



ARCHDIOCESE
of CARDIFF
ARCHESGOBAETH
CAERDYDD



BISHOP HEDLEY
Catholic High



Cyngor Bwrdeistref Sirol
MERTHYR TUDFUL
MERTHYR TYDFIL
County Borough Council

CONSULTATION DOCUMENT

**On the proposal to create a single 3-16 Catholic
School within Merthyr Tydfil by:**

- 1. Discontinuing St Aloysius RC, The Federation of St Illtyd's RC, St Mary's RC and also Bishop Hedley RC Schools**
- 2. Creating a single all-through 3-16 Catholic Education School**

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“The mission of the school is to develop a sense of truth, of what is good and beautiful. And this occurs through a rich path made up of many ingredients”

“True education enables us to love life and opens us to the fullness of life”

These words of Pope Francis addressed to school teachers in Italy on 10 May 2014, together with many educational documents and policies of the Catholic Bishops of England and Wales, have been an inspiration to me as I explore new patterns of collaboration between the schools of the Archdiocese of Cardiff. My core purpose is to ensure the future viability of our schools and to provide the best possible education for the children entrusted to our care.

Within the Archdiocese of Cardiff, part of our mission is to build on our current good practice to ensure the future excellence and viability of Catholic education. This mission is based on strong spiritual values and sound educational research. Our ambition is:

- the creation of a world class Catholic education system that enables all the children of the Archdiocese to achieve their spiritual, educational and human potential; and
- to work closely with stakeholders on re-structuring our schools to deliver a sustainable system that is fit for the future.

Our mission is wholly in line with Welsh Government’s aspirations for education. This is backed by Organisation for Economic Co-operation and Development (OECD) evidence. I am conscious of the need for closer working between our schools. Our proposal for a new 3-16 school to replace St Aloysius’, St Illtyd’s and St Mary’s Primary Schools and Bishop Hedley High School will allow for a seamless transition from early years up to GCSE. It will put us in an advantageous position to deliver the new curriculum and give our children the benefits of an uninterrupted educational journey. It will allow us to continue to build upon the very good education currently offered by those schools in a state-of-the-art campus. It will provide significant benefits for the out-of-county Catholic schools which currently feed into Bishop Hedley High School by establishing closer working and planning arrangements with the new 3-16 school.

I firmly support this proposal, which will develop:

- a learning campus where children will develop their faith, skills and knowledge as confident citizens of the 21st century who are proud of their community and heritage;
- continued improvement founded on current good practice;
- a campus with excellent facilities for each age range;
- a centre of excellence in Catholic teaching and learning that works in close partnerships with all its feeder church schools; and
- a worship and social centre for the schools’ parishes and their communities.

This consultation process will give all associated with our community of Catholic schools the chance to ask questions about this exciting proposal. It is important that the vision of what can be achieved for our community is shared and understood by all.

I am confident that the proposed 3-16 Catholic school will be a strong and nurturing environment. I know the school will build on the ethos, successes and achievements already recognised in the four separate schools it will replace. It will continue to build on the high standards of its out-of-county feeder primaries by working in ever-closer partnership with them.

Your children deserve nothing less.

The Most Reverend George Stack
Archbishop of Cardiff

INTRODUCTION

This consultation is an opportunity for you to learn about the school re-organisation proposal being put forward for St Aloysius RC, the Federation of St Illtyd's RC and St Mary's RC primary schools and also Bishop Hedley High School 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 joint proposal between the Archdiocese of Cardiff and Merthyr Tydfil County Borough Council (the proposers) to discontinue St Aloysius RC, the Federation of St Illtyd's RC and St Mary's RC primary schools and also Bishop Hedley High School by:

- discontinuing St Aloysius RC, the Federation of St Illtyd's RC, and St Mary's RC and also Bishop Hedley RC schools; and
- creating a single 3-16 faith school provision.

The consultation process follows Welsh Government guidelines outlined in the School Organisation Statutory Code 011/2018. A range of individuals and groups are being asked for their views about these proposals.

Before any decisions are made the proposers need to ensure that they offer a number of opportunities for individuals and interested groups to make their views and opinions known on the proposal.

The proposers are consulting with the following groups:

St Aloysius RC Primary School

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

***St Illtyd's RC Primary School**

- Staff (teaching and non-teaching)
- Federated Governing Body (with St Mary's)
- Parents/Carers of pupils
- Pupils

***St Mary's RC Primary School**

- Staff (teaching and non-teaching)
- Federated Governing Body (with St Illtyd's)
- Parents/Carers of pupils
- Pupils

***The two schools St Illtyd's and St Mary's are currently in a federation with one Governing Body, one Headteacher**

Bishop Hedley High 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.

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.

'Federation' – this is a formal arrangement where two or more schools are governed by one governing body with one executive Headteacher and a single leadership structure.

‘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 proposers firmly believe that the pupils of all schools involved should be given the opportunity to make their views known about this Proposal.

A consultation workshop will be held with the School Council of all of the schools involved in the Proposal and to gather the children’s 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 the Council’s Cabinet and Diocesan officers for consideration following the consultation period.

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

The proposers intend 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.

