurnos site?

R: Yes, no change for September 2018, however there will be a discussion in relation to 21st Century schools, this may change on the future.

C: This is a very exciting time for us as a primary school and we are looking forward to becoming one 3-11 primary school. It was noted that the next termly meeting will be held on 22nd March 2018 at 3.30pm.

Mrs Walker thanked governors for their attendance and advised completed questionnaires should be returned to the school or Local Authority by 29th March 2018.

GOETRE PRIMARY SCHOOL
CONSULTATION MEETING WITH SCHOOL COUNCIL
6th February 2018

IN ATTENDANCE: **Mrs E France – Clerk to the Governors**
 Mrs S Walker – Chief Education Officer
 Mrs J Brill – Headteacher
 School Council

To consider the Proposal to Amalgamate Gurnos Nursery and Goetre Primary Schools.

The School Council welcomed Mrs S Walker to the meeting and introduced themselves.

Mrs Walker outlined the report and the consultation process.

Pupils asked the following questions:

Q: Where / what classroom will nursery be in?

R: We do not know yet. If Council approve the consultation, the LA will come back to Mrs Brill and see what will work best. The nursery pupils may stay where the nursery currently is, but would all be Goetre Primary School.

Q: What will the nursery be doing?

R: They learn, but in a different way. Not sitting down by a table, but with sand, water and Lego.

Q: What about the hall during dinner time and assembly? Can you all fit now?

We have different halls for dinner time. We have special assembly when we all fit in.

R: It will continue as it is; maybe a tight squeeze but I am sure it will be able to fit all.

Q: Will we all play on the same yard?

R: If nursery stays on current site, Nursery pupils will play there, and Foundation Phase pupils will be able to go to the Nursery as they have excellent equipment. If Nursery moves up, then they would have an area on the Foundation Phase yard.

Q: What happens if we play football and hit one of them?

R: This would not be on Key Stage 2 yard and they would have own area on Foundation yard.

Q: How many classes?

R: That would depend on how many pupils.

Q: What teachers would be in the Nursery?

R: That would be up to Mrs Brill and Governing Body.

Q: How many yards will we need?

R: We can't build extra yards, so we need to work with what we have.

Q: How many pupils in school?

R: 60 pupils in Nursery. There are 424 in total in Primary school, so it would be one of the largest primary schools in Merthyr.

Q: What will school be called?

R: Goetre Primary School.

Q: Would we change uniform?

R: That would be up to the school to decide.

Q: Can we have different colour uniforms?

R: We would want all the pupils to feel like they belong to one school so it would be better if it was all the same.

Q: Can we have ties?

R: That is something the School Council can talk about.

Q: Infants need more outdoor equipment, could we all share?

R: Yes, all equipment can be shared if it is suitable.

Q: There is only one ICT room, what if not enough computers?

Q: Do all pupils currently share ICT Room?

R: Yes.

R: Then same would happen, each class get a time to use the ICT room.

Q: What happens now?

R: You need to ask your parents to fill out the consultation form. We will write a report based on the views of everybody we speak to and give that report to Council. The School Council can also fill out the form and give to Mrs Brill.

Mrs Walker thanked the pupils for meeting with her.

GOETRE PRIMARY SCHOOL
CONSULTATION MEETING WITH STAFF
6th February 2018

PRESENT:

Mrs G Estebanez – HR Department
Mr P Williams – HR Department
Mr M Crimmings – Unison, Trade Union Representative
Mrs P Phillips – GMB, Trade Union Representative
Mr G Williams – NUT Representative
Members of Staff

IN ATTENDANCE:

Mrs E France – Clerk to the Governors
Mrs S Walker – Chief Education Officer

To consider the Proposal to Amalgamate Gurnos Nursery and Goetre Primary Schools.

Mrs S Walker welcomed everyone to the meeting and officers introduced themselves. Mrs Walker thanked union representatives for their attendance. If any member of staff wished to talk to union representatives they would be available at the end of the meeting.

Mrs Walker confirmed staff had received a copy of the consultation document and proceeded to outline the proposal to amalgamate Gurnos Nursery and Goetre Primary School by:

- 1) Extending the age range of Goetre Primary School from 4-11 years to 3-11 years; and**
- 2) Discontinuing Gurnos Nursery School.**

Mrs Walker asked all present for any questions / concerns.

Mike Crimmings, Unison Representative, asked the following questions:

Q: Will it affect staffing numbers?

R: Emma France and Jayne Jones will meet with Mrs Brill to look at pupil numbers, staffing structure and budgets.

Q: Will Nursery building be closed?

R: Not been decided. A large amount of money has been spent on outdoor provision on Nursery site. We would need to spend money on the Primary site. Looking for this to happen by September 2018, this means timescales and funding are against us. The Foundation Phase would be able to access provision and forest school in the Nursery site.

Q: Would there be two Governing Bodies?

R: No, one Governing Body, the Primary school Governing Body. We would recommend changing the instrument of government from 13 governors to 17 governors, which will allow Primary school to offer nursery governors places on Primary school.

Children concerns around yard provision and uniform, that not seen as two separate schools. The SLT would have a piece of work to do to ensure school is considered by all to be one school.

Staff asked the following questions:

Q: Would there be funding available for building work on the Foundation Phase site?

R: No finances have been committed. Nursery building in good state of repair.

Q: What would happen with categorisation?

R: Gurnos Nursery is Green, Goetre Primary is Yellow, school be categorised the same as previous years in the Autumn Term but as a 3-11 school.

Unions asked the following:

Q: When will we have access to a list of permanent, fixed term and agency staff?

R: Will be available by end of week.

Q: Is there a chance of job losses?

R: A staffing structure will be considered in-line with the school requirements.

Mrs Walker thanked all present for attending the meeting and encouraged all to fill out the consultation document on the website.

GOETRE PRIMARY SCHOOL
CONSULTATION MEETING WITH PARENTS
6th February 2018

IN ATTENDANCE: **Mrs E France – Clerk to the Governors**
 Mrs S Walker – Chief Education Officer
 Mrs J Brill –Headteacher

To consider the Proposal to Amalgamate Gurnos Nursery and Goetre Primary Schools.

Parents had been invited to attend the meeting at 4pm.

No parents attended; school would ask parents to fill out the consultation document.

Summaries of the questionnaire responses and any other correspondence received

- **Will the Nursery school site be kept open** – *it is the intention to continue to use the site for the foreseeable future.*
- **Will the Nursery uniform change** – *following discussion with the primary head teacher it was agreed that Nursery children could keep their current uniform until they outgrow it and then purchase the Goetre Primary school uniform.*
- **Will the Nursery provision be full or part time** – *this is a decision for the Governing Body.*