This document and further supporting information can also be found on the Merthyr Tydfil website.

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.

YOUR VIEWS MATTER

The consultation period will run from Monday 29th April 2019 to Sunday 30th June 2019. You can respond to our proposal 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: <https://www.smartsurvey.co.uk/s/single-3-16-catholic-school/>
- 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 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 27.

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 Sunday 30th June 2019. Unfortunately responses received after this date will not be considered by the Council.

BACKGROUND

Since 2015, officers from Merthyr Tydfil County Borough Council, in conjunction with officers from the Archdiocese of Cardiff, have been carrying out informal consultation meetings on the future of Catholic education in Merthyr Tydfil. A number of issues were brought to light during this process that need addressing to achieve long-term sustainability for Catholic education within the Borough. These included the need to improve the learning environment and ensure there is excellent leadership across the sector.

The Council accepts there is a need to modernise education provision throughout the Borough. Education improvement will not be sustained without changes in the way educational provision is delivered.

Improving education for all is a priority for the Council; this is reflected in the Council's Vision and Corporate Plan.

The Council is committed to enhancing the faith offer within the Borough and working alongside the Catholic Archdiocese of Cardiff ensures the sustainability of the offer for future generations not just in Merthyr Tydfil but also neighbouring parishes.

On 25th July 2018, Council approved the start of a public consultation exercise regarding the school reorganisation proposal to close St Aloysius Roman Catholic (RC) Primary, St Illtyd's RC Primary and St Mary's RC Primary Schools and Bishop Hedley RC High School creating a 3-16 all through Catholic education provision with effect from 1st September 2019. The consultation ran from Monday 3rd September to Monday 14th October 2018.

The outcome of the consultation was presented in a report to Cabinet on 21st November 2018, which provided details of correspondence received during the consultation exercise and notes of various meetings held. Following discussion, and as a result of responses received, specifically in relation to the site of the new school, it was agreed that a new consultation exercise would be undertaken which identifies the sites proposed for the new school. The new consultation will be carried out in accordance with the new School Organisation Code (2nd Edition) November 2018 edition.

THE PROPOSAL

The Council proposes to discontinue St Aloysius RC, the Federation of St Illtyd's RC and St Mary's RC primary schools and also Bishop Hedley High schools from 1st September 2020 and that the Catholic Archdiocese of Cardiff would create an 'all through' 3 to 16 school based across the existing sites of the schools.

If the current proposal is agreed and implemented the current schools would close on 31st August 2020. The governance structure of the new all through school would start as of 1st September 2020.

As part of the overall proposal Welsh Government, the Council and the Diocesan Authority are committed to investing approximately £27 million to replacing the current schools' buildings. This would mean that, should this proposal be implemented, a purpose built 3-16 school will be created and located in new facilities purpose built for modern methods of learning. Following consultation with the Engineering, Planning, Highways and Road Safety departments, the two sites that will be considered are a new build on 'The Greenie' or a re-build on one of the Bishop Hedley High School sites. It is estimated that the new school building will be ready 2023/2024

The Council is currently delivering on its vision to transform school buildings through its capital programme in partnership with the Welsh Government's 21st Century Schools and Education Programme. This programme has supported the Afon Taf refurbishment and is supporting the new Ysgol Y Graig build. This current proposal is part of the Band B funding stream and the Council in partnership with Welsh Government has secured almost £54 million for investment between 2018/19 and 2025/26

The new Catholic School will be for young people aged 3 to 16 and would be classified as English Medium, Voluntary Aided. 'Voluntary Aided' category schools are church schools that manage their own school admissions processes. The Governing Body employs the staff and sets the admissions criteria. School buildings and land are often owned by a charity, usually the Church.

Subject to parental preference, all young people currently attending the schools named in the proposal would transfer to the new 3-16 Catholic School.

The primary section of the school will be for 525, therefore a 2.5 form entry with an admission number of 75. The secondary section of the school will be for 600 therefore a 4 form entry with an admission number of 120.

It is important to note that any decision to proceed with the proposal will be a joint decision between Merthyr Tydfil County Borough Council and the Archdiocese of Cardiff.

Merthyr Tydfil County Borough Council is permitted to publish proposals to discontinue a voluntary aided school or foundation school; as are the Governors. As such the formal publication of the closure of the four existing schools may be carried out by the Council following the correct statutory procedure.

The proposal to establish a new voluntary aided school will be published by the Catholic Archdiocese of Cardiff in partnership with Merthyr Tydfil County Borough Council. Whilst Merthyr Tydfil County Borough Council could seek to establish a new voluntary aided school it is considered appropriate that such provision is planned in partnership with the Diocesan authority that will be responsible for the operation of the school. The role of the Council in the establishment of the new voluntary aided school would be advisory/supportive. Thus the proposal relating to the formation of the new 3-16 school will be published by the Archdiocese in partnership with Merthyr Tydfil County Borough Council.

CATCHMENT AREA

The catchment area of the proposed new school covers the whole of the County Borough of Merthyr Tydfil. In addition the secondary provision within the school covers the Parishes of Aberdare, Hirwaun, Glynneath, Rhymney, Tredegar, Ebbw Vale and Brynmawr.

SCHOOLS SERVING THE AREA AT PRESENT

Nursery Provision

- Nursery education is provided by the primary schools across the County Borough including the three primary schools within this proposal

Primary Provision

- English medium primary education is provided across the County Borough including the three primary schools included within this proposal
- Welsh medium primary education is provided by Ysgol Santes Tudful and Ysgol Rhyd y Grug

Secondary Provision

- There are three English medium secondary schools within the County Borough as well as the secondary school included within this proposal
- Welsh medium secondary education is available at Ysgol Gymraeg Rhyd y Waun

INFORMATION ABOUT THE SCHOOLS

Current demand for places

GENERAL SCHOOL INFORMATION						
School	Type of school	Language category	Admission number	School capacity	Number on roll 2017/18	Age range
St Aloysius RC Primary	Voluntary Aided	English Medium	23 (2017/18)	165 (2017/18)	174	3-11
St Illtyd's RC Primary	Voluntary Aided Federated With St Mary's RC Primary	English Medium	22 (2017/18)	155 (2017/18)	166	3-11
St Mary's RC Primary	Voluntary Aided Federated With St Illtyd's RC Primary	English Medium	28 (2017/18)	198 (2017/18)	232	3-11
Bishop Hedley High	Voluntary Aided	English Medium	153 (2017/18)	767 (2017/18)	496	11-16

CURRENT LEVEL OF SURPLUS PLACES				
School	School capacity	Number on roll (Excluding nursery)	Surplus places	% of Surplus places
St Aloysius RC Primary	165	150	15	9.0%
St Illtyd's RC Primary	155	153	2	1.3%
St Mary's RC Primary	198	201	-3	-1.5%
Bishop Hedley High	767	519	248	32.3%

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.

FUTURE DEMAND FOR PLACES										
School	Current School Capacity	January 2015	January 2016	January 2017	January 2018	January 2019	2019/20 Projection	2020/21 Projection	2021/22 Projection	2022/2023 Projection
St Aloysius RC Primary	165	172 148 Ex Nursery	171 157 Ex Nursery	172 148 Ex Nursery	174 152 Ex Nursery	181 153 Ex Nursery	176 154 Ex Nursery	174 149 Ex Nursery	180 153 Ex Nursery	171 148 Ex Nursery
St Illtyd's RC Primary	155	171 140 Ex Nursery	179 147 Ex Nursery	182 151 Ex Nursery	166 146 Ex Nursery	174 153 Ex Nursery	165 142 Ex Nursery	163 141 Ex Nursery	169 145 Ex Nursery	167 144 Ex Nursery
St Mary's RC Primary	198	206 172 Ex Nursery	214 182 Ex Nursery	211 177 Ex Nursery	232 192 Ex Nursery	226 201 Ex Nursery	217 192 Ex Nursery	222 194 Ex Nursery	222 194 Ex Nursery	219 191 Ex Nursery
Bishop Hedley High	767	499	482	474	498	519	533	538	535	527

School Projections

Pupil projections anticipate the number on the roll in the primary schools will increase to 483 (excluding nursery) by January 2023 indicating a potential surplus capacity of 8.0%. Within the secondary school sector, the pupil numbers are forecast to increase to 527 by January 2023, indicating a projected surplus capacity of 12.1 %.

CURRENT PERFORMANCE

The Council works closely with the governing bodies of all 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

In the case of Catholic education it works with the Archdiocese of Cardiff to monitor Section 50 inspections of the Catholic ethos of schools.

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

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).

In September 2017, new arrangements for inspecting all schools, independent specialist colleges, pupil referral units and work-based learning providers came into effect and the new cycle of inspections began in the autumn term 2018. Schools are judged under five inspection areas:

1. **Standards**
2. **Wellbeing and attitudes to learning**
3. **Teaching and learning experiences**
4. **Care, support and guidance**
5. **Leadership and management**

In evaluations, inspectors will use a four-point scale:

Judgement	What the judgement means
Excellent	Very strong, sustained performance and practice
Good	Strong features, although minor aspects may require improvement
Adequate and needs improvement	Strengths outweigh weaknesses, but important aspects require improvement
Unsatisfactory and needs urgent improvement	Important weaknesses outweigh strengths

ST ILLTYD'S RC PRIMARY SCHOOL

Estyn inspection October 2018

Inspection Summary

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

Leaders place strong importance on ensuring pupils' wellbeing and providing a high level of care, support and guidance for all pupils. The executive Headteacher has been successful in developing a collaborative ethos among staff in the school and across the federation. Leaders have developed and shared their clear vision very effectively and, as a result, everyone involved with the federation is committed to making identified improvements across both schools.

Most pupils make good progress in developing their literacy skills, but they make slower progress in developing their numeracy, information and communication technology (ICT) and Welsh skills. Nearly all

pupils are happy, enjoy coming to school and benefit from positive working relationships with staff. Pupils have good opportunities to suggest improvements to school life and teachers and school leaders value and act upon their opinions.

Estyn's inspection and monitoring visits reports for St Illtyd's Primary School can be found at <https://www.estyn.gov.wales/provider/6753300>

Archdiocese Section 50 Inspection October 2018

Inspection Summary

How effective is the school in providing Catholic education?	Adequate
Catholic education at St Illtyd's is adequate because: <ul style="list-style-type: none"> • The schools in the federation have a strong catholic ethos • The quality of leadership across the federation is good • St Illtyd's is a welcoming and inclusive school • Positive relationships exist in the school community • The sense of community cohesion at the school is strong • Partnership with parents/carers and the parish community are good 	
What are the school's prospects for improvement?	Good
The school's prospects for improvement are good because: <ul style="list-style-type: none"> • School leaders are committed to ensuring the best possible Religious Education provision for all pupils in the federation. • Leaders are receptive to feedback and show a desire to improve their teaching and pupils' learning in Religious Education. • The enhanced opportunities provided by being part of a two-school federation to promote joint working, shared resources and common strategies/planning. 	

ST MARY'S RC PRIMARY SCHOOL – inspected in October 2018

Estyn inspection October 2018

Inspection Summary

Inspection area	Judgement
Standards	Good
Wellbeing and attitudes to learning	Good
Teaching and learning experiences	Good
Care, support and guidance	Good
Leadership and management	Good

Most pupils make good progress as they move through the school. Many pupils, particularly those with English as an additional language, achieve high standards in literacy and numeracy. Nearly all pupils behave well show care and consideration for others and have positive attitudes towards learning. Most teaching is successful in helping pupils improve their work. Most teachers provide a wide range of stimulating learning experiences that engage pupils successfully. In a few classes, there is some particularly effective teaching.

Leaders place strong importance on ensuring pupils' wellbeing and providing a high level of care, support and guidance for all pupils. The Executive Headteacher has been successful in developing a collaborative ethos among staff in the school and across the federation. Leaders have developed and shared their clear vision very effectively and, as a result, everyone involved with the federation is committed to making identified improvements across both schools.

Inspection and monitoring visits reports for St Mary's Primary School can be found at <https://www.estyn.gov.wales/provider/6753306>

Archdiocese Section 50 Inspection October 2018

Inspection Summary

How effective is the school in providing Catholic education?	Good
Catholic education at St Marys is good because: <ul style="list-style-type: none"> • The schools in the federation have a strong catholic ethos • The quality of leadership across the federation is good. • Standards in Religious Education are good. • St Marys is a welcoming and inclusive school • Positive relationships exist in the school community; • the sense of community cohesion at the school is strong • partnership with parents/carers and the parish community is good 	
What are the school's prospects for improvement?	Good
The school's prospects for improvement are good because: <ul style="list-style-type: none"> • School Leaders are committed to ensuring the best possible RE provision for all pupils in the federation. • Leaders are receptive to feedback and show a desire to improve their teaching and pupils' learning in Religious Education. • The enhanced opportunities provided by being part of a two-school federation to promote joint working, shared resources and common strategies/planning. 	

BISHOP HEDLEY HIGH SCHOOL

Estyn inspection November 2018

Inspection Summary

Inspection area	Judgement
Standards	Excellent
Wellbeing and attitudes to learning	Excellent
Teaching and learning experiences	Good
Care, support and guidance	Excellent
Leadership and management	Good

Bishop Hedley Catholic High School successfully fulfils its aims of encouraging and educating its pupils in an extremely caring and inclusive Christian ethos. Pupils are proud to be members of the school; they engage positively with their learning and behave exceptionally well. They make strong progress in developing their knowledge, understanding and skills, and the standards that they reach overall are well above

expectations. Pupils also develop strong social skills and they have a particularly mature understanding and respect for people from other backgrounds, faiths and traditions.

Leaders and staff provide strong direction and support for the achievement of high standards and the exceptional level of care, support and guidance for pupils. The overall quality of teaching is consistently effective, as is the overall learning experience. The valuable and extensive programme of professional learning activities successfully promotes the school as a strong learning community, for both pupils and staff.

Inspection and monitoring visits reports for Bishop Hedley High School can be found at <https://www.estyn.gov.wales/provider/6754600>

Archdiocese Section 50 Inspection November 2013

Inspection Summary

How effective is the school in providing Catholic education?	Good
Catholic Education at Bishop Hedley is good with some outstanding features because: <ul style="list-style-type: none"> the school is a welcoming and inclusive community which has an excellent Catholic ethos into which all are welcomed. provision for prayer and worship is excellent. Students experience a wide range of liturgical celebrations and opportunities for prayer, all of which contribute strongly to their spiritual and moral development. students understand and appreciate the distinctiveness of the school, its ethos and what they believe they gain from it. effective pastoral care promotes student well-being. the headteacher has a clear vision of the school's mission and shares it with the rest of the school. She is well supported by the deputy head and the leadership team. standards in Religious Education are good and are improving. The students make good progress. Results at KS5 are very good. the quality of teaching in the Religious Education department is good with some excellent features. there is very good support from local parish priests. 	
What are the school's prospects for improvement?	Good
Capacity to improve is good because: <ul style="list-style-type: none"> areas previously identified as needing improvement have been addressed. very good leadership and vision is provided by the Headteacher and the leadership team. They are ably supported by an effective Head of Religious Education. the school's self-evaluation document is an accurate reflection of the school's strengths, where areas for development have already been identified. there is a team of dedicated Religious Education teachers who are committed to drive the department forward and raise standards. the whole staff displays a commitment to Catholic education. guidance, challenge and support is provided by the governors. the ethos of the school recognises and enhances the value of each individual in the school within a culture of continuous improvement 	

ST ALOYSIUS RC PRIMARY SCHOOL

Estyn inspection June 2013

St Aloysius was last inspected in June 2013, under the previous inspection framework, and inspectors aimed to answer three key questions and provided an overall judgement on the school's current performance and on its prospects for improvement:

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

In evaluations, inspectors used 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

Inspection Summary

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

Current Performance

- The school's current performance is good because:
 - standards in mathematics and English are high, particularly in pupils' writing skills;
 - most pupils make good progress from their starting points;
 - pupils who need extra help with their learning make rapid progress; and
 - most teaching is good and, in a very few cases, it is excellent.

Prospects for improvement

- The school's prospects for improvement are good because:
 - the school has a strong recent track record of raising standards;
 - it has effective systems for self-evaluation;
 - leaders and managers challenge underperformance well; and
 - they monitor the school's progress against its targets effectively.

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

The latest inspection report for St Aloysius RC Primary School can be found at:

<https://www.estyn.gov.wales/provider/6753307>

Archdiocese Section 50 Inspection June 2013

Inspection Summary

How effective is the school in providing Catholic Education?	Adequate
<p>The school's current performance is adequate because:</p> <ul style="list-style-type: none">• the school is a welcoming community• the Religious Education coordinator has a clear vision for the future development of Religious Education at the school• prayer and worship are an integral part of school life• governors and school leaders are committed to the further development of curriculum Religious Education and the Catholic life of the school• partnership with parents/carers and the parish community is good• pastoral care systems are strong <p>However</p> <ul style="list-style-type: none">• Pupil outcomes in Religious Education are adequate overall• Recent developments in curriculum Religious Education are still in the early stages• Few pupils have ownership of the school mission statement• The use of IT, Welsh and differentiated learning activities in Religious Education are under-developed• The process for monitoring, evaluating and reviewing Religious Education and the Catholic life of the school is under-developed• Resources to support the Catholic life of the school and curriculum Religious Education are adequate	
What are the school's prospects for improvement?	Adequate
<p>The school's prospects for improvement are adequate because they have strengths that outweigh areas for development.</p> <ul style="list-style-type: none">• The Headteacher, senior leadership team and Religious Education coordinator are committed to improving standards in Religious Education throughout the school.• Outcomes for pupils are generally adequate and improvements are at an early stage of development.• Recent developments in the monitoring, evaluation and review of Religious Education are good. However, self-evaluation is not yet embedded in the life of the school.• Recent developments to learning and teaching in Religious Education, introduced by the coordinator, are having a positive impact on standards but are still in the very early stages.	

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 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>

The categorisation for 2017/18 for each school is shown below

School	Improvement Capacity	Overall Category
St Aloysius	B	Yellow
St Illtyd's	B	Yellow
St Mary's	A	Green
Bishop Hedley	A	Green

The following table provides information about the additional learning needs of current pupils

2017/18		St Aloysius RC Primary	St Illtyd's RC Primary	St Mary's RC Primary	Bishop Hedley High	Wales
Percentage of total cohort who have Special Educational Needs	School Action	13.8%	9.0%	8.2%	17.7%	12.4%
	School Action Plus	5.7%	6.0%	3.9%	7.7%	7.4%
	Statemented	0.0%	0.0%	0.9%	0.8%	2.8%
Total		19.5%	15%	13.0%	26.2%	22.6%

It would be expected that a 3-16 provision would allow for improved continuity of support for learners with additional needs and support these learners through transition from one key stage to the next.

School staff with responsibility for Additional Learning Needs (ALN) would have the opportunity to develop stronger relationships with parents/guardians from an early age.

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 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
St Aloysius RC Primary	Voluntary Aided	B	£49,050
St Illtyd's RC Primary	Voluntary Aided Federated With St Mary's RC Primary	C	£194,862

St Mary's RC Primary	Voluntary Aided Federated With St Illtyd's RC Primary	B	£157,342
Bishop Hedley High	Voluntary Aided	C-	£1,337,821

THE INTENDED IMPACT ON EDUCATION OUTCOMES

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

It is the Council's view that creating an all through 3-16 school will:

Improve educational outcomes by

- providing teaching and support staff with more opportunity to develop professionally;
- enabling greater opportunities for staff to move between key stages and further develop expertise;
- providing a more appropriate curriculum and wider extra-curricular opportunities which will improve attendance and educational outcomes;

Improve educational provision by

- providing the conditions that will enable a broader and more diverse curriculum to be developed to better meet the needs of the school's young people and in ways that will be viable and sustainable over the longer term;
- improving the range and quality of facilities and learning resources available to the benefit of all pupils;
- enabling greater continuity of support for vulnerable groups of pupils;
- allowing for the potential for financial savings in terms of staffing structures and purchase of services, which accrue to a larger school;
- broadening the range of extra-curricular and out-of-school activities and develop them in ways that are sustainable over the longer term;
- continuing to embed the catholic ethos across all age ranges within the school

Improve leadership and management by

- providing the opportunity for the headteacher to distribute key leadership tasks such as child protection, literacy, numeracy, special educational needs etc to a greater number of staff and across phases of education;
- creating leadership opportunities for other staff, and for others to specialise in key areas, which will enhance educational provision and outcomes;
- allowing teaching and support staff access to a wider range of responsibilities:

Why a 3-16 school?

In bringing schools together be that through amalgamation, federation or informal clustering, the overriding purpose has to be to improve teaching and learning and pupil outcomes. The benefits of 3-16 schools can be summarised as follows:

- by having a common ethos pupils do not have to adapt to a new culture on moving schools, in the case of this proposal this would also strengthen the catholic ethos and culture.
- through coherent and consistent styles of teaching and learning across the school pupils' learning experiences are more stable

- the comprehensive and common system for assessing, recording and tracking pupil progress throughout his/her schooling ensures a more preventative intervention process is available and therefore pupils with additional needs can maintain relationships with supporting agencies throughout their school career if required;
- a greater flexibility to provide the appropriate curriculum for individuals regardless of age;
- increased access for pupils to a range of specialist accommodation, facilities and learning resources;
- a common attendance and behaviour policy means that routines are established and values understood from an early age;
- parents may remain more involved in their children's education as they do not have to establish new relationships with staff.

The great strength of all-through education is the continuity of educational experience which negates the transition "dips" in pupil performance. A 3-16 school provides the opportunity to provide a "bridge" between key stages in order to create a seamless transition for pupils in terms of curriculum planning, learning and teaching. It can allow for a significant sharing of subject expertise and primary pedagogy in particular across key stages 2 and 3.

What about having primary and secondary aged pupils on one site?

It must be emphasised that a 3-16 school would not result in young children sharing playgrounds or break times with much older pupils. If the proposal is accepted there would be consideration to safeguarding of all learners within the new build. It would be expected that there would be a clear distinction between the secondary aspect of the site and the primary aspect however, all pupils would be given the opportunity to develop their curricular skills through the use of specialised facilities e.g. science and technology. Secondary phase pupils will also be able to have learning opportunities in the primary phase especially around any care related vocational activities and meeting some of the requirements of the Welsh Baccalaureate.

What about the impact on other 'partner' primary schools?

It would be expected that as part of the proposals the schools the wider catchment area schools would have the opportunity to strengthen their relationship and transition arrangements. This is an area that officers from the Archdiocese are keen to develop and they alongside the senior leadership of the school would work closely with all schools to ensure that pupils transferring at year 7 are not disadvantaged.

What about the impact on pupils?

The principal changes will be improved transition between educational phases and an improvement in the quality of the educational provision, and this should have a significant impact on the educational performance of the pupils. There will be no changes to the current provision of home to school transport and the Council's policy regarding free school transport will continue to apply. There is a statutory duty placed upon the local authority (LA) to provide learners with free transport to their nearest suitable school if they reside beyond safe "walking distance" to that school. The law relating to safe "walking distance" is defined as two miles for learners of compulsory school age receiving primary education and three miles for learners of compulsory school age receiving secondary education.

What about the impact on staff?

If the proposal is accepted, the schools involved in the proposal will close and the Archdiocese will be asked to open a new school with a new governing body. Should the proposal proceed, a temporary governing body will need to be appointed for the interim period until the new school opens.

The temporary governing body will appoint a new headteacher, who will then formulate and propose the leadership, management and staffing structures for the new school. In line with statutory guidance it would be advisable that appointments at Headteacher and deputy Headteacher level are advertised nationally.

The Council and the Archdiocese will recommend that if the proposal is accepted, that the temporary governing body of the new school “ring fences” for recruitment, all other teaching and associated staff posts to staff within the existing schools in the first instance.

WHAT ARE THE ADVANTAGES OF THIS PROPOSAL?

The proposal is considered to have the following educational benefits:

- responsibility
- Opportunities to provide staff with continuing professional development opportunities by enabling them to gain a single Leadership Team and Governing Body, supporting a Headteacher who would have a ‘whole school’ experience within an ‘all through’ 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
- Streamlined communication between parents and staff with a single point of contact throughout their statutory school career

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; although the new senior leadership structure would ensure accessibility for all stakeholders.

ALTERNATIVE OPTIONS

The options that have been considered are:-

1. Maintain the status quo
2. Undertake refurbishment of all schools
3. Federate all the primary schools named in the proposal and remain on current sites
4. Federate all schools named in the proposal and remain on current sites
5. Consult on one Catholic secondary school across Merthyr Tydfil and Rhondda Cynon Taf
6. Create a new 3-16 Catholic school, ultimately on one site

The main advantages and disadvantage of each option are outlined below;

	Advantages	Disadvantages
Option 1 – Status Quo	<ul style="list-style-type: none"> • No capital investment required by the Council; • No disruption to the pupils, parents and the staff; • No impact on home to school transport; • The schools have a strong tradition and are well supported in the local communities. 	<ul style="list-style-type: none"> • Does not address the need to reduce the high number of surplus places in the Secondary school; • Poor condition of St Illtyd’s and Bishop Hedley in particular would not be improved; • Transition between KS2 & KS3 still required.

	Advantages	Disadvantages
Option 2 – Undertake refurbishment of all schools	It would be straightforward to progress as there would be no changes required to school reorganisation	<ul style="list-style-type: none"> • High cost to the Council; • Could not be completed at same time – would be a long process; • Does not address the need to reduce the high number of surplus places in the Secondary school; • High disruption to staff and pupils whilst work was going on; • Transition between KS2 & KS3 still required.
Option 3 - Federate all the primary schools named in the proposal and remain on current sites	<ul style="list-style-type: none"> • Education provision would continue as present; • Opportunities for sharing staff expertise and good practice; • Minimum disruption to pupils, parents and staff; • No impact on home to school transport. 	<ul style="list-style-type: none"> • Does not address the need to reduce the high number of surplus places in the Secondary school; • Transition between KS2 & KS3 still required; • Poor condition of St Illtyd's and Bishop Hedley in particular would not be improved.
Option - Federate all the schools named in the proposal and remain on current sites	<ul style="list-style-type: none"> • Education provision would continue as present; • Opportunities for sharing staff expertise and good practice; • Minimum disruption to pupils, parents and staff; • No impact on home to school transport. 	<ul style="list-style-type: none"> • Does not address the need to reduce the high number of surplus places in the Secondary school; • Poor condition of St Illtyd's and Bishop Hedley in particular would not be improved.
Option 5 - Consult on one Catholic secondary school across Merthyr Tydfil and Rhondda Cynon Taf	Education provision for primary pupils would continue as present.	<ul style="list-style-type: none"> • Poor condition of primary schools would not be improved; • Transition between KS2 & KS3 still required; • More travelling for pupils with related cost in time and transport.
Option 6 – Close all schools in proposal and create a new 3-16 Catholic school by refurbishing on current Bishop Hedley site.	<ul style="list-style-type: none"> • Removes surplus places in Secondary school; • Enables the primary and secondary pupils to share specialist facilities; • Improves transition from KS2 to KS3; • Allows the Catholic ethos to be enhanced. 	<ul style="list-style-type: none"> • 3-16 schools are relatively new concept across Wales and parents will have concerns over how their children will be supported within this structure. • Current Bishop Hedley site not big enough for one school in one place – would still need split upper and lower sites
Option 7 – close all schools in proposal and build on new site – The Greenie	<ul style="list-style-type: none"> • Removes surplus places in Secondary school; • Enables the primary and secondary pupils to share specialist facilities; • Improves transition from KS2 to KS3; • Allows the Catholic ethos to be enhanced. 	<ul style="list-style-type: none"> • 3-16 schools are relatively new concept across Wales and parents will have concerns over how their children will be supported within this structure. • Allows for a new school to be built. School would have access to own playing facilities as well as access to neighbouring community playing fields

A number of sites were considered as part of this proposal:-

1. Land north of Lakeside Gardens
 - Welsh Water trunk mains run through the site – it would be cost prohibitive to divert this
2. Storm town, Trelewis
 - Allocated for housing in Local Development Plan
3. Cwmblocks, Twynyrodyn
 - Currently in negotiations with housing developer
4. The Greenie, land between Galon Uchaf and Gurnos Estate
 - Design would need to include car park and drop-off facility
5. Heartlands, Dowlais
 - Would cause considerable traffic congestion
6. Expanding on current St Illtyd's site
 - Existing junction not suitable, may impact on current culverts and foul sewers

On analysis of these options – Option 7 is the preferred option of the Council and the Archdiocese and as such this is the proposal that is being consulted upon.

TRANSITION PLAN IF THE PROPOSALS ARE APPROVED

The proposals would mean that the new school would open at the start of the autumn term in September 2020. It is anticipated that if the proposal is fully approved at all stages a final decision will be made in March 2020 which would allow for the appointment of the Headteacher for September 2020.

All pupils on roll at the four schools would transfer to the new school in September 2020, 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.

RISKS ASSOCIATED WITH THE PROPOSAL

- Potential difficulties in bringing together three different sets of working practice into the one school
- The challenge of operating across 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 and Archdiocese. All the schools have effective and flexible working practices and already have strong working partnerships. 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 this proposal and any ultimate changes

ADMISSIONS AND CATCHMENT AREA ARRANGEMENTS

Voluntary aided schools are maintained by the local authority but are governed by the Roman Catholic Archdiocese in partnership with the local authority. The admissions authority for the new school will be the governing body and they will draw up the admission criteria. The ethos of the school will be Catholic.

The school will be founded by the Catholic Church to primarily provide education for children of Catholic families residing within the County Borough of Merthyr Tydfil at primary age and included neighbouring parishes at secondary age. The school is conducted by its Governing Body as part of the Catholic Church in accordance with its Trust Deed and Instrument of Government and seeks at all times to be a witness to Jesus Christ. All parents applying for a place will be asked to respect this ethos and its importance to the school community. This will not affect the right of parents who are not of the faith of this school to apply for and be considered for a place.

The catchment area for the school will remain the same.

FINANCE

Running costs

The amalgamation of the four schools would initially result in funding continuing to be allocated to each school as currently. This would be on a transitional basis until the single site school is ready to be occupied. The new school would be required to pool all funding made available in order to benefit from a single budget under the responsibility of a single governing body. All running costs of the school during the period until the new school site is opened will be taken from this pooled budget

A revised 3-16 school formula funding model will then be provided to meet the needs of the single school site. The detail of this funding model requires further discussion and agreement and will be considered as part of the business case process.

Capital Investment

Whilst this proposal requires no capital investment initially it is linked to the Council's 21st Century Band B Programme 2019-2026, approved by WG, which includes a proposed new build 3-16 VA school estimated to cost £27 Million.

The £27M capital investment is required to be provided by both WG and the MTCBC as follows; WG - £23M (85%), MTCBC - £4M (15%)

WG and the Council have both set aside the required monies for this new build project, subject to successful business cases, as part of the overall Band B programme.

The next steps to secure this funding from WG requires the local authority to complete the detailed business case process involving three business cases; Strategic Outline Case (SOC), Outline Business Case (OBC) and the Full Business Case (FBC). Each of these business cases is subject to WG approval.

HUMAN RESOURCES MATTERS

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

All 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 schools or any extension to current facilities it is not envisaged that there will be any changes to traffic or congestion around the school until the new build is completed. Initially, there will be no impact on pupils' journeys as a result of the proposal and available walking routes to school will remain the same, changes when the new build is finalised will be mitigated at that time.

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, this will be further developed as the children move into Key Stages 3 and 4.

EQUALITY IMPACT ASSESSMENT

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

CONSIDERING COMMUNITY IMPACT

The new 3-16 school 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	
29 th April 2019	Consultation document published	
30 th June 2019	Closing date for receipt of comments / points of view on the proposal	
June/July 2019	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	
June/July 2019	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	
June/July 2019	Closing date for receipt of objections to the Proposal	
September 2019	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 Where objections received refer to Welsh Government – 28 day period
October/November 2019	Publication of Cabinet Decision if no objections/Publication of Decision if referral to Welsh Government.	
1 st September 2020	Implementation of Proposal	

CONSULTATION PERIOD

The consultation period for this proposal will run from 29th April – 30th June 2019. See page 7 for further details of how to respond and make your views known.

Following the consultation period the Archdiocese and Merthyr Tydfil County Borough Council will consider the responses. 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 all schools in the proposal 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 governors of the new school?

A temporary Governing Body will be established should the proposal go ahead. A new Governing Body will be established when the school opens in September 2020.

Who will be the Headteacher of the new school?

The temporary Governing Body will work with the Archdiocese and local authority to appoint the Headteacher of the new school. The aim is for the Headteacher to be appointed in order to start on September 1st 2020.

What will happen with the staff?

It is anticipated that the staff of the schools would be incorporated into the new school. Details of the staffing structure would be decided upon by the Headteacher and Governing Body of the new school.

What will the proposal mean for children currently attending the four schools? Will my child be offered a place at the new school?

All children attending the four schools at present will be guaranteed a place at the new school.

All families who wish to apply for a place in the reception classes as part of the 2019/20 primary school place admissions process should follow the normal procedures for the four schools 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 2020?

The current governing bodies will continue to be the admitting authority for September 2020. 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 new school?

For September 2019 parents should apply through the current admissions policy of the schools. From September 2020 a new admissions policy will be drawn up for future admissions.

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

There will be no change the catchment area because of the proposal.

What will be the name of the school?

The temporary Governing Body in conjunction with current staff and pupils will seek views on the name of the school. This will be undertaken in conjunction with the Archdiocese who formally open the school.

What about school uniform?

This discussion will be had with the temporary Governing Body in conjunction with the current leaders of the schools – options will be considered and a consensus taken on the best way forward for September 2020.

What about policies?

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.

How will links between the schools and the individual parishes be retained – what role will the Archdiocese play to ensure that parishes do not feel isolated from the process?

Whereas Catholic primary schools usually link with the individual parish from which their pupils are drawn, a Catholic secondary school covers a wider catchment area and will normally have links with a number of parishes. In the same way a 3-16 school will have links with all local parishes.

The membership of the temporary Governing Body will be drawn from all the parishes.

CONSULTATION RESPONSE FORM

CREATION OF A SINGLE 3-16 CATHOLIC SCHOOL WITHIN MERTHYR TYDFIL

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

- completing the online response form at <https://www.smartsurvey.co.uk/s/single-3-16-catholic-school/>
- 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 30th June 2019.

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**.

Please tell us whether you are responding as:

	✓	Name of current School
Parent		
Pupil		
Governor		
Member of staff		
Local resident		
Other (please specify)		

QUESTIONS

1. Do you support the proposal to create a 3-16 Catholic faith school from September 2020 by discontinuing St Aloysius RC, St Illtyd's RC, St Mary's RC and Bishop Hedley RC Schools and opening a 3-16 provision initially on the sites of the existing schools?

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 **Sunday 30th June 2019**.

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)